

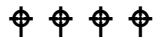


Lakewood Presbyterian Church

2011 Annual Report

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Lakewood Presbyterian Church
Annual Congregational Meeting
MEETING AGENDA
February 5, 2012

MEETING CONVENED WITH PRAYER BY MODERATOR Rev. Terry Lucarelli

DETERMINATION OF QUORUM Clerk of Session, Allison Hysong

CALL TO ORDER By the order of Session, the Congregation will meet following the 11:00 a.m. service of worship on this day, February 5, 2012, for the purpose of honoring those members who have gone on to be with the Lord; receiving Annual Reports; and for the presentation of the 2012 Budget for the congregation's information and support.

NECROLOGY REPORT . . . IN MEMORIAM

Reading of Names

Rev. Katie Robb

*Hymn of Remembrance

For All the Saints

For all the saints, who from their labors rest,
Who Thee by faith before the world confessed,
Thy Name, O Jesus, be forever blest.
Alleluia! Alleluia!

Thou wast their rock, their fortress and their might;
Thou, Lord, their captain in the well-fought fight;
Thou, in the darkness drear, their one true light.
Alleluia! Alleluia!

From earth's wide bounds, from ocean's farthest coast,
Through gates of pearl streams in the countless host,
Singing to Father, Son, and Holy Ghost,
Alleluia! Alleluia!

REVIEW OF ANNUAL REPORTS Rev. Lucarelli and Ministry Moderators

DISCUSSION OF REV. LUCARELLI'S SABBATICAL Rev. Katie Robb

*ADJOURNMENT

*CLOSING HYMN

The Church's One Foundation

The Church's one foundation Is Jesus Christ her Lord;
She is His new creation By water and the Word;
From heaven He came and sought her To be His holy bride;
With His own blood He bought her, And for her life He died.

*BENEDICTION

(*Indicates congregation standing)

IN LOVING MEMORY

And I heard a voice from heaven saying, “. . . Blessed are the dead who die in the Lord henceforth.” “Blessed indeed,” says the Spirit, “that they may rest from their labors, for their deeds follow them!”

Revelation 14:13

Jane Saunders Myles – January 18

David Andrews Rigsby – March 16

Carl Arno Leupold – May 23

Ernst Dieter Mueller – July 21

Jeanne Catherine Copeman – August 3

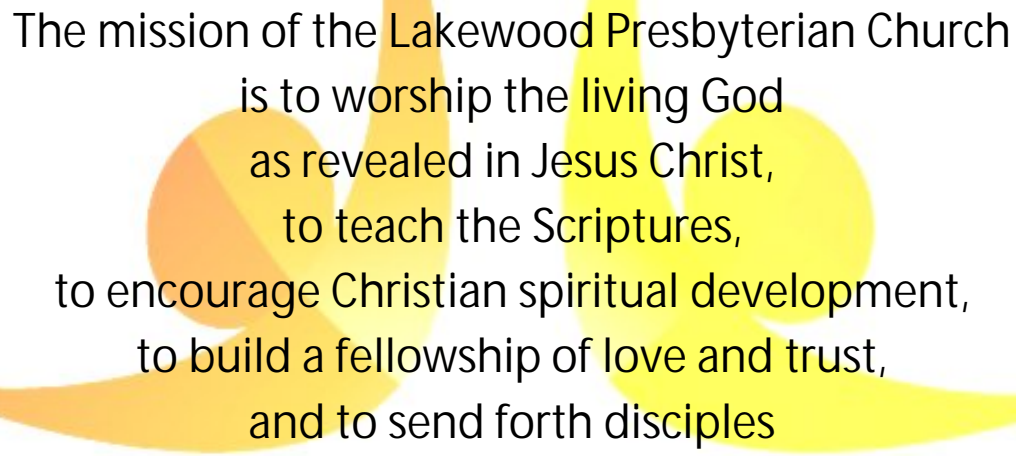
Thomas S. Edwards – October 24

Marjorie Florence Givens – November 16


Donalea Coy Bush – December 2

The individuals named above were on the active rolls of the Church at the time of their deaths. There are other friends and family members who died in 2011 that we would remember and give thanks to God for their lives.

LPC MISSION STATEMENT



The mission of the Lakewood Presbyterian Church
is to worship the living God
as revealed in Jesus Christ,
to teach the Scriptures,
to encourage Christian spiritual development,
to build a fellowship of love and trust,
and to send forth disciples
to serve in the community and the world.



