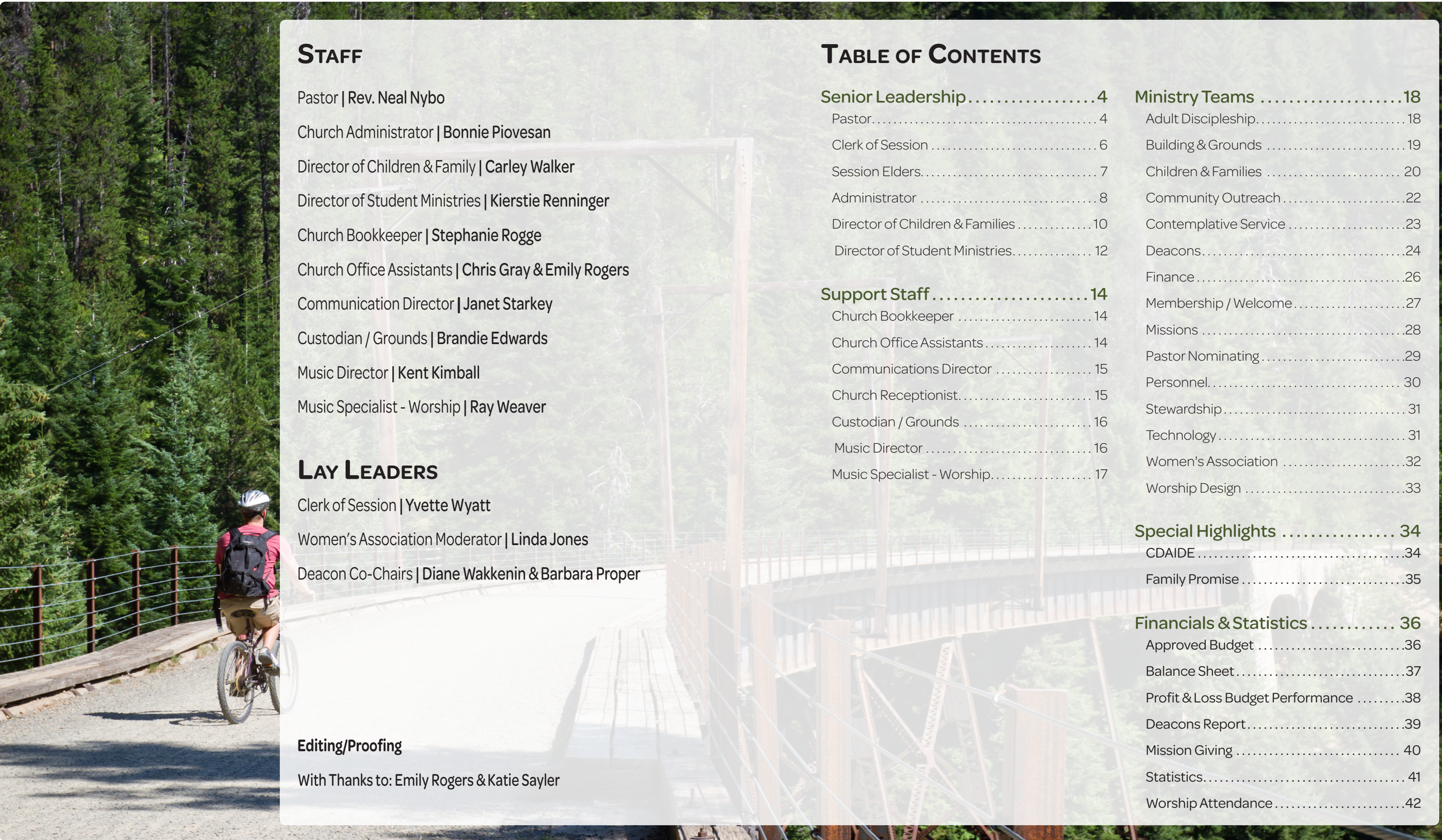




1stPresDowntown Annual Report

2021



STAFF

Pastor | Rev. Neal Nybo

Church Administrator | Bonnie Piovesan

Director of Children & Family | Carley Walker

Director of Student Ministries | Kierstie Renninger

Church Bookkeeper | Stephanie Rogge

Church Office Assistants | Chris Gray & Emily Rogers

Communication Director | Janet Starkey

Custodian / Grounds | Brandie Edwards

Music Director | Kent Kimball

Music Specialist - Worship | Ray Weaver

LAY LEADERS

Clerk of Session | Yvette Wyatt

Women’s Association Moderator | Linda Jones

Deacon Co-Chairs | Diane Wakkenin & Barbara Proper

Editing/Proofing

With Thanks to: Emily Rogers & Katie Sayler

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REVEREND DOCTOR NEAL NYBO | PASTOR



Can you believe we are already six months into a pastoral transition that has the potential of defining the direction of 1st Pres for years to come!? I am humbled to be a part of such a wonderful leadership team of elders, deacons, and staff. One of the greatest accomplishments of our leaders in the few months I've been here

is the completion of our Discovery Process expertly carried out by staff first and then our new Strategic Planning Team. The initial live event on a Saturday morning in October saw 87 people participating in a series of clarifying activities and conversations. Their conclusions were summarized by our strategic planning team and then incorporated into a congregation wide survey that ultimately had ninety responses. All this within a congregation with an average attendance of 150! I have been amazed at the amount of participation and enthusiasm. The final report from the process has become the foundation for the mission study that is now being used by our Pastor Nominating Committee. I've listed the outcomes of the process below. I can only say, "great job everyone!"

Generations have been baptized, raised, graduated, married, and even paid final respects 1st Presbyterian Church. Our campus sits on a corner near the busiest part of our vibrant town. We impact our Coeur d'Alene through many outreach and service opportunities and hundreds of members committed to making a difference locally and far.

Our congregation's overwhelming directive to leadership is to make a concerted effort to reach young families and young adults while continuing to value current members. Our elders and deacons have begun exploring ways to experiment with looking at ways our church can become a place young adults want to be.

The Pastor Nominating Committee is looking for a new pastor with the skills and passions to lead 1st Pres. My request to all of you is to embrace and support your leaders as they seek to implement the exciting changes needed if we are to be the church so many of you have

said you want to be. I close with a favorite passage of many of us. One that is appropriate for our church at this time. Jeremiah 29:11 For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future.

In Christ's Ministry Together, Interim *Pastor Neal*

Jeremiah 29:11 For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."

MAJOR FINDINGS OF THE DISCOVERY PROCESS

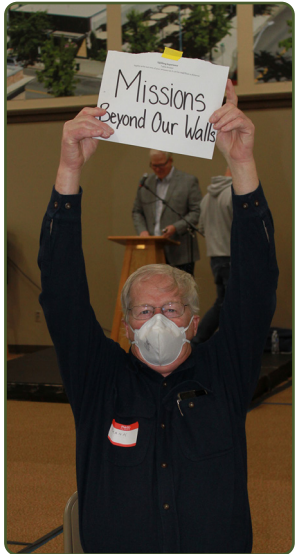
The overwhelming response of church participants said we need to:

- Increase the church's intergenerational focus and increase focus on young families and young adults.
- Value the current services and music offerings.
- Increase effective communication between church leadership and general congregation.
- Nurture the current mission programs with the local community and the community abroad.

In everything we do



we will love first



God



each other, and our neighbors.

YVETTE WYATT | CLERK OF SESSION

The nutshell description for 2021 is that it was a total Plan B; meaning that most of what we are expecting or planning for, known as Plan A, is not necessarily what God has in mind for our best good. Plan B for 2021 has offered us a myriad of unexpected opportunities to demonstrate Love 1st and strengthen our faith muscles. Watch out, 2022, we are feeling strong!

Though 2021 arrived much as 2020 departed, with the world—including Cda Idaho—still in COVID-19 shutdown, the anticipation of approved vaccines offered hope of a return to some semblance of normalcy. By early spring, following CDC health and safety guidelines of masking and distancing, FPC was able to transition from total on-line services to offering limited in-person services. Over the year, as the percentage of those fully vaccinated rose and the hospitalizations of COVID-19 patients declined, the limits on the in-person attendance were lifted. By fall, church activities were in full swing. Yet, as variants of the virus continue to emerge and vaccines have just recently been approved for children, with a Love 1st focus, Session continues to recommend masking.

We have experienced amazing opportunities to enhance our existing partnerships with DOXA church, the non-profit CDAIDE, and North Idaho College (NIC).

DOXA renewed their lease and continues to use the gym for their services. This year, they accepted an invitation to join FPC in community outreach through the Neigh-tivity event, showing that churches can come together to celebrate and share our Lord's love and grace.

CDAIDE, a mission FPC helped create to love our hospitality workers, is now on-site. This collaboration not only provides CDAIDE affordable and organize-able office space, but as they meet their care recipients inside FPC, we have natural opportunities to greet folks who may be hesitant to enter a church.

The crazy January windstorm that caused unbelievable damage across the area, created an amazing opportunity to strengthen our relationship with NIC. Thankfully, there were no injuries, but surrounded by pines, the NIC campus took a horrific hit, and the Children's Center (NICCC) was severely damaged. Chris Martin, a FPC member and NIC employee, inquired if NICCC could rent

FPC space to temporarily relocate the NICCC. Session immediately approved the request, allowing Church Administrator Bonnie Piovesan and a special, appointed Session Task Team (in unprecedented Presbyterian speed!) to investigate the legal and contractual issues in order to create a detailed lease. From February through May, over forty children of NIC staff and students had a safe place to learn and play. This opportunity not only provided for unexpected income in a fiscally challenging year, it also gave FPC a chance to show Love 1st as an invested and caring community member.

Through late winter and early spring, many were working faithfully and steadily on projects with the intention of continued growth and development of FPC missions. Three of the groups included the Youth Confirmation Team, the Contemplative Worship Service Team, and the Session Pre-Strategic Planning Task Team:

Seven youth members participated in confirmation classes under the mentorship of Kierstie and Tyler Renninger, Kathy and Roger Grigg, and Pastor Sumey. In June, they came forward for baptism and confirmation. What a most joyous and uplifting service!

Invited by Pastor Sumey, a small group came together to explore the possibility of restarting the Contemplative Worship Service which was beginning to grow just as COVID-19 hit. Services restarted in June and are making a slow, steady return to 2019 attendance numbers. The hoped-for blessing of making a safe space for hesitant church-goers is evident in that new folks who have never attended FPC are finding a service they feel comfortable to enter.