Our vision is to be a community that ...
Thinks with the mind of Christ,
Loves with the heart of Christ,
and
Serves with the hands of Christ.

ANNUAL STATISTICAL REPORT

Year Ending December 31, 2011

ACTIVE MEMBERS DECEMBER 31, 2010 433

GAINS

Profession of Faith	8
Reaffirmation of Faith	5
Certificate of Transfer	9
Affiliate	<u>0</u>
Total Gains	22

LOSSES

Certificate of Transfer	4
Deaths	8
Other	<u>4</u>
Total Losses	16

BAPTISMS

Adult	0
Children	<u>4</u>
Total Baptisms	4

WEDDINGS

Members	<u>1</u>
Total Weddings	1

AVERAGE WEEKLY ATTENDANCE 228

ACTIVE MEMBERS DECEMBER 31, 2011 439

Administration Ministry

The Administration Ministry Moderator, Adair Owen, recognizes and thanks Rev. Terry Lucarelli, Michael Sullivan, Wayne Isaac, David Sheffield, Ken Van Landingham, William Wilson, Cynthia Graham, and Mary Ellen Isaac for their service on the Administration Ministry in 2011.

Lakewood began the year projecting a deficit budget, but we ended the year on a very good note. We budgeted \$503,000 for revenues and \$544,936 for expenses. The expenses came in at \$535,285.20 making us under budget by \$9,650.80. The revenues were given a great boost by two unexpected donations: one in October of \$20,000 and one in December of \$50,000 making our end-of-year income \$574,198.91.

We ended the year debt free and with cash on hand of \$103,400.55.

We began the budgeting process early again, and the Session approved the budget for 2012 at the December Session meeting. Expenses are budgeted at \$552,689 and the income is budgeted at \$510,911. This is again a deficit budget, but we received an unexpected pledge of \$20,000 for 2012 that solidifies our income budget. With the help of the Preschool, which will contribute \$1,000 per month to the operating budget, we are confident the income numbers will come in slightly higher than budgeted resulting in less spending of our reserve cash.

Rev. Lucarelli is going to take his sabbatical from April 19, 2012, until July 19, 2012. The sabbatical committee (Rev. Katie Robb, Rev. Terry Lucarelli, Rodney Cleveland, Diane Pilinski, Paul Chrisman, Dick Wallace, Cynthia Graham, William Wilson and Frances Hallett), moderated by Rev. Robb, is meeting regularly and planning many activities for before and during Rev. Lucarelli's sabbatical so that we as a congregation might also experience "sabbath" in our midst. During his absence, members of the congregation will be called upon to assist in some of the pastoral duties Rev. Lucarelli regularly assumes.

The Administration Ministry and Rev. Lucarelli performed staff reviews for Rev. Lucarelli, Rev. Robb, Rodney Cleveland, Gail Baker, Suzanne Deaton, Dennis Ice, Nancy Brown, and Lori Appenfelder. They proved to be helpful to each of the staff and to the Administration Ministry. Staff reviews will be performed each year.

Our staff did not receive raises again this year, but to recognize the hard, faithful work of all of the staff of LPC, the Administration Ministry, with approval from the Session, distributed Christmas bonuses to Rev. Lucarelli, Rev. Robb, Rodney, Suzanne, Dennis, Lori, Nancy, and Pam Connor. We hope we will be able to give raises next year.

The Stewardship Ministry continues to meet with the Administration Ministry and will provide a separate report.

Respectfully submitted,
Adair Owen, Moderator

Building & Grounds Ministry

Introduction:

This Report will summarize work begun and completed during 2011 by the Building and Grounds (B&G) Ministry. Only those items of note and importance will be addressed and reviewed.

Ministry Activities:

January – February

- Discussion re: porte cochere removal between LPC and St. Augustine Presbytery. Dana Jewell offered his services to coordinate and facilitate removal of the structure. Estimates obtained for concrete drive and gable vinyl siding repairs. Paul Hooker agreed to pay half of the cost
- Proceeded with initial landscape project between the Administration building and the Sanctuary.