The Big Five goals set by the 2015 Strategic Planning Team were a year past review. In March, a Session-appointed Pre-Strategic Planning Task Team presented a work scope and timeline to be a guide for the incoming nominated 2021 Strategic Planning Team.

In June, Plan B came into full force when Pastor Craig Sumey announced his resignation and acceptance to pastor a church in Florida. Once the shockwave rolled over and past, it slowly became evident that his decision, founded in prayer, was right. We all miss Pastor Craig and Lynn, but we know and trust that as God has a new plan for Pastor Craig, He also has plans for FPC. We

have already been assured of His faithfulness to us in many ways:

Our talented, faithful and persevering FPC staff holds our church in steady hands and meets each challenge put in their path. They have our undying gratitude and sincere admiration.

We were fortunate to have the leadership of the exceptionally patient and knowledgeable Pastor Doug Cartwright (Community Presbyterian Church of Post Falls) as Interim Moderator through the stressful Interim Pastor-seeking process. He is indeed a blessing to our Presbytery.

God—through the Presbytery Committee on Ministry (COM) and our FPC Interim Pastor Team—has delivered us the amazing Pastor Neal Nybo to lead us through this interim time. His preaching and guidance are growing us into a church body prepared, not only to seek and welcome our next pastor, but to work alongside our next pastor to build the Lord's Kingdom within Coeur d'Alene.

Church membership is expected to decline through an interim time. We have been gifted to receive into membership 19 new members who are committed to serving the church mission.

The Strategic Planning Team has completed the first phase of their work, enabling us to send our Mission Study to the COM for approval to begin the pastor-seeking process. They continue to discern the details of our next Strategic Plan to be implemented over the coming three years.

An outstanding Pastor Nomination Committee, committed to the work of seeking our next pastor, has been approved by the congregation. They have already begun their preliminary work as they wait to receive permission from the COM to start the pastor-seeking process.

Christ takes every step before us, this we see; may we walk in faith, trusting His Plan B!

Respectfully submitted, Yvette

SESSION ELDERS

Elders and deacons make up our leadership team. These individuals are elected by the congregation to serve in specific ways. Together, elders and deacons use their gifts to equip the church for the work of ministry for building-up the body of Christ (Ephesians 4:12).

CLASS OF 2022

DAN BROWN

GINA DINGMAN

BOB FREUND

JON HIPPLER

JEANNIE LOGOZZO

STEVE MORMAN

CLASS OF 2023

MATT BROADWAY

ROB BUCKHAM

CAROLYN KEEFER

LARRY KETTLE

DONNA SCHWANDT

YVETTE WYATT

CLASS OF 2024

RICK CLUTTER

SCOTT FISCHER

RICH MORROW

CHARLIE NIPP

JACKIE VELEZ

KAREN WELTS

BONNIE PIOVESAN | ADMINISTRATOR

I have spent a good portion of my life in Allegheny County Pennsylvania. This area is known for its many rivers and of course bridges. In fact Allegheny County has 1,576 bridges that are over 8 feet in length. All over the Pittsburgh area there are bridges, and without them people would be completely cut off from each other. The rivers in Pittsburgh are deep and wide and flood easily. They are a complicated mass of locks, barges, and old factories. There is no dry season when the rivers go down and become easier to cross, and without a bridge or a boat there is little chance of getting across to the other side safely. Living somewhere where bridges are an essential part of life, I guess I've come to appreciate all that bridges mean.

They are at once beautiful, practical, and sometimes scary. They are difficult to build, yet when built properly will last for decades, even centuries. Bridges can be a simple log tossed over a mountain creek, a woven chain of grass to span a mountain chasm, an artistic sculpture that seems to sprout from the landscape, or an iconic monument to architecture and engineering. It takes nerve to build a bridge, because at some point there are people dangling over some danger with nothing between them and the long way down. Most bridges around the world will need at least two people working together to provide safe passage over some treacherous obstacle. At the end of the day, the essence of a bridge is connecting people and places.

Perhaps that is why bridges lend themselves so easily to themes of reaching a goal. We love the image of crossing the finished bridge to reach our future destinations. We rarely see images of sweaty people laboring to build a bridge or masses of machinery crawling over a cluttered worksite. Yet I think the image of labor is closer to the theme of reaching that hopeful future goal than the bridge itself. The bridge is the finished product of many people working together towards a common goal.

At 1st Pres we often pour out our love in the form of labor. The world around us gets to see the finished beauty of our work in our services, our lovely campus, our expressions of care and worship, and our various community partnerships. Yet the daily labor behind the scenes goes on faithfully building connections, hopeful that someone will find the

love and community they have been searching for. Rarely do people see the cluttered offices racing to finish a project. The times spent laboring over the right words or songs to connect people in thoughtful worship. Those times of hurt or loss when nothing can help but to stop and listen. Countless moments throughout the week spent in prayers for wisdom and insight. These are just some of the kinds of labors that build countless bridges connecting those of us here at 1st Pres.

My position here at the church is very visible and sometimes it can seem like a one person job. The truth is I have a great team by my side at all times. Throughout this past year there were countless times when the staff were ready to tackle the impossible or just listen. They are both simple laborers and gifted engineers working together out of vision and love to keep us all connected.



At the beginning of the year much of the campus was still closed, and at times it seemed a lonely place. The first joyous signs of the church finding its new normal was Emily and Chris keeping us all together and finding their own ways of bringing life back to an empty office. Emily and

Chris have been so critical over the years to keep us all connected as most of the daily information of church life passes over their desk. If someone needs prayer Emily and Chris are quick to get our prayer warriors engaged. If someone needs a phone number or a quick question answered, or simply to be heard for a few minutes they are there. This summer as we waited for Pastor Neal's arrival Emily and Chris were our leaders when it came to caring for our families in times of loss. When a loved one passes, we need the care and concern of our church family, and Emily and Chris stepped in to make sure that no one was overlooked or forgotten. They kept the staff aware of needs and were diligent in communicating with families and funeral homes. You can always count on these two hard working ladies to build those connections and keep the rest of us moving.

Bridges are not built for free, and having someone who deeply cares about the financial health of the church at the helm is so vital. We were blessed as a church this year to host NIC Children's Center after the wind storm

in January. This was a big endeavor and required a lot of financial insights on how to both protect the church and serve our neighbors. Stephanie was on hand every step of the way, so the church could make wise decisions. With her help we were able to get NIC moved in and back to serving families in our area in a few short weeks. When our basement flooded this fall, Stephanie was on hand after hours to make sure finances were ready so we could get the contractors and equipment we needed to get things cleaned up. With wisdom and a big heart ready to serve we can rely on Stephanie to keep the church finances in order.

I think a lot of us hoped that 2021 would be a quieter year than the constant firehose of information that happened in 2020. However, this year it was a lot of communication closer to home. When a pastor is called beyond the walls of our church it is a loss and can be a challenging time for a congregation and a community. We all needed Janet to help us stay connected and informed. The future can seem so uncertain at these times, and yet with Janet's help we were able to pull together, find a new sense of hope and dare I say adventure. Suddenly we began to think of the future of 1st Pres. Janet helped communicate this hopeful new message with lively sermon graphics, Facebook postings, newspaper ads, and building signage. She energetically tackled the variety of communication needs this entire year and found new creative ways to keep us engaged and looking to forward with hope.

Keeping our people at home connected on Sunday mornings has been one of the bigger challenges of this year. We were grateful to have Blake for the beginning of the year and then Will for a short time leading our technology needs. This is one of those areas where I was so grateful to have more than just me on the sound board. The Technology team and a key group of volunteers stepped in to learn some new skills and make sure our sound and video was covered. I could not be available on Sundays if it were not for the hard work and dedication of loving members like Dan Brown, Ken and Becky Clegg, Ken Edwards, and ever faithful Charlie Branch. This group saw a need and bridged a gap like no other.

Two of our staff that are not well known to many is our nursery workers Kyler and Naomi. These young women faithfully come in every Sunday and cheerfully serve our

families. They are a smiling face and the assurance that mom and dad need to know their kids are safe and cared for while they worship. These ladies were on hand as the church treaded the precarious waters of reopening. They take time each Sunday to care for the kids of 1st Pres, help Carley and the volunteers, and care for our parents as well. Kyler and Naomi know that any Sunday could be playdough or dirty diapers, and yet they come in joyfully and give all of us the 1st Pres love we value so much.

It took some time, but like the saying goes good things come to those who wait. This is very true of Brandie. 1st Pres is a large campus and we are close to all of the downtown action. We are a well know part of Coeur d'Alene. Many older churches easily fall into disrepair without a proper caretaker, and we were praying for the right person to care for our church. Brandie came in with a big smile and got to work. He breathed new life into our campus, our staff, and our church family. Opening back up and making each group feel cared for takes time, there is an element of getting to know each other and listening to the needs, then the skill to meet those needs. You can count on Brandie to put his care into everything he does, whether it's brewing the right strength of decaf for the weekly men's group, making sure the bell choir cases are easy to get to, that facilities are clean and ready, or simply giving a stranger something to eat. Brandie keeps 1stPres looking good and ready to serve those in need.

I have had a few people this year jokingly ask if I live here, or is there anything that I can't do. We laugh and joke together, but I know that at my side is a whole team ready to serve. With them thankfully I do not need to live here or do it all alone. I am grateful to be one of the laborers building bridges that connect people to the God who loves them.

In His Name,

Bonnie

CARLEY WALKER | DIRECTOR OF CHILDREN & FAMILIES

2021 was another year full of challenges for the children's ministry at 1st Pres. Despite the hardships that came along with the continued effort to work through challenges related to COVID-19, the children's ministry had a very busy and productive year! With some adjustments and modifications, we were still able to offer some of our favorite yearly traditions. During the summer, we were able to offer our annual art camp at Hands to Art and our annual summer camp experience at Camp Lutherhaven. Additionally, we were able to bring back the beloved traditions of having a children's time during our worship service, and we even brought back our UnPageant live!



We had many activities throughout the year to bring families together including our summer block party, family game night, a trip to Greenbluff, and our harvest celebration. We had two sessions of Adventure Kids' Club during the year which boasted the highest attendance we have seen within that program since it began. This year, we also introduced a new scholarship program: Adventures in Caring. To earn their camp scholarships, students worked on service projects to



share our Love First mission with the community. We had 14 children receive scholarships through the program. Finally, our ministry was given a large donation by the Erickson family which allowed us to remodel the upstairs classrooms in the Hunter building. We remodeled four classrooms upstairs, purchased new furnishings and décor, and painted murals on the hallway walls. We owe a huge thank you to Caroline and Andrew!



There is no way to know exactly how 2022 will end up looking. We have a full schedule with events, camps, and opportunities for families to connect and fellowship. As we enter the new year, our focus is to integrate the youth and children and family ministry even more to support our goal of having an intergenerational focus within our ministries. Kierstie and I will work together in 2022 to provide programming that meets this collective vision. I look forward to continuing to serve the children and families of 1st Pres as we enter another year!

Respectfully Submitted, *Carley*



KIERSTIE RENNINGER | DIRECTOR OF STUDENT MINISTRIES



delivering special care packages every so often as part of our porch blessing ministry to reach out to students while we weren't gathering in person in large groups.

Over the summer, we celebrated a special baptism in Lake Coeur d'Alene. We also took several of our confirmands on a fun 2-day Silverwood camping trip! Many laughs were had, and we look forward to more campouts in the future. We enjoyed downtown fellowship, movie nights, and even a day on Newman Lake. We closed-out the summer with a successful Back-to-School Bash and Camp Scholarship fundraiser. Our students also designed and named the Treeside Conference room, located upstairs in the Hunter Building. It is a beautiful, relaxing space, created with much intention to be a peaceful place to gather. We hope your group will check it out and utilize that space in the coming year.

Wow! 2021, what a year full of change and growth! I am so proud of our students for their tenacity and resilience as we faced and conquered many challenges. We kicked-off 2021 in the heart of our Confirmation class. Our students worked hard and faithfully, as they dove deeply into faith, Presbyterianism, and discernment of their gifts and talents. In June, we got to hear from our confirmands and celebrate their great accomplishments. In the spring, our Youth Team was also hard at work

This fall, we teamed-up with Venture Nights and dove into our series, BLESS, learning how we can bless those around us with intentional actions every day. We had a fun family day at Greenbluff and an amazing Harvest



Festival on Halloween. Some of our students blessed our community with festive music at the Neigh-tivity event downtown. We rounded-out the year with a lively Progressive Dinner, amusing Un-Pageant, and wonderful Christmas Eve services.

All of these wonderful events and everyday ministry activities would not be possible without our incredible group of volunteers and dedicated committee members, with the support of our Session and church leaders. Thank you to all who support our students! We'd like to extend a huge thank you to our students and families for growing with us this year, and we are looking forward to an amazing 2022!

Respectfully Submitted, *Kierstie*



Support Staff

In early 2020 Bonnie asked each staff member to submit their favorite Bible verse. Working with Chris, she created a beautiful signature wall in the office. If you haven't seen it you should drop by for a visit. We thought that for each of staff's annual report submission this year we should explain why that Bible verse was important or meaningful to each of us.

STEPHANIE ROGGE | CHURCH BOOKKEEPER

²³ for all have sinned and fall short of the glory of God, ²⁴ and are justified by his grace as a gift, through the redemption that is in Christ Jesus, ²⁵ whom God put forward as a propitiation by his blood, to be received by faith. This was to show God's righteousness, because in his divine forbearance he had passed over former sins. ²⁶ It was to show his righteousness at the present time, so that he might be just and the justifier of the one who has faith in Jesus. **R**omans 3:23-26



This sums up my understanding of my position in Christ as a child of God. Before I believed in Christ as my savior, I was considered a sinner under the law. Christ's sacrifice paid for my sins when He gave me the faith to believe by His grace. As a result, He has justified me and made me righteous.

This is important to me because I know that I can never do enough to be righteous on my own. My thoughts alone are not always godly even if I strive to leave a sinless life. I am so thankful that as long as God allows me to live in this world, His sacrifice has justified me and allows me to overcome my struggles each day. Because of this, I have new joy each day knowing how much He loves me and peace to know I'm forgiven.

EMILY ROGERS | OFFICE ASSISTANT

⁸Then I heard the voice of the Lord saying, "Whom shall I send? And who will go for us?" And I said, "Here am I. Send me!" **I**saiah 6:8

Years ago, while listening to Dan Schutte's beautiful song, Here I Am, Lord, I was struck not only by the music, but also the inspiring words which were taken from this passage in Isaiah. I believe it was while absorbing its meaningful lyrics that I began to realize that being a Christian comes with the responsibility to pay forward the love and care which has been granted to me by our Lord.



CHRIS GRAY | OFFICE ASSISTANT

⁴ Love is patient, love is kind. It does not envy, it does not boast, it is not proud. ⁵ It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. ⁶ Love does not delight in evil but rejoices with the truth. ⁷ It always protects, always trusts, always hopes, always perseveres. **1** Corinthians 13:4-7



I became familiar with this scripture as a Rainbow Girl, and it has been with me ever since. The Rainbow Girls were part of the Eastern Star women's group and their program to reach out to young women. Part of the program was the Seven Bow Stations which taught lessons about the colors of the rainbow and their corresponding virtues. I remember the virtue of Love having an impact on me and leading me to this scripture. Little did I know how deeply this scripture would touch my life and mirror the values of 1st Pres' mission to Love first.

JANET STARKEY | COMMUNICATIONS DIRECTOR

"Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go." **J**oshua 1:9

As life presents its challenges, I think of God's presence and how that helps me in every way. Deep breath. Think. Listen. Author Jenna Brooke Carlson writes, "When life is challenging, we can dip into God's strength and courage to accomplish what God has set out for us to do. God doesn't promise us everything. We all have our own unique paths and purposes. As we make decisions in our lives, we need to seek God and His will. When decisions line up with His plan, He will give us all the strength and courage we need." I pray that I bring that strength and courage to my life every day.



BRANDIE EDWARDS | CUSTODIAN / GROUNDS

Now learn this lesson from the fig tree: As soon as its twigs get tender and its leaves come out, you know that summer is near. Even so, when you see all these things, you know that it is near, right at the door. **M**atthew 24:32-33



Maybe I should have picked an easier verse. But I had asked a pastor once if I really wanted to get into a good part of the Bible, where would you start? He pointed to Matthew 24:32-33. He was right, because this has led me on an entire journey of reading and studying what God is saying in this passage and others that mention fig trees. In the New Testament, fig trees are used in many parables to describe Israel, individuals and relationships. I also learned that fig trees are one of the easiest trees to grow and kill. The more I read and study, the more I learn that God's word is a deep well of living water. I find that these lessons on trees and fruit remind me how important it is to teach my kids about living a life for God and what a blessing it can be. My journey to find the meaning of the fig tree still continues, and what a fun journey it is.

KENT KIMBALL | MUSIC DIRECTOR

The Lord is my Shepherd. . . what else do I need? **P**salm 23:1

David and I have two things in common:

1. He was a musician. He wrote most of the Psalms and addressed them, "To the Choir Director." He was a very busy lyricist!
2. Both he and I were shepherds.

Years ago, I owned and cared for a small flock of sheep. I loved those cute, woolly critters! They were peculiar animals: trusting, dependent, jittery, content, headstrong, shy, and noisy. Personality-wise, they were all over the map! They ran to me when they saw me, and they followed me wherever they could. I gave them food, water, and shelter everyday and protected them from, well you know. . . coyotes. And my favorite cantata by Johann Sebastian Bach just happens to be Sheep May Safely Graze.

There's a lot to be learned from David the shepherd/musician and a lot to inspire all of us. "The Lord is my Shepherd. I shall not want."



RAY WEAVER | MUSIC SPECIALIST - WORSHIP

"I remind you to rekindle the gift of God that is within you through the laying on of my hands; for God did not give us a spirit of timidity but a spirit of power and love and self-control." **2 T**imothy 1:6-7



This scripture challenges me as a guiding principle in daily living! God wants to use the giftings He has uniquely provided in each of us; and in His wisdom, He gives us this incredible hint of how we can be effective. Imagine a world of people where God's Spirit affects their work, relationships, and conversations; where God is powerfully and miraculously revealed, so that others can sense His love for them; and where others can see that our spirits are disciplined and don't reflect our good but God's goodness! It's a gift that God requests us to "rekindle" or stir-up within us. It's kind of an exercise each morning: "stir-up the gift" so that God can do "His thing."

I'm thankful for all who are part of our praise team at 1st Pres and have served in music ministry this past year. These vocalists and instrumentalists are faithful and diligent, but also people of faith and love who give of their time and musicianship to help us to engage and worship God each week. I call them all my friends and are part of my musical family. I encourage our team to "stir-up the gift" this year!

We are all tired of people who are "trying" to be "something." Life is absolutely amazing when God is using people in powerful ways, bringing God's love to those who are hurting or bitter, without reflecting our good but God's goodness!

All the best to those who worship at First Pres in this new year: 2022!

CAROLYN KEEFER | ADULT DISCIPLESHIP

Vision Statement

We see a First Presbyterian Church where every adult who is a member, regular attendee, or staffer is actively participating in adult discipleship.

Members of the team in 2021 included: Kris Hannigan-Luther, Buzz Hays, Sam Hunter, Carolyn Keefer, Sam & Jeannie Logozzo, and George & Katie Sayler.

The Year in Review

As we entered 2021 unfortunately COVID-19 continued to dictate our lives, our worship, and the work of our committee. Our committee continued to meet regularly thanks to Zoom. While on the screen, we made tentative plans for gathering as well as definite plans for connecting.

- Knowing that so many of our families and individuals were homebound our major project was to enroll the Church in Right Now Media. It is a Christian streaming library with thousands of video resources for all ages. Through money budgeted from our committee and a very generous donation, we were able to purchase our church membership to Right Now and made it available to all. Recent numbers showed we had over 100 subscribers using the resource as individuals as well as group studies.

- Currently we have 8 adult small study groups which average 11-20 members who have connected throughout COVID-19 in a variety of ways. Sometimes phone calls, Zoom meetings, and recently in-person meetings have allowed the groups to stay connected.

- In February, our committee approved the purchase of the devotional Upper Room to offer our congregants. These can be found at the Welcome Desk in Krueger Hall or the church office.



- Recently, our Men's Bible Studies returned. Thank you to Dan Brown who is leading a Saturday morning study and John Mackesy who is leading a Thursday noon group.
- Flying Solo is a group for adult singles or people who attend church without spouses. Unfortunately, due to COVID-19, gatherings of this group did not occur until just recently. Many of the members gathered for a Christmas party and are hopeful for more events in 2022.
- A Small Group Directory was published to list and explain a variety of offerings within our church for adult fellowship, growth and service. These pamphlets are available on the kiosk by the office.