March – April

- Porte cochere removal, concrete drive, and vinyl siding project completed.
- B&G met with Administration Ministry and Capital/Building Committee to deliver the proposed complete re-landscape plans for the front of LPC campus, and the areas around the Sanctuary and administration building. Discussed and evaluated the landscape ideas around the new Youth Hut areas.
- Landscape plan approved by Session. Construction will begin.
- Rear parking security and safety ideas discussed; plans for potential work to continue pending budget.
- Installation of security monitors/cameras in Youth Hut completed.
- Replaced Benz Hall concrete walk as part of the front landscape project. Poured concrete pads in Youth Hut area for fire pit and in the children's play area.
- Completed church workday.
- New cameras and monitoring equipment placed at rear exterior doors; many thanks to the Preschool for its generous shared contribution.

May – June

- Repainted front doors leading into Benz Hall and had hardware repolished.
- B&G coordinated with JEA the repainting of the electrical transformer located outside Pastor Terry's office...big improvement.

July – August

- Installed big blue landscape pots at the front entrance of Benz Hall; a church member contributed 100% of the cost
- Church workday on August 6 was well attended, and a lot of work was accomplished.

September – October

- Front landscape project complete...big improvement
- Replaced some fencing along rear property line behind Youth Hut. A church member contributed 100% of the cost.
- Resealed/restriped partial area of east parking lot. Added additional handicap spaces and signage replaced to meet code requirements.

November – December

- Budget goals for 2012 and budget analysis for 2011 were discussed and completed.

Building & Grounds Ministry (continued)

November – December (cont'd)

- Discussed Benz Hall steeple repairs; estimates received: \$2500. Work begun and completed.
- Discussed rear parking lot/landscape improvements and safety; estimates to be provided. Work begun and completed...again, big Improvement.
- Youth performed "mini workday," thanks to Katie Robb and the youth.
- Bob Falls advocated the purchase of two automated defibrillator units. The Preschool paid for the units.
- ADC training conducted and completed for approximately 20 attendees in November.
- Replaced toilet in bride's room with elongated comfort height model.

Respectfully submitted,
Keith Momberg, Co-Moderator
Bob Falls, Co-Moderator

Christian Education Ministry

The Christian Education Ministry contributes to discipleship through education in the faith and faithfulness of the whole church, paying sustained attention to the grace of the Lord Jesus Christ, the love of God, and the communion of the Holy Spirit.

Children and Youth Sunday School and Young Disciples –

Doris York, Sunday School superintendent, arranges curriculum and volunteer teachers for all of the Sunday School programs. Preschool Sunday School meets during the 11:00 a.m. worship fulfilling the needs of our most precious assets while allowing the parents to attend service.

Young Disciples is for our 1st -3rd graders and is led by an outstanding group of parents and volunteers. During Rally Day, this year's curriculum Feasting on the Word was introduced for the Young Disciples. Our six new 4th graders received their Bibles and joined the 12 active 5th grade Acolytes who serve during worship. We are excited for our children and have enjoyed watching them complete Young Disciples. These classes continue to inspire the congregation with their participation and leadership in worship once a quarter. Sunday School meets on Sunday mornings between services for grades 4-5 (Solid Rock curriculum) and 6-12 (LinC: Living in Christ curriculum).

Rodney Cleveland leads an active program for the Cherub Choir (age 4-1st grade) and the Elementary Choir (grades 2-5) who sing in worship once every three to four months.

Vacation Bible School –

The VBS theme this year was "Main Street USA: Where God Makes a Difference Every Day." It was another banner year with registration at capacity of 145 children. In addition to the normal activities for our children during VBS, we continued our annual "Coffee Cove" hosted by the Evangelism and Church Growth Ministry Team. The cove provided a place for parents to visit with church members and other parents. Led by Doris York, our 70 or so volunteers worked together to make this the best VBS yet. The volunteers included approximately 25 amazing youth workers. We collected 100 jars of spaghetti sauce and 100 cans of green beans for U.C.O.M., and a money was collected for Solace for the Children.

Youth Groups –

Youth Ministry at Lakewood focuses on a relevant and active faith through education, fellowship and service. The youth group includes members, visitors, and friends in grades 6-12 who seek to build up one another in faith.

LPC Youth Groups are led by a terrific team of regular volunteers that includes Allison Hout, Jeremy Lucarelli, Lori Overstreet, Ben Robinson, David Saunders and Robert Travis. Many parents and occasional volunteers contribute by cooking meals, spearheading fundraisers, and praying for the youth ministry. After more than seven years as youth leaders, Christina and Scott Griffin retired from this ministry in the fall of this year. Their dedication and care for our youth are unparalleled, and we are grateful for their service.