- In August, we hosted the Fall Festival in Krueger Hall. Ten different groups were on display with representatives at each table to explain their activities and encourage participation.

- Our Wednesday evening Venture Program returned in September.

Along with programs for children and youth, we offered 3 opportunities for adults. Pastor Neal held a Membership Class which brought in 15 new members. George & Katie Sayler offered a book study on Good and Beautiful Community by James Bryan Smith. Sam Hunter offered a Right Now Media viewing and discussion entitled "Love Like That" by Dr. Les Parrott.

Our committee is currently making plans for some very exciting opportunities coming your way in 2022. Be sure to be watching for these announcements coming soon. We hope that each of you can participate as we grow together in our walk with Christ.

Together in Christ,

Carolyn

KIM WILSON | BUILDING & GROUNDS

A short time after the year started, Larry Kettle resigned for health problems. I took over the Building and Grounds Committee. At that point, we were already painting downstairs. We painted almost the entire downstairs and also the alley wall. We took some lights down in the basement. We also cleaned the gutters.

The church was already going through a tough first part of 2021, with services still online only. Everyone was happy when the building started to open back up.

This fall, there was a major flood in the basement. Brandie and Bonnie worked like crazy. We'll need to dig a long and deep trench on the west side of the church so we can replace

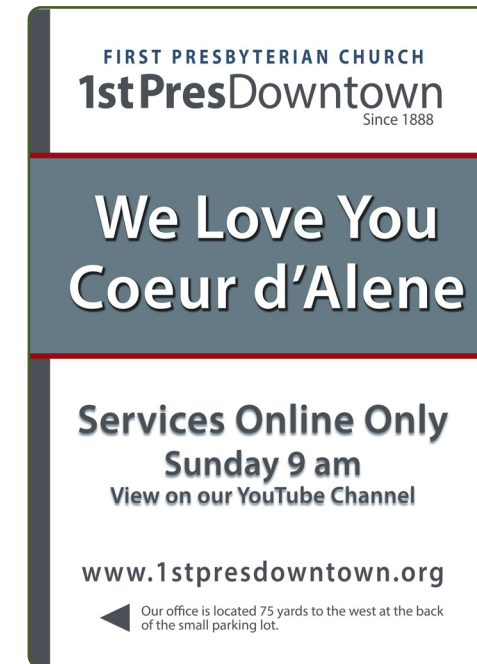
the drain pipe. The outside work will cost the church approximately \$50,000. The insurance company will only pay for repairing the damage, but not to repair what caused the damage (roots). The insurance company will pay for new paint, flooring and other repairs downstairs.

It's nice to see more people each week in person at church. I think we should look into increased security for next year.

I look forward to being a Building and Grounds helper for new building and grounds projects in the future.

Respectfully Submitted,

Kim



Water flooded Hunter Building Basement



Hallway Under Repair



Blowers at Work

JEANNIE LOGOZZO | CHILDREN & FAMILIES

In January, a Scholarship Committee was formed to create an avenue for our First Pres children to earn scholarships for summer camp. Thanks to Yvette Wyatt, Pete Yarbrough, and Sam Logozzo, we soon launched a program called Adventures in Caring that gave children the opportunity to help others through acts of kindness! In keeping with our “Love First” message, we encouraged them to share the love of Christ with others in the community by helping with yard work, tasks in the home, etc. Missional opportunities were also provided during several events at church. Fourteen children participated this year. A great program and one we will continue next year!

In-person church services began in February. Carley continued to link the Sunday school messages to the YouTube videos. They were very well-received since church attendance was initially low.

Since Palm Sunday and Easter Sunday fell during spring break, Carley wanted to make sure our families had everything necessary to celebrate at-home or on vacation. She hand-delivered the Worship Kits, which included beginner Bible books with different Easter stories, Easter Guides with daily devotionals and activity ideas. Carley’s daily devotionals, between the two holidays, were based off of this Guide and could be heard on 1st Pres FB and YouTube. Materials for Resurrection Gardens were also given to every family to do at home or at church.

Children & Family held their annual Flower Basket Sale to raise money for camp scholarships. On May 5, 150 baskets were sold at \$36 each. It was another successful fundraiser which allowed ten children to attend camp! Thank you to all of you who supported us and adorned your yards with these flowers.



Fourteen children were enrolled in the Adventure Kids' Club spring session, which opened April 7 and went through June 16. Emphasis was on Jesus’ ministry and the missional aspects of his life, which tied in very well with the Adventures in Caring program!

On June 16, 1st Pres partnered with Trinity Lutheran and St. Luke's Episcopal Church for a Downtown Church Alliance Summer Kick-Off Block Party! These churches provided activities from bouncy houses and obstacle courses, hot dogs and a petting zoo, to sweet treats that finished the night. Twenty-two 1st Pres kids, and fifty-plus from the other two churches, were involved. What a great way to kick off the summer!

The 2nd Annual Mommy and Me Pottery Painting and Storytime, for three- to six-year-olds, took place June 23, at the Hand to Art studio, followed by a picnic at the park. Little boxes for storing their special treasures were created.

July 6-9, nine 1st Pres children, first through fifth grades, participated in the 2nd Annual 1st Pres Art Camp, at the Hands to Art studio. The children explored what it means to be God’s children and how God views them, while focusing on those characteristics that make them different and unique. Five beautiful masterpieces were created at the studio followed by discussion and lunch.

Our annual Noisy Offering, held July 18, raised \$632. In addition, our Deacons donated \$500. This money was used to update our classrooms with materials, books, games, and art supplies. Thank you to all who donated!

Five families participated in the Lutherhaven Family Camp, July 23-25, and fifteen 1st Pres children attended the Lutherhaven Summer Camp, August 8-13.

August 25, the children, youth, and their families joined together to celebrate our incoming sixth graders followed by a Downtown Scavenger Hunt! Many of our Elders attended the special transition celebration.



September 12, Open House for Upstairs Remodel, Blessing of the Backpacks, Third Grade Bible Presentation, Bouncy Houses, and the Youth Fundraiser “Grab and Go.” Children's backpacks were blessed and our third graders were presented with their personalized Bibles during the church service.

Immediately following, our newly updated classroom spaces and meeting rooms were dedicated and opened for all to see. The Children & Family Team were grateful for the generous donation made by Caroline Erickson, one of its members, toward completion of the update. To continue with the celebration, the children joined the fun in the gym – bouncy houses and an obstacle course. Meanwhile, the Youth Team hosted a Grab N’ Go breakfast fundraiser to support camp scholarships. Something for every age!

Adventure Kids/Venture, September 15-December 1. The focus this session was “Learning about Jesus and ourselves through a look at the Parables in the New Testament.” Eighteen children, first through fifth grades, participated. Another successful Wednesday evening program!

Family Day at Green Bluff, September 24, was enjoyed by those who attended. A fun way to celebrate the fall and fellowship with others.

Harvest Festival, October 31. Children and adults paraded through the sanctuary in their costumes to start the celebration. What fun to see so many participate! After church, the gym was loud with the noise of children in the bouncy house, playing carnival games, winning tickets for prizes, and eating lunch. A wonderful event thanks to the collaboration between the Children & Family and Youth Programs!

Once again, we owe great thanks to Brent Everson, Custom Den, for creating and donating one hundred beautiful ornaments for the Christmas Ornament Fundraiser. The sale brought in \$845.00 which will be used for our camp scholarship program. We’re grateful to all who supported our children!

Our annual Unpageant, December 19, was very special as we shared the story of the Birth of our Lord with the congregation. Their participation in the “production” added the intergenerational touch we love to see.

We owe great thanks to our Children and Family Team this year: Carley Walker - Director, Jeannie Logozzo - Elder Chair, Sam Logozzo, Carolyn Keefer, Teri Burch, Bill Burch, Megan Franklin, and Nichole Piekarski. Your guidance was inspiring; your support was awesome! Thank you!

Respectfully Submitted, *Jeannie*



DONNA SCHWANDT | COMMUNITY OUTREACH

The mission of the Community Outreach Team is to take the wonderful warmth, love and sense of community from inside our church out into the community. We want to reach out to people with the love of Christ.

In that spirit in 2021, the team sponsored two food drives that went to the Community Action Partnership Food Bank. The food drives were held in June and September.



The team handed out water bottles in front of our church to spectators of the Ironman Triathlon June 27, 2021.

The team organized the Neigh-tivity event held in the Sherman pocket Park on December 4, 2021. There were carolers, instrumental Christmas music, live animals, a stable photo booth where families could wear costumes for pictures in the stable, gift bags with a book of the Christmas story, an activity pad and crayons, and DOXA provided hot chocolate and hot cider.



Many other church teams and committees are involved in a variety of outreach activities.

Thank you to the team members of 2021: Corey Cherrstrom, Nancy Flagan, Jeanne Logozzo, Kay Mills, Darlene Nason, Donna Schwandt, Janet Starkey.

Respectfully Submitted, *Donna*



DONNA BRUNDAGE | CONTEMPLATIVE SERVICE

After weathering the many challenges of 2020, a small but dedicated group of church members, otherwise known as the Contemplative Planning Committee, persisted onward. The end result is a beautiful, intimate service that offers a place to be at peace with our Lord.

Our handouts describe it best – “In the whirlwind of modern life, we believe the balm of silence is sadly lacking. This service will contain many planned spaces of silence to give your heart and mind room to open and reflect, rest, and hear the still, small voice of God. This silence is safe. Be at peace.”



pray about, and meditate on, questions, thoughts and ideas that may arise during the service. There is also a prayer station set up that can be visited at any time.

We have found that the service appeals to a wide range of age groups. As the weeks have progressed and we have begun marketing, we have seen our attendance numbers grow, but still remain comfortable for the more introverted church-goer or those who are hesitant to be in a crowded room.

By March, we are planning to also offer the service via YouTube and hope to engage younger musicians to help expand this online audience.



We invite you all to visit us at 10:30 every Sunday.

Respectfully, *Donna*

Featuring lighting of the Christ Candle, acoustic music, a relaxed version of the day's sermon, responsive prayers, weekly communion, and a joint recitation of the Lord's Prayer, the contemplative service offers both individualized and shared opportunities to

Are you yearning for the
substance of liturgy and time
to quiet your mind and soul
in God's presence?
You are welcome just as you are.

1stPresDowntown
Since 1888
Contemplative Service
Sundays, 10:30 a.m. | 521 E. Lakeside Ave., CdA



DIANE WAKKINEN & BARB PROPER | DEACONS

2021 proved to be a year for adaptations and flexibility. Deacons continued with many of their small-scale, long-time service works but had to look to new ways, once again, to tackle some of the bigger projects. We were also confronted with the continuing challenge of functioning with less than a full team of Deacons for most of the year due to various health, personal, and family reasons. We met monthly on Zoom and in person throughout the year.

We began the year strong and with enthusiasm. In early January, we jumped into a project suggested by Pastor Craig to help senior members of our congregation get their COVID-19 vaccinations. Deacons called more than 65 members and were able to help more than 45 get signed-up and vaccinated. With the financial effects of COVID-19 still hitting the community hard, requests for support, both financial and emotional, began early in 2021. Over the course of the year, the Deacons Fund was used to help five families. In an effort to become better stewards of the Deacons Fund while providing financial support to those who need it, the Deacons entered into an informal working relationship with Love INC. This is a Christian non-profit organization that helps connect local churches with community resources to better assist those individuals and families who come to us for help. Deacons voted to begin giving a monthly donation to Love INC. to help with their expenses. The Deacons also listened to a presentation by Maggie Lyons with Charity Reimagined. It focused on new ways to look at charitable giving and support that seek

to empower and bolster the dignity of those receiving the help. Finally, support in the form of much-needed classroom supplies was provided to Carley and the Children and Family Ministries.

Throughout the year, Deacons continued with their mission: to honor and recognize the church staff through our monthly Office Uplift program; stay in contact with church members who can no longer attend services in

person through the Friends-at-Home program; and contact those needing prayer and spiritual support as they face illness, loss, and hardships through the Sonshine program. The Deacons Fund was used to provide monthly support to St. Vincent de Paul and their community resource programs. These programs help many of the same people who contact local churches for assistance. Communion preparations continued to change in 2021 to meet the safety concerns presented by COVID-19. Deacons began setting-up for monthly in-person communion for the 9:00 service in February



using pre-packaged fellowship cups. Preparations for the weekly 10:30 contemplative service began again in June. Beginning in May, deacons also re-started their traditional 5th Sunday ushering and greeting duties.

Planning for the 38th annual August Back-to-School Clothing Giveaway began in January. Deacons were assigned to local schools to start the process of clothing collection. Clothing donations from the schools and congregation were down this year, so the Deacons Fund was used to purchase items in short supply. An aggressive advertising and public information campaign was implemented to encourage greater community participation in 2021, and we helped approximately 85 families. The congregation was very supportive and generous with their time and donations. Deacons decided to have an in-depth discussion in January 2022 to evaluate how the giveaway can adapt to better meet the needs of the community going forward while maintaining a strong connection to our local elementary schools.



Finally, the Deacons organized the Christmas Families Project with a new twist in an effort to embrace some of the concepts learned through Maggie Lyons and Charity Reimagined. Six families enjoyed a festive and fun

opportunity to attend our Christmas Store and Kids' activity room, pick up the many wonderful gifts donated by the congregation and the Deacons, wrap them to put under their trees, and build relationships with all those involved. Gratitude and joy were the operative words as expressed by the families and Deacons who participated. A huge thank-you to everyone involved, through gift-giving, donations, and time, with this year's Christmas Families Project.

We held elections at our December meeting. Diane Wakkinen and Marcy Clutter will be co-chairs, Betsy Martin will serve as Secretary and Kathy Verburg will be treasurer.

Thanks again to the congregation and staff for your continued generosity and support of all that Deacons do in their



efforts to be the hands of Christ in our church and community. We look forward to an exciting 2022 and new opportunities to serve.

Submitted on behalf of the Deacons,
with Love 1st Always,

Diane and Barb

JON HIPPLER | FINANCE

2021 was a challenging year for our church in just about every facet of its operations. The finance area was no exception.

The declining attendance levels related to the pandemic and the departure of our pastor made estimating our cash flow levels somewhat difficult. On the positive side we were blessed by having the opportunity to offer North Idaho College (NIC) use of our facility while their children center was being rebuilt. The additional income allowed the church the ability to make needed repairs and improvements to the 501 building—including a new metal awning.

For the year we had a budget estimate for Giving of \$574,000 and had actual giving levels at \$554,960. Given all the challenges our church faced this year, our committee felt these

results were quite positive and speak to the incredible support and loyalty our congregation gives to 1st Pres in these trying times. Overall, the church ended up with an operating surplus of \$73,290 which was largely due to the unbudgeted rent money from NIC and the existence of several key personnel positions that were not filled for part of the year.

The committee feels optimistic about our finances this coming year. A new pastor, the pandemic (hopefully) decreasing its presence and a return to in person services by more of the congregation all bode well for improving times.

Respectfully Submitted, *Jon*



BEV TURNER & KAREN WELTS | MEMBERSHIP / WELCOME

The Welcome Team and Membership Team were separate committees at the start of 2021 and, with limited or no church in-person meetings or services going on, found ourselves not being able to meet and greet potential new members. Once church began in-person services with capacity limited to small attendance numbers, we were able to set up greeters, ushers, etc. In late spring, the chairs of both groups began the discussion of possibly combining committees, since our procedures and goals were so closely linked. In the summer, Session approved the joint committee for the rest of the 2021 year, and we were able to contribute jointly, as well as increase the number of committee members.

New attendance cards were printed as well as generic note cards to welcome visitors and potential members. The note cards work well for any committee's use.

Church attendees generously blessed this church by volunteering regularly as greeters and ushers for the 9:00 a.m. service. The 10:30 service set up their own system of collecting offering.

Visitors were contacted by either phone calls or notes once in-person church services began, and we were blessed with a nice note from one out-of-state visitor praising 1st Presbyterian Church for the loving welcome they received when visiting. We started a list of those interested in a Meet-and-Greet reception and will be passing along those names to the 2022 committee for a possible reception in early 2022.

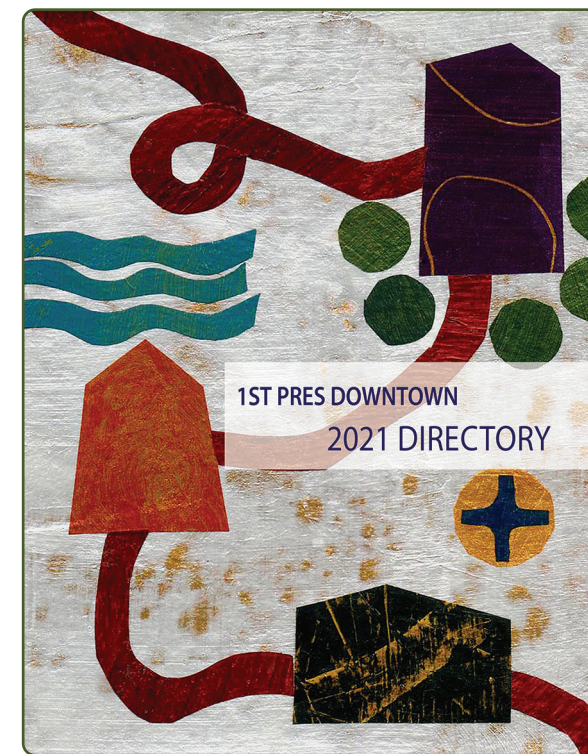
The committee worked with the church office to establish a procedure for contacting visitors as well as delivering Welcome baskets. We developed written procedures for the collection and tallying of offering each week so that new ushers can follow consistent procedures.

The committee assisted in reviewing and updating the church directory and contacted former members to invite them back or update membership status. We assisted Venture sign-up Sunday to help establish a Dinners-at-6ish group.

Future goals of greeting would be to reinstitute members wearing name tags one Sunday every month or two so that visitors would feel more comfortable in noting names. A goal, suggested by Adult Discipleship, is to develop ways of highlighting new members so more congregants become familiar with them such as a bulletin board with their photo/name posted or placing a photo and brief information about them in the E-Newsletter.

It has been our privilege to serve this congregation and welcome visitors and returning members all year. We are truly blessed with a loving congregation.

In His Service,
Bev & Karen



MATT BROADWAY | MISSIONS

It has been a productive and inspirational year for the Missions Committee in 2021. The year started with new leadership and while COVID-19 was well underway. Many of our meetings were held via Zoom early in the year, and subsequently migrated to combo live/Zoom meetings for the duration of the year. We changed the way



many things had been done in prior years. It was decided that we really needed to make sure that all of the Missions we are supporting are still viable and doing the work we support. The focus was on really knowing and having personal relationships with as many of our current Mission Partners as possible.

This was accomplished by splitting-up the list, then having each committee member responsible for making personal contacts, asking for current financials, and reviewing the type of Mission work our partners were doing. It became clear that we were happy with supporting our current partners and that no changes would be made in 2021. Later it was decided that we would interview them to write an article in the church newsletter about one mission partner per month to pass current updates onto the congregation. During the process of getting to know our partners better, we found out many things we previously didn't know about them and the amazing work they are doing. We have a nice balance of local and international missions, and they are all Christ-based partners doing our Lord's work.



In November, as COVID-19 was waning, we were able to hold our Fair Trade Festival and Missions Celebration at 1st Pres, which appeared to be a resounding success based on the questionnaires we sent to the attendees

for feedback. This event allowed our congregation to personally meet and find out first-hand what type of missions we are supporting and forge their own relationships with them individually. Once again, we successfully managed the Turkey Fund



give-away (offering about \$2400) for grocery gift certificates for families in need. It was decided that we'd accept oversight of the 1st Pres Family Promise checking account in conjunction with Teri Burch. Our committee was instructed to review the lease request from CDAIDE for office space within the church to make a recommendation to Session, which was later approved.

We have also embarked on a study to see if there are any ride-share solutions we can come up with for folks who are unable to drive themselves to church services on Sunday. We are still in the process of gathering information on this topic. With the help of Janet Starkey in the church office, we redeveloped an updated mission's brochure. For UGM and Family Promise, we were able to offer some year-end donations that were matched by a third-party challenge. We ended the year slightly under budget, and with a designated fund surplus. It has been my pleasure to be the Chair of this committee for 2021. I believe that we have a great core group of folks on the committee who are committed and passionate about the tasks we do for 1st Pres in working with our Mission Partners.