The LPC youth are an extremely active group dedicated to serving the church and beyond. In February, we hosted a Service Blitz where approximately 170 local kids from 12 area churches met at LPC before going out into the mission field to help at U.C.O.M., City Rescue Mission, soup kitchens, and food banks. Additionally in 2011, the youth cooked and served the Easter breakfast, were liturgists and ushers each 2nd Sunday, acknowledged our high school graduates, and CROP-walked for hunger. Outside of LPC's doors, the youth served the poor, lonely, and hungry in New York, New York, and Charlotte, North Carolina.

Christian Education Ministry (continued)

Recreation and fellowship highlights included retreats at Camp Montgomery, a Christmas lock-in, Presbytery Broomball, a ski trip, and the "Box-a-thon" event for homelessness awareness attended by youth from around the Presbytery. In March, the Youth moved into the refurbished and renamed "Youth Hut," and now have their own dedicated space in which to meet.

Adult Bible Study –

Lakewood continues to offer numerous selections of adult classes to meet the needs of its members. New offerings and teachers are always welcome and encouraged. A summary of the current classes are as follows:

BIBLE DISCOVERY: follows The Present Word curriculum and the lectionary.

AMBASSADORS: studied the Book of James.

GRACE PATROL: studied the Book of 1 Peter.

LPC MEN'S RESERVES: focused on the book Get Real, a Spiritual Journey for Men by Derek Maul.

PASTOR'S CLASS: a fellowship group that meets in Benz Hall for conversation.

THURSDAY MORNING BIBLE STUDY: continues to meet on Thursdays at 10:00 a.m. and focuses on the scripture reading for the upcoming Sunday sermon.

BETH MOORE BIBLE STUDY: led by Robin Momberg, this women's group meets on Thursdays from 6:00-8:00 p.m. for dinner and study. They began 2011 studying the Book of Esther and ended with the Book of Daniel.

The CE ministry is always open to suggestions for study or new classes that would nurture the faith of the congregation.

Administrative Matters:

Child Protection Program: This year we made a conscious effort to study and create a CPP to protect our children and volunteers and to ensure that all are safe. Pastor Katie and Lenora Wilson attended leadership training and then taught all of our Sunday School teachers and volunteers. A background check was also instituted as standard practice for anyone who will be working with minors, including lead teachers in VBS classrooms.

Child's Play Preschool Interaction: The Preschool Board of Directors has been reinstated as provided for in the Bylaws after about five years of inactivity. The board will communicate regularly to the congregation through the CE Ministry and the Session.

Respectfully submitted,
Christian Education Ministry

Communication Ministry

Here are the highlights of the Communication Ministry's activities in 2011:

Web site

- Our Web site continues to bring new members and visitors to LPC.
- Our page views increased 11 percent over last year; we experienced an average of about 2,700 page views per month.
- Added a feature section to the home page to promote upcoming activities/events. Examples of items featured include Christian Education opportunities, Holiday Happenings, Rally Day, VBS, the Stewardship Campaign (Extravagant Generosity) and Wednesday Night Dinners/Programs.
- Updated the home page headlines frequently to promote church activities.
- Posted sermons by Pastors Lucarelli and Robb each week.
- Changed the photos and content on the home page based on the church season, particularly Lent/Easter and Advent/Christmas.
- Provided online registration for Vacation Bible School; at the end of VBS, provided instructions for parents to view and download/print photos taken during the week.
- Added 14 sets of photos, including the Mission Fair, Young Disciples, VBS daily photos, Cole Succi's commissioning, the Korean dancers, Palm Sunday, Easter, Sulzbacher volunteers and the Youth Hut dedication.
- The website will continue to evolve as new content and features are added.

LPC Newsletter

- Thanks to the tireless efforts and creativity of Lori Appenfelder, we achieved our goal of 80% paperless. Reducing the number of newsletters printed and mailed saves LPC production and postage costs. It also makes us better stewards of our environment by using less paper and other production supplies.
- For those still receiving the paper version of the newsletter, we launched a new in-house distribution process to save postage, again thanks to Lori. The newsletter is labeled and available for pickup in the Narthex for two Sundays: the last Sunday of the month and the first Sunday of the publication month. The newsletters that are not picked up after the first Sunday of the month will be mailed.