Blessings, *Matt*



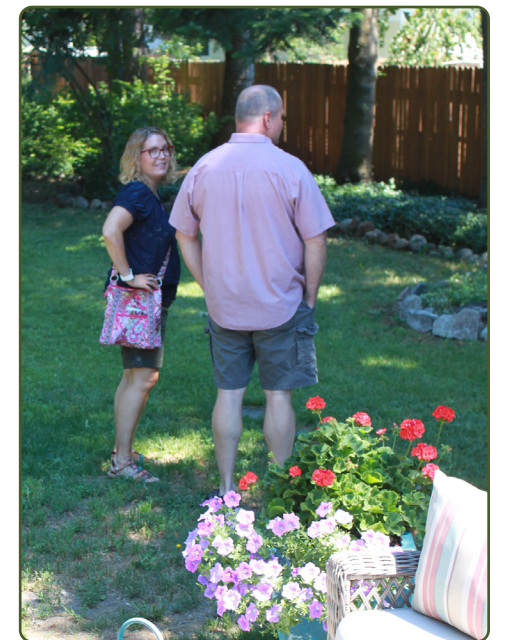
ROGER GRIGG & BECKY CLEGG | PASTOR NOMINATING

With the departure of Pastor Craig Sumey in July 2021, the church leaders working in tandem with Presbytery and Nominating Committee put forth a list of names to lead the search for a new pastor. In November, the congregation voted to authorize a team of 11 to work together with Session, Deacons, Staff, Strategic Planning Team, Congregation, and Presbytery to develop a Ministry Information Form to post to the Presbytery job portal to initiate the search. The team consists of: Cheryl Broadway, Dan Brown, Becky Clegg, Marcy Clutter, Roger Grigg, Jon Hippler, Allen Miller, Charlie Nipp, Tyler Renninger, Linda Scheideler and Emily Thompson. The team met December 9th with our Executive Presbyter and COM liaison to discuss the search process and elect co-chairs and IT admin. Roger Grigg and Becky Clegg were selected to serve as co-chairs, and Dan Brown was selected to serve as IT administrator.

In 2022, the Pastor Nominating Committee (PNC) had an informal Meet & Greet on January 12th with

members of Session, Deacons, Strategic Planning, and Staff. Next meeting on January 20th will focus on the completion of our portfolio to be posted to the Church Leadership Connection (CLC) which allows pastoral candidates to confidentially apply for the position of Pastor/Head of Staff. The PNC will periodically post information to eNews (our church newsletter) to update the congregation. Candidates will need to be kept in strict confidence by the committee due to adherence to the covenant with Presbytery and CLC. We will post status as the process progresses. We ask for prayers that God will lead the "right" pastoral candidate to our church as we focus on the mission determined by our congregation through the strategic planning process in the fall. Your PNC is excited about the opportunity to be a conduit in this critical process for the next chapter of our wonderful church.

Respectfully Submitted, *Becky & Roger*



BECKY CLEGG | PERSONNEL

Personnel presented the final revised copy of the Personnel Policy manual at the January Session meeting. It was approved unanimously. The changes were focused on revisions to the discipline section for greater clarity and transparency to the congregation.

In 2021 we had a variety of staff changes. We hired William (Will) Johnson to fill the Tech Coordinator position. He was a great addition to the team with a wealth of tech expertise. Sadly, he moved to North Carolina for family reasons. The search for a new Tech Coordinator continues while volunteers help with Sunday worship A/V needs. The end of April we hired a new Custodian/Groundskeeper, Brandie Edwards. Brandie has been such a joy to work with this year. His heart for Christ and his “can do” attitude has been a blessing to all. At our June meeting, Pastor Craig presented a request that Carley be allowed to finish her master’s degree with a student teaching component from Sept-Dec while still being on staff full time. It was approved by Personnel and Session. Carley is loved by the children of the church and even the adults enjoyed her witty children’s message video clips on a variety of Bible stories. In January, Carley requested her position become a 20hr position which was approved by Personnel and Session. In July, long time 1stPres member, Kierstie Renninger came to Personnel with interest in the Director of Student Ministries position. Personnel enthusiastically voted to hire her. Kierstie and her husband, Tyler have been a blessing to our youth program. The biggest staff change occurred in June when Pastor Craig announced he was leaving to accept a call as senior pastor for the Oakland Presbyterian Church near Orlando, FL. It was with great sadness that we all said our goodbyes and well wishes to Pastor Craig and his wife, Lynn. The Pastoral Relations team conducted a search for an Interim Pastor to fill the void while we gather as a congregation in search of a new pastor. In September we hired Pastor Neal Nybo to be our Interim Pastor and help us navigate the transition along with the assistance of Presbytery. A Pastor Nominating Committee was selected in November to begin the search process using the valuable work of the Strategic Planning Committee to inform the church mission and continue to share the progress with the congregation.

Personnel is so grateful for the hard work of staff such as our Church Administrator, Bonnie Piovesan with her heart for our congregation and the groups who use our facilities. Her tireless work effort through joys and trials is an inspiration to us all. Personnel appreciates her Interim Head of Staff work during transition from Pastor Craig to Pastor Neal. Our bookkeeper, Stephanie Rogge is exceptional in her position. Her attention to detail and confidentiality is to be commended. Ray Weaver continues to bring joy and inspiration to all through his gift of music and worship. He has truly given our congregation a lift with the musical volunteers of Praise Band and others. Kent Kimball as Music Director has also worked hard to present a joyful song throughout the year. He has shared a variety of musical experiences such as the gift of the Easter cantata, “Seven Last Words” and brought back our amazing bell choir and hopefully soon our cherished choir. We are so blessed with all our musicians. Our Director of Communications, Janet Starkey, continues to share her talent for design with our website as well as our new church directory and of course, our lovely Annual Report. Our cheerful co-receptionists (Emily Rogers and Chris Gray) continue to work tirelessly to keep things humming in the office. And our nursery caregivers (Naomi White and Kyler O’Connor) bring laughter and love to the little ones who visit on Sundays.

Personnel worked throughout the year to update job descriptions for staff to embrace their change of tasks due to COVID-19 and other opportunities within our church. We also worked hard on the 2022 salary budget to watch your pennies while keeping our valuable staff members. Our team is honored and humbled to serve this wonderful church congregation, Session and staff. We look forward to many blessings in 2022.

In His Service, *Becky*

Team members: Warren Bakes, Roger Grigg, Bob Guenther, Karen Huber, Paula Lyon, Steve Peterson, Karen Welts

BOB FREUND | STEWARDSHIP

Another interesting and challenging year is about to be put in the books.

This year’s stewardship season began on September 14th when Pastor Neal reached out by offering his sermons on giving as we approached Thanksgiving. A follow-up note was then prepared for the e-newsletter giving the congregation a ‘Heads Up’ on the upcoming 2022 Pledge Campaign. The theme Bridging to the Future was chosen as we transition into the next chapter for our church. We all need to be reminded that stewardship is much

more than just making out our annual pledge, but also committing our time and talent to all of the programs that make up our Love First mission.

I am confident that we are in good hands with the current leadership, and I am excited to see what the future actually holds for us all. I believe that God is good, and I trust that the Holy Spirit will move us all to make good things happen and make our future bright.

Prayerfully Submitted, *Bob*



DAN BROWN | TECHNOLOGY

Rebuilding though change has been the task of the Tech Team for this year. Family issues took two consecutive tech directors during the year. A strong corps of volunteers stepped up to fill in for running the soundboard to augment a reliable group of volunteers that had been running video and computers.

Goals for 2022 include continuing to build our volunteer base, continued training for volunteers, updated lighting

for the sanctuary, and improvement for the Church’s presence on YouTube.

Volunteers to run tech equipment are always welcome. Come and serve with us!

Respectfully Submitted, *Dan*

LINDA JONES | WOMEN'S ASSOCIATION

Moderator: Linda Jones | Secretary: Karen Huber | Treasurer: Judy Hays

Another year has ended for the Women's Association. It was a stressful year with the Coronavirus canceling most of our regular activities. The Association has a long history of serving First Presbyterian Church, its community and the worldwide missions of the Church for over a century.

All women are welcome to our fellowship, Bible Study and service. The Association is made up of four Circles. In a normal year, most meet in the afternoon on the first Tuesday of the month. Ruth Circle meets in the evening to accommodate our working ladies. The following are the Circles and their Moderators:

Esther – Group-shared leaders

Mary – Bev Turner

Rebecca – Dorcella Hardesty

Ruth – Judy Hays

A General Meeting usually takes place on the Third Tuesday of the month. The meeting is to inform everyone what the Association is doing on their behalf.

Social Event: We did have a social event called "The Taj Garage" in August. It was a gathering of all the Circles. Karen Huber provided her beautiful garage and the pulled pork sliders. The Association and Circles provided the rest. It was sort of like a reunion for everybody since most activities were canceled this year!

Philanthropic Endeavors: We held our annual Quilt Raffle in December. Joyce Liechti again donated one

of her beautiful quilts. Ellen Taylor was the lucky winner of "Let It Snow." This raffle fund helps provide scholarships, supplies for the kitchen, supplies for the Funeral Team (Reception), and coffee supplies.

We also sponsor Orchard Ridge. In the past, each Circle has made Christmas Baskets for the residents. This year, they asked for monetary gifts due to the virus. Knitting for Warmth also gave us some shawls to donate this year.

Throughout the year, we give to the Presbyterian Women PC (USA) Inc. in the following:

The Least Coin: The least coin is a symbol of our prayer for peace and reconciliation. These coins support a range of programs, including gender justice issues, literacy and education, and health and social concerns.

Birthday Offering: It started in 1922 by Hallie Paxson Winsborough as a challenge. Since then, the Presbyterian Women have contributed to this offering to help improve lives at home and around the world.

Thank Offering: The Presbyterian Women have a deep sense of gratitude for God's blessings. These funds provide programs for education, relief from disaster, safe housing, cooking instructions, training for justice and advocacy work.