Pictorial Directory

- For the first time in recent memory, we are producing a pictorial directory in-house. Many thanks to volunteer photographers Rusty Andreasen, Brad Corner, Will Dickey, Clayton Green and Dick Wallace.
- New directories will be available in early 2012.

Social Media

- Our Facebook fans/friends increased 26 percent in 2011 to 175.
- Created weekly posts (totaling about 150) on Facebook to keep friends informed about activities at LPC.
- Posted 164 "tweets" on Twitter, which also creates the headlines on LPC's Web site home page.

Communication Ministry (continued)

Direct Mail

- Along with Evangelism & Church Growth, we created and mailed a postcard publicizing our Holy Week/Easter activities. Approximately 2,000 postcards were mailed in the 32217 and 32207 zip codes.
- The 2010 Christmas events postcard resulted in a new member in 2011.

Monument Sign

- The sign's inaugural use was Ernst Mueller's memorial service on July 29, fitting because Ernst was instrumental in getting the zoning variance for the sign to be installed. Many thanks to Adair Owen for her efforts and perseverance.
- Created a policy for use of the sign and a request form to place messages on the sign.
- Provided the pastors with "sentence sermons" to keep the content of the sign fresh and interesting.
- LPC activities, including the Bloodmobile and Trunk or Treat, have experienced additional participation, primarily by local neighbors. The increase is being attributed to the sign, since that was the only different means of promoting those activities.
- Our Christmas Eve services saw more visitors, who stated they attended because they saw the invitation on our monument sign.

Building awareness of LPC

- Provided communication plans to support three events/issues: the performance of "The Seven Last Words of Christ" on Maundy Thursday; Amendment 10-A; and the U.C.O.M. Benefit Concert on August 7.
- In conjunction with the Evangelism & Church Growth Ministry and with assistance from Casey Hartman, created a new visitor brochure, which will be available in early 2012.

As outgoing moderator, I wish to thank the congregation for the opportunity to serve these past three years.

Respectfully submitted,
Kathy Burns, Moderator
Dottie Fletcher
Sue Mulvin
Jason Pratt
Rev. Katie Robb
Kathy VanderVliet
Dick Wallace

Congregational Care Ministry

This past year, we had many caring individuals who helped our ministry with our mission to care for the members of our church. We are grateful for the host of angels in our midst that assisted us with our goal to serve with the hands of Christ. We are a loving congregation and we provided many opportunities for the members of our church to express the love of Christ. Listed below are some of the ways we care for our congregation.

- We made monthly visits with our DOVEs (Dear Ones Visited by Elders). Each month the DOVEs receive something from their visitor, such as "Our Daily Bread," a lily at Easter, a poinsettia at Christmas, or a special craft made by one of our talented youth or adult church members. Our preschool children also participate and made placemats for our DOVEs. Homebound Communion was taken to some DOVEs and one of our DOVEs received CDs of our Sunday worship services.
- Valentine cards with gift cards were sent in February to our college students to remind them that they are loved and that we miss them.
- Our Hospitality Committee provided food and decorated Benz Hall for receptions following Memorial Services. Many of our loving church members help provide food for these receptions.
- Meals were provided by our Manna from LPC group to those with a need. For the first time, an on-line program called Care Calendar was used to help organize meals for those who needed help on an on-going basis.
- The Card Committee sent out cards for births, illnesses, and for the loss of a loved one.
- Our Care Visitor ministry has assigned visitors to those in need of special care.
- Sanctuary flowers were delivered to hospitals, nursing homes, and to the homebound.
- A list of our members who have not been to church in a month is being generated on a regular basis and calls are made to follow up with them.
- Our Progressive Enthusiastic Presbyterian Seniors (PEPS) group once again took many interesting trips and enjoyed fellowship and nourishment together at their monthly events.
- We made sure donuts are available on Sunday mornings for our hungry church goers.

We greatly appreciate all who helped in this ministry.

Respectfully submitted,
Diane Pilinski, Moderator

Evangelism and Church Growth Ministry

During 2011, Lakewood Presbyterian Church welcomed and received a total of 22 new members. Eight joined by Profession of Faith, five joined by Reaffirmation of Faith, and nine by Letter of Transfer.