Respectfully, *Linda*



JACKIE VELEZ | WORSHIP DESIGN

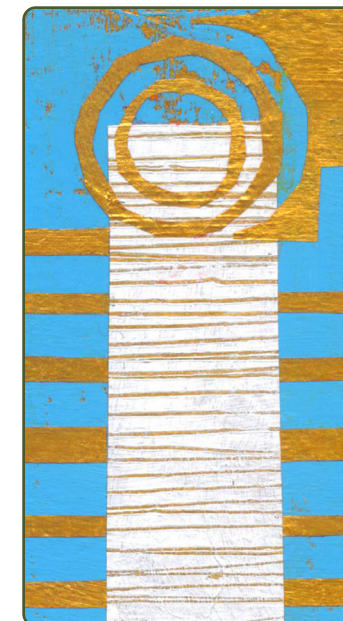
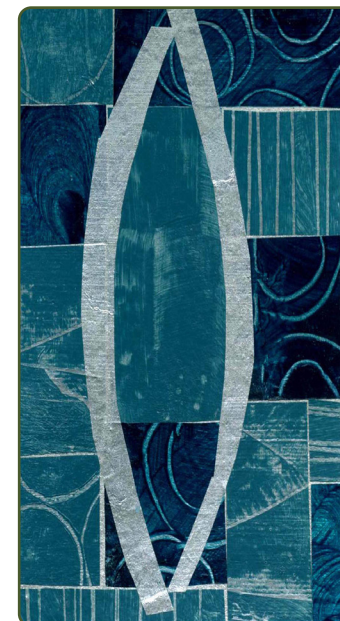
The Worship Design Team are as follows: Paula Anderson, Nancy Downing, Dan Brown, Judy Flieger, Karen Huber, Colleen Hunter, Teel McGavin, Janet Starkey, Carley Walker, and Jackie Velez. This team worked together this past year to keep all of the many worship elements coordinated.

The Worship Design team works with the Pastor, Children's director, musicians and volunteers to help give continuity to our Sunday morning worship services. The team also tackles decorating the Sanctuary during special holidays. A huge thank you to the team and the many volunteers that give their time and energy to help make sure 1st Pres services can be times of worship for our congregation and the community.

This year we worked alongside Pastor Craig Sumey in what would be his final sermon series before he moved to Florida and his new calling as pastor at Oakland Presbyterian Church. The team welcomed interim Pastor Neal Nybo in early fall.

In the coming year the team will take a much needed break and will work to help support Session and the Strategic Planning team as the church prepares for a new pastor. The work of the team members this past year is very much appreciated. They are amazingly insightful and contributed a lot to the planning for the sermon series.

Respectfully Submitted, *Jackie*



REBECCA GERSHENSON SMITH | CDAIDE

The year 2021 has been time of growing stability for CDAIDE, as we have continued to meet the crucial needs of hospitality industry workers experiencing significant challenges while honing the practices of a mature nonprofit. Milestones have included adding a full-time executive director and two part-time staff members; setting up a physical office; and launching a scholarship program for children of hospitality workers.

In 2020 we saw over 800% growth in the number of individuals we served, and that growth continued in 2021. This year we served 222 individuals, including many families with children. We paid \$65,000 in support toward rent, transportation, medical care, and other needs directly to workers right in our community. Our average client is 36 years old with a household income of \$24,000 and children in the home, and has been in hospitality for over 10 years.

CDAIDE is so blessed by the provision of an office area at First Presbyterian Church. Our staff love sharing space with the friendly church staff and community, as well as having a place for collaborative meetings and a home for organization files that were spread throughout private homes! We continue to be grateful for the financial support provided through church Missions. Thank you to the First Pres community for your continued generosity and commitment to serving those who serve us in Greater Coeur d'Alene.

Respectfully Submitted, *Rebecca*



TERI BURCH | FAMILY PROMISE

First Presbyterian continues to support Family Promise of North Idaho (FPNI) before, during and after the pandemic. Family Promise is a national organization with over 200 affiliates across the nation. There are three affiliates in Idaho: Family Promise of the Palouse; Family Promise of Lewis-Clark Valley; and Family Promise of North Idaho.

We began the year 2021 with our week of hosting in January. As the church was not open, we were all on Zoom, and the two families we served were housed in hotels. There were two families in the program: a family of 6 and a family of 5. We had eleven volunteers providing food and leaving it at the hotel for each of the families. We had faithful donations from a Christ Care group and individual donors which helped pay for groceries, the hotels, and funds for emergencies.

In March, we hosted again and served the guests in hotels. There were two families for a total of 8 people. There were 13 people and 2 Christ Care groups preparing food and delivering to the hotels. We again had our faithful donors to help pay for the rooms, emergencies, and groceries.

July brought a slow reintroduction of families back into being sheltered in churches. Calvary Lutheran Church provided their space for the summer. Five other churches and FPNI staff brought food, hosted meals, and hosted overnight. This was the perfect opportunity for the new coordinators to work together and host a week. We were on for the week of July 4th with one family of three. Judy Flieger coordinated the dinner hosts and overnight hosts. Teri Burch coordinated the meals, Bill Burch coordinated the groceries, and Ann Smart coordinated set-up, and laundry. Twenty-two volunteers and one Christ Care group helped with meals and hosting, with some people doing double- or triple-duty.

In September, we were back in our own church, and the team was ready to work with COVID cleaning protocols in place. We had one family of 2 with 15 volunteers, again some doing double-duty, and one Christ Care group. We had the faithful donors to the coordinator's

fund. We had some issues of flooding, but with the hard work of Bonnie Piovesan and Brandie Edwards, we did not have to relocate.

Halloween brought us back to the church with a family of 5. This family had been quarantined in a hotel for two weeks after being exposed to COVID. We used the coordinator's funds to pay for Halloween treats, masks, pumpkins, and decorations for the kids. It was a time of transition for the family and flexibility for the team. They did not come to the church until Tuesday November 2 so we served them in the hotel for two nights. We set up the biggest room, and it looked like a cabin at Spalding! The kids played and played in the gym. They were a warm and grateful family. They received word they had housing on Wednesday and by Friday morning they were gone.

One other thing is the help of Matt Broadway and Stephanie Rogge who are now overseeing the finances of the coordinating team. This year, we donated \$1500.00 to Family Promise of NI through Avenues of Hope. This yearly fundraiser gave another \$500.00 because of the timing of our donation, and FPNI received \$2000.00 from us. Thank you to the financial donors.

Transition and flexibility are the by-words of Family Promise when working with families in the crisis of homelessness. Our coordinating team stands ready for 2022, and you are welcome to join us. Overnight hosting is our greatest need.

With gratitude to our Love 1st Congregation and church staff,

Teri

Team members: Teri Burch, Bill Burch, Judy Flieger, and Ann Smart

2022 | APPROVED BUDGET

	Approved 2022 Budget	Notes
OPERATING INCOME		
OFFERING INCOME	\$ 576,000.00	
OTHER INCOME	\$ 73,850.00	
TOTAL OPERATING INCOME	\$ 649,850.00	
OPERATING EXPENSE		
ADMINISTRATION	\$ 48,113.00	
EMPLOYER PAYROLL TAXES	\$ 24,157.00	
FACILITIES	\$ 64,558.00	#1
HEAD OF STAFF/CALLED PASTOR	\$ 140,048.00	#2
MINISTRY TEAMS	\$ 99,575.00	#3
PROGRAM STAFF	\$ 78,614.00	
SUPPORT STAFF	\$ 187,161.00	
TOTAL OPERATING EXPENSE	\$ 642,226.00	
NET OPERATING INCOME	\$ 7,624.00	
OTHER INCOME/EXPENSE		
501 BLDG INCOME	\$ 55,560.00	
501 BLDG EXPENSES	\$ 52,410.00	
NET 501 BLDG INCOME	\$ 3,150.00	#4
OTM CAMPAIGN INCOME		
6-0010 · OTM Campaign	\$ 46,000.00	
Total OTM CAMPAIGN INCOME	\$ 46,000.00	
NET OPERATING AND OTHER INCOME	\$ 56,774.00	

Notes:

#1 Facilities has \$4500 in maintenance expenses that can be deferred until enough funds are available to address: \$3000 for blinds in the Fireside Room and Hunter upstairs, and \$1500 for a wire channel in the Hunter upstairs.

#2 Head of Staff budget is based on Pastor Neal's current terms of call. This section may need to be adjusted when a permanent pastor is called.

#3 Sanctuary Tech has determined that the sanctuary lights are failing and need to be replaced at a cost of \$20,000. The team believes it is possible to divide this cost over two years. Also \$3000 for a ribbon mic system for the piano is differrd until money is available.

#4 Excess 501 BLDG Income can be used to build up the Capital Improvements checking account or to meet unexpected operating expenses in 2022.