ACCOMPLISHMENTS, ACTIVITIES, AND EFFORTS:

- Continued to place special emphasis on greeting visitors to the church. We also continued to offer a bag with information about our church to first-time visitors.
- Contacted first-time visitors each week by a card to thank them for worshipping with us and encourage them to return.
- Delivered new member information packets to new members in a canvas bag produced by First Coast Graphics displaying a silk-screen picture of our Sanctuary.
- Took photographs of new members and displayed the pictures in the Narthex of the Sanctuary and on a bulletin board in Benz Hall.
- Collaborated with Communications Ministry on a mass mailing to residences in our area to inform people about our Easter services.
- Prepared a bulletin board in Benz Hall to inform people about what Evangelism and Church Growth Ministry does.
- Manned the Coffee Cove during Vacation Bible School, distributing LPC information to parents who enjoyed a cup of coffee after dropping their children off.
- Participated in a Ministry Fair at a Wednesday night dinner. We used a western theme, which stressed our efforts to "round up" new members.

We thank the congregation for helping in various ways including providing warm greetings to visitors. Special thanks go out to the hard-working and faithful members of this ministry: Bill Edwards, Jo Ann Copeland, Lori Strange-Paylor, Skip Paylor, and Stanley Pilinski.

Respectfully submitted,
Ron Kalapp, Moderator

Family Life Ministry

Wednesday Night Programs:

- The programs each month were based on a theme. February: Healthy Hearts; March – April: Lenten Series; May: Annual Culminating Celebrations; September: God's World; October: Tell Me a Story; November: Cups of Grace; and December: Cups of Cheer.
- Fall programs began an emphasis on multigenerational interaction by including programs suitable for children's participation, and activities allowing all ages to work together. September: Humane Society with Noodles the dog; October: drama with Halloween stories and poems; November: drama with Quilt Maker's story and creation of paper quilt pieces; and December: children's Christmas musical.
- A fall brochure was created to advertise the programs. In all advertising a happy face ☺ was used to indicate the multigenerational program
- Attendance average was 60. The highest attendance was on nights featuring the youth, and spiking to the 90's for children's musicals and the Victorian Christmas Dinner.
- Kitchen Krewe consists of Master Chef Mike Succi, Hope Brank, dessert chef Kara Neall, Don Spencer, Nancy and Ron Wheeler, Mary Tillman, Ryan Corner, Patrick Smith, and Dixon Stater.
- Sue Spencer designed the table centerpieces. Harolyn Sharpe booked the programs. Rusty Andreasen welcomed "the family" as the Master of Ceremonies. Kathy VanderVliet manned the ticket table.

Church-wide Programs:

- May: Luau with music by the church band; food provided by Kitchen Krewe; games and "beach activities" facilitated by the Youth Group.
- May: Trip to Jacksonville Suns' baseball game.
- October: Trunk or Treat with prizes for costumes and "trunks" ; hot dogs provided by the Kitchen Krewe; cakewalk and games facilitated by the Youth Group
- December: Kitchen Krewe provided chili dinner for Sanctuary decorating night.

Finances:

- \$116 under budget
- Purchased a 4' x 8' folding stage to be used for presentations in Benz Hall.

Respectfully submitted,
Harolyn Sharpe

Outreach Ministry

"Our vision is to be a community that thinks with the mind of Christ, loves with the heart of Christ, and serves with the hands of Christ." (from the Lakewood Presbyterian Mission Statement). The Outreach Criteria for Community and International Mission Projects includes choosing projects which coincide with our mission, offering hands-on opportunities for our members beyond money contributions, meeting immediate needs for food, clothes, shelter, medicine, and also dealing with long-term solutions. Lakewood's Outreach Ministries focused on the following areas in 2011:

Holly and John Carden are our missionaries in Serbia. Holly is the daughter of our Fran Barrett and grew up in Lakewood Presbyterian. LPC continues to support our missionaries by sending a quarterly offering to help them spread the good news of the gospel of Christ.

In March we participated with the "Mueller's Marchers" in honor of our own Ernst Mueller in a walk to raise awareness and funds for ALS (Lou Gehrig's disease). Team Captain Clayton Green helped coordinate the annual walk. LPCers were happy to be among the group of marchers, and together the ALS Organization raised more than \$9,000.

I. M. Sulzbacher Center for the Homeless – Pam Lawrence headed up teams of dedicated volunteers on a quarterly basis to prepare and serve dinner for approximately 400 men, women, and children each time LPC visited the Center. Monetary donations received from the congregation and LPC's Circle & Squares were a great help in purchasing food and supplies for the dinners and to support programs offered at the Sulzbacher Center. Throughout the year, gently-used towels, blankets, and toiletries donated by members of the congregation were delivered to the Center.

The Sanctuary on 8th Street provides a safe haven for at-risk children after school in the Springfield area. The Sanctuary provides a loving environment to work on homework, receive an afternoon snack, learn computer skills, music and art activities as well as play games. This year, our Pastor Terry was the Master of Ceremony at the Set Sail Shindig for the Sanctuary, a citywide fund-raiser which included dinner, a program of music, a silent auction and performances by the Kids of the Sanctuary. In addition to LPC's monthly financial support, LPC volunteers contributed additional money, food and food preparation, supplies, and toys.

United Community Outreach Ministry (U.C.O.M.) provides many programs for less fortunate individuals in Jacksonville. U.C.O.M. offers a food pantry, clothes closet, assists with utility payments and runs the local Meals on Wheels program. Lakewood collects food items each Sunday to support the food pantry, allows our facilities to be used for the Meals On Wheels program, and provides monthly financial support in addition to the food and money collected throughout the year.

A Benefit Concert was presented on August 7, 2011. The concert was a huge success, raising more than \$2,700 and collecting more than 28 bags of food for the U.C.O.M. food pantry. More than 300 people gathered in the Sanctuary to enjoy a festive evening of music ranging from Bach to Broadway, featuring our own Rodney Cleveland. Many thanks to Barbara Jump and Clayton Green for their efforts in coordinating this event.

Jacksonville Campus Ministry - Once a year we prepare dinner for the UNF Christian Students Fellowship on the UNF campus. A delicious meal of baked ziti, salad, and dessert Dinner was prepared by Barb Matheson, Lori Appenfelder, Linda Allen, and Carolyn Hillhouse-Jones for approximately 60 students. Inasmuch as there was a smaller group than anticipated, the dinners that were left over were offered to the campus dinner crowd. We received a note of appreciation signed by the students of UNF and the staff of JCM.

Outreach Ministry (continued)

Undie Sunday for Dignity U Wear - In March Lori Appenfelder led our annual drive to collect undies for those in need. We joined organizations nationwide to collect brand new underclothes for adults and children who are homeless and victims of storms and other disasters. LPC members surpassed our goal and collected/contributed 914 articles of new underwear in addition to cash collections for purchasing additional items.

Troop Collection - In May, in honor of our military men and women, Outreach once again sponsored the Troop Collection under the direction of Beth King. LPC donated much-needed items for our people in the armed services around the world including shopping bags full of toiletries, food, paperback books, Sudoku books, DVDs, CDs, and large boxes of wipes – literally a trunkful. The folks at the USO were quite pleased.

Lucille Hart Fund - The month of August was designated Lucille Hart Fund Recognition Month. Six needy school children from Pine Forest Elementary School were each given a \$100 gift card. Robin Momberg, (LPC member and Pine Forest teacher) took them on a shopping trip to Wal-Mart to purchase new shoes and school clothes before the 2011/2012 school year began. The children were extremely grateful.

ICARE - Justice Ministry Network (JMN) - Guided by scriptures, such as, Micah 6:8, (He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly, and to love mercy, and to walk humbly with your God), LPC became a congregational member of the Interfaith Coalition of Action Reconciliation and Empowerment (ICARE) organization in 2010. LPC immediately began building a Justice Ministry Network (JMN) and actively participated in the listening, research, and direct action processes.

Linda Allen and Carolyn Hillhouse-Jones serve as LPC's members of the ICARE board of directors. Under their leadership, the LPC JMN members hosted six house meetings and brought 38 people to ICARE's 2011 Nehemiah Action Assembly, at Bethel Baptist Church, where ICARE leaders engaged public officials in making commitments around proposed solutions for the identified community problems. The overall attendance at this annual event was 1,750.

Summary of 2011 Justice Issues:

Corrective Reading Issue: Duval County Schools implemented a pilot program for 538 second and third graders as a direct result of the collaborative work by our congregations. (We need to continue to build the power to win this issue for all 30,000 students who need corrective reading programs.)