PREVIOUS YEAR COMPARISON | BALANCE SHEET

	Dec 31, 21	Dec 31, 20	\$ Change	% Change
CURRENT ASSETS				
501 BUILDING BANK ACCOUNTS	\$ 6,668.96	\$ 4,380.62	\$ 2,288.34	52%
DESIGNATED FUND BANKING ACCTS	\$ 76,284.50	\$ 45,403.58	\$ 30,880.92	68%
DESIGNATED INVESTMENT ACCTS	\$ 43,162.65	\$ 43,162.65	\$ -	0%
GENERAL FUND BANKING ACCOUNTS	\$ 44,319.47	\$ 36,026.30	\$ 8,293.17	23%
NON-DESIGNATED INVESTMENT ACCTS	\$ 46,226.68	\$ 102,436.27	\$ (56,209.59)	(55%)
501 BUILDING RECEIVABLES	\$ (200.00)	\$ -	\$ (200.00)	(100%)
UNDEPOSITED FUNDS	\$ -	\$ 300.00	\$ (300.00)	(100%)
Total CURRENT ASSETS	\$ 216,462.26	\$ 231,709.42	\$ (15,247.16)	(7%)
FIXED ASSETS				
501 LAKESIDE PROPERTY	\$ 517,742.70	\$ 500,000.00	\$ 17,742.70	4%
PROPERTIES	\$ 2,678,964.50	\$ 2,678,964.50	\$ -	0%
Total FIXED ASSETS	\$ 3,196,707.20	\$ 3,178,964.50	\$ 17,742.70	1%
OTHER ASSETS				
NEW COVENANT MUTUAL FUNDS	\$ 516,142.75	\$ 480,701.92	\$ 35,440.83	7%
PRESBYTERY FOUNDATION	\$ 35,016.83	\$ 35,016.83	\$ -	0%
Total OTHER ASSETS	\$ 551,159.58	\$ 515,718.75	\$ 35,440.83	7%
TOTAL ASSETS	\$ 3,964,329.04	\$ 3,926,392.67	\$ 37,936.37	1%
CURRENT LIABILITIES				
ACCOUNTS PAYABLE	\$ -	\$ 2,375.45	\$ (2,375.45)	100%
CREDIT CARDS	\$ 4,903.86	\$ 4,847.60	\$ 56.26	1%
ADMINISTRATIVE	\$ 26,306.29	\$ 2,015.55	\$ 24,290.74	1,205%
ADULT MINISTRIES	\$ 104.61	\$ 99.61	\$ 5.00	5%
BUILDING & GROUNDS	\$ 900.00	\$ 22,342.00	\$ (21,442.00)	(96%)
CHILDREN & FAMILIES	\$ 6,611.14	\$ 5,541.09	\$ 1,070.05	19%
CLEARING ACCOUNTS	\$ 30.00	\$ 49.00	\$ (19.00)	(39%)
COLLEGE SCHOLARSHIPS	\$ 1,488.35	\$ 3,298.23	\$ (1,809.88)	(55%)
MISSIONS & OFFERINGS	\$ 4,338.48	\$ 4,212.48	\$ 126.00	3%
MUSIC	\$ -	\$ 571.46	\$ (571.46)	(100%)
RESTRICTED FUNDS	\$ 5,746.13	\$ 7,370.20	\$ (1,624.07)	(22%)
TECHNOLOGY	\$ 175.00	\$ -	\$ 175.00	100%
UNRESTRICTED ENDOWMENTS/MEMORIA	\$ 59,875.51	\$ 66,727.81	\$ (6,852.30)	(10%)
WORSHIP	\$ -	\$ 1,832.06	\$ (1,832.06)	(100%)
YOUTH	\$ 1,579.61	\$ 371.18	\$ 1,208.43	326%
Total CURRENT LIABILITIES	\$ 112,058.98	\$ 121,653.72	\$ (9,594.74)	(8%)
LONG TERM LIABILITIES				
501 BUILDING PAYABLES	\$ 297,964.06	\$ 446,030.34	\$ (148,066.28)	(33%)
NEW COVENANT MUTUAL FUNDS	\$ 266,203.36	\$ 266,203.36	\$ -	0%
PRESBYTERY FOUNDATION HOLDINGS	\$ 20,000.00	\$ 20,000.00	\$ -	0%
Total LONG TERM LIABILITIES	\$ 584,167.42	\$ 732,233.70	\$ (148,066.28)	(20%)
Total LIABILITIES	\$ 696,226.40	\$ 853,887.42	\$ (157,661.02)	(18%)
EQUITY				
501 BUILDING FUND	\$ 299,132.29	\$ 299,132.29	\$ -	0%
GENERAL FUND	\$ 2,817,509.04	\$ 2,709,140.40	\$ 108,368.64	4%
UNRESTRICTED NET ASSETS	\$ 499.77	\$ 48.38	\$ 451.39	933%
NET INCOME	\$ 150,961.54	\$ 64,184.18	\$ 86,777.36	135%
Total EQUITY	\$ 3,268,102.64	\$ 3,072,505.25	\$ 195,597.39	6%
TOTAL LIABILITIES & EQUITY	\$ 3,964,329.04	\$ 3,926,392.67	\$ 37,936.37	1%

2021 | Profit & Loss Budget Performance

	Jan - Dec 21	Annual Budget	% of Annual Budget	Notes
OPERATING INCOME				
OFFERING INCOME	\$ 558,359.17	\$ 574,000.00	97%	#1
OTHER INCOME	\$ 104,459.44	\$ 36,674.00	285%	#2, 3
TOTAL OPERATING INCOME	\$ 662,818.61	\$ 610,674.00	109%	
OPERATING EXPENSE				
ADMINISTRATION	\$ 49,899.68	\$ 40,747.00	122%	#4
EMPLOYER PAYROLL TAXES	\$ 22,270.22	\$ 23,119.00	96%	
FACILITIES	\$ 73,100.72	\$ 54,425.00	134%	#5
HEAD OF STAFF/CALLED PASTOR	\$ 121,147.24	\$ 132,529.00	91%	#6
MINISTRY TEAMS	\$ 74,752.75	\$ 85,270.00	88%	#7
PROGRAM STAFF	\$ 79,836.29	\$ 92,693.00	86%	#8
SUPPORT STAFF	\$ 164,782.62	\$ 181,891.00	91%	#9
TOTAL OPERATING EXPENSE	\$ 585,789.52	\$ 610,674.00	96%	
NET OPERATING INCOME	\$ 77,029.09	\$ -	0%	
OTHER INCOME/EXPENSE				
501 BLDG INCOME	\$ 72,928.44	\$ 60,380.00	121%	#10
501 BLDG EXPENSES	\$ 63,657.17	\$ 56,460.00	113%	#11
NET 501 BLDG INCOME	\$ 9,271.27	\$ 3,920.00	237%	
OTM CAMPAIGN INCOME				
6-0010 · OTM Campaign	\$ 64,961.18	\$ 130,000.00	50%	#12
Total OTM CAMPAIGN INCOME	\$ 64,961.18	\$ 130,000.00	50%	
SABBATICAL EXPENSES				
10-0040 · WRITING WEEK COSTS	\$ 300.00	\$ -	0%	
Total SABBATICAL EXPENSES	\$ 300.00	\$ -	0%	
NET OPERATING AND OTHER INCOME	\$ 150,961.54	\$ 133,920.00	113%	

Notes
#1-Giving fell short -\$15640.83 of budget for the year.
#2-Building use includes \$34,400 from NIC Daycare rent. This money less expenses funded a new capital improvements checking account, which helped to pay for the new awning on the 501 building.
#3-We were able to use down and clear a number of designated funds that have been on the church books for many years.
#4-Administration's budget went over by \$9152.68 for the year. Much of this was due to new office furniture needed for the Pastor's office, additional need for IT services, and additional copier/postage machine lease costs.
#5-Facilities costs went over by \$18,675.72 for the year. This mostly was due to increased costs for building maintenance supplies, utilities, gas, and electric, and flood repair costs.
#6-Head of Staff costs were down -\$11,381.76 due to several months between pastors.
#7-Ministry costs were down by -\$10,517.25 since the church building was not completely open for part of the year.
#8-Program Staff costs were down by -\$12,856.71 since the Director of Student Ministries position was not filled half of the year.
#9-Support Staff costs were down by -\$17,108.38 with vacancies in Custodian/Groundskeeper and Tech Coordinator positions during the year.
#10-Parking Lot Income saw an increase of \$4500 in 2021 due to new lease agreement.
#11-501 Property Repairs reflects the cost of roof repairs and paint.
#12-OTM Campaign Income was -\$65,000 lower than expected for the year.

2021 | Deacons Report

Year End Statement

January 1, 2021 through December 31, 2021

Beginning Balance	\$13,031.21
Deposits	\$14,967.00
Expenses	
Advertising	\$119.80
Bank Fees	\$16.05
Charitable Contributions	\$7,400.00
Children & Families Supply Donation	\$435.95
Christmas Families	\$1,455.58
Clothing Giveaway	\$2,257.22
Communion Supplies	\$509.88
Families in Need	\$804.89
Food (workers at Deacon Events)	\$152.18
Knitting for Warmth (yarn / crosses)	\$132.29
Miscellaneous	\$205.95
Sonshine	\$46.29
Supplies	\$165.86
Total Expenses	\$13,701.94
Deacon Ending Balance	\$14,296.27



2021 | MISSION GIVING

2021 | STATISTICS

Local Mission Partners	Avenue of Hope	\$50
	CDAIDE	\$4,200
	Community Action Partnership	\$3,200
	Family Promise of North Idaho	\$4,200
	Juvenile Justice Outreach	\$4,200
	Love INC	\$200
	Presbytery of the Inland Northwest	\$4,800
	St Vincent de Paul	\$200
	The Village at Orchard Ridge	\$4,200
	Union Gospel Mission Center for Women & Children	\$3,400
Global Mission Partners	Women's Development Track	\$4,000
	Bless China International, Rob Cheeley	\$4,200
	Kukhany'okuska Cares (KC), Swaziland	\$4,000
	Paul Assignon, MBBE of America, Togo	\$3,200
	Ninos Con Valor, Bolivia	\$4,700
	Staff of Hope, East Africa	\$4,000
Totals		
Total Giving to Mission Partners		\$52,750

Baptisms

Connor King
Ava Jaeger
Emerson Nail
Sophie Piekarski

Confirmations

Ava Jaeger
Evan Lauer
Ben Hannigan-Luther
Emerson Nail
Sophie Piekarski
Mason Taylor
Karsten Towery

New Members

Donna Brundage
Eva Dummitt
Ken Edwards
KC Edwards
Hendrik Lesterhuis
Elmer Hingston
Kent Kimball
Dan Lauer
Evan Lauer
Sue Lauer
Kirstie Richards
Tom Richards
Carl Wackerman
Kathryn White
Paul White

In Memory of

Gene Ballou [M]
Wanda Ballou [M]
William B (Bill) Davidson [M]
Lynn Dennis
Ardell Easterday [M]
Dick Easterday [M]
Ray Gotz
Arthur (Buzz) Halverson [M]
Anne Halverson [M]
Annabelle Holmes [M]
Howard Martinson [M]
Kathleen Moseley [M]
Judy Nelson
Kris Osborn [M]
Kim Riley[M]
Deb Roope [M]
Gil Stinson [M]
Larry Strobel [M]
Dave Williams
Frances Winkle
Janet Zent
[M] - Member

2021 | WORSHIP ATTENDANCE

In 2021, it appears we began returning to a more stable delivery than 2020, with only January services conducted strictly on YouTube. The attendance for that month reflected only YouTube's "Unique Viewers." This tracks a household "whether they watch on a computer or mobile, or watch more than once, that person counts as one unique viewer." Also, if multiple people watch together, it still counts as one person. So, even though it's not an exact count, it gives a good indication. However, for the remaining 11 months of 2021, the classic 9 am service was consistently held in person

and on YouTube. The service could also be viewed on YouTube at any time. A head count was conducted for those attending in person. To that number was added the Unique Viewers on YouTube to arrive at the total attendance for each 9 am service. There were 53 services in 2021 with an average attendance of 256 each Sunday.

Beginning the second week of June, the contemplative 10:30 am service returned. Congregants were welcomed in-person, but this service was not delivered via YouTube. An average of 13 people attended these services.

In everything we do

we will love first;

God, each
other, and our
neighbors.

1stPresDowntown Since 1888

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