Youth Crime Issue: Annually in Duval County there are 6,000 youth arrests, (with the number going to trial above the state average), at a cost of \$22,000 per youth for incarceration, and 50,000 out-of-school suspensions, creating a pipeline to prison for our youth. In 2011, Duval County's State Attorney made a commitment to create community accountability boards, modeled after Orlando's highly-successful program.

Homelessness Issue: On average, 3,910 people (including a rising number of women and children) are homeless in Duval County. Mayor Brown committed to make the creation of a homeless day center a priority of his administration.

We are working on a BHAG (Big Holy Audacious Goal) of 250 LPC members (our average worship service attendance) being at the annual Nehemiah Action Assembly by 2015. As people of faith who gather at least 52 times a year for worship, our aim is to have our congregation come together to do justice at least once a year.

Outreach Ministry (continued)

The Alternative Christmas Giving Mission Fair - Our theme this year was the colors of the rainbow. Outreach served a "Sulzbacher" dinner (the one we serve four times a year at the Sulzbacher Center) with proceeds going to the homeless shelter. Representatives from U.C.O.M. and The Sanctuary on 8th Street spoke about their missions after the dinner.

The Fair donations for the various missions were: Bag Ladies \$357.58; IPODERAC (Mexican orphanage) \$82; ICARE \$25; Marion Medical Mission \$669; The Sanctuary on 8th Street \$440; I.M. Sulzbacher Center \$400.81 sales and dinner; Volunteers in Medicine \$168; and UCOM/Turkey Fund \$6,131. The total collected from the Fair was \$8,276.39. We also filled scores of Salvation Army stockings with Christmas goodies for needy children.

Bag Ladies of LPC ended 2011 on a high note. Founder and coordinator Pat Bloebaum reported: We have 30 volunteers who represent six churches of various denominations. Two of those volunteers are men and three are teenagers. Once again, we sent 500 bright new Welcome Bags to Hubbard House for children who are being sheltered there. This brings our total number to 2,036 bags completed since our first meeting in January, 2008.

LPC Blood Bank, coordinated by Barbara Jump, also falls under the umbrella of the Outreach Ministry. LPC donated a total of 152 units of blood in 2011 for which we are extremely grateful! The complete report is in a separate document.

HIS MINISTRIES works and serves as one of our missions. Their work is guided by the edict purposed by Christ in Matthew 25:35-36: For I was hungry and you gave me something to eat, I was thirsty, and you gave me something to drink, I was a stranger, and you invited me in. I needed clothes and you clothed me, I was sick, and you looked after me, I was in prison, and you came to visit me.

HIS Ministries helps to provide spiritual assistance to those in need. The focus of the ministry is to provide assistance to the homeless, dejected, hospitalized, bereaved and those incarcerated either in jail or in prison. It is their intent to bring all into the kingdom of God, into the church and to fellowship with those who seek God's mercy and comfort. George Barnwell, Tommy Thompson, and Clayton Green provide valuable leadership and support for this ministry.

We are very grateful for the generous response from our LPC family. The many projects of the Outreach Ministry could not happen without you! Your prayers, donations, talent and volunteer hours touched hundreds of people with Christ's love in 2011.

Respectfully submitted,
Barbara Jump and Clayton Green
Co-Moderators, Outreach Ministry

Stewardship Ministry

For the 2011 year Stewardship Ministry was combined with the Administration Ministry.

Early in the year Stewardship focused on wills and endowments and how to communicate with the congregation about the opportunities available to leave gifts to church. The following brochures were ordered to aid with communication: Guide to a Christian Will, Composing a Legacy, and Estate Planning.

In May a special stewardship meeting was held with several members of the Session in attendance. The key points discussed included:

- ❖ Drops in pledges and pledge revenue.
- ❖ Current deficit spending – this year.
- ❖ Current staffing levels and activities levels unsustainable for the long term at current financial support levels.

The church also participated in four Annual Presbyterian Offerings: One Great Hour of Sharing, Pentecost Offering, Peacemaking Offering, and the Christmas Joy Offering.

This year we used Extravagant Generosity: The Heart of Giving as the program guide for LPC's stewardship campaign. The Extravagant Generosity program is designed to allow the building of a theologically-sound stewardship program that will, when used over multiple years, change the church stewardship culture from fundraising to generosity as a core value of discipleship. At the end of the campaign the projected income for 2012 was \$492,792.

Respectfully submitted,
Michael Sullivan, Moderator

Worship Ministry

The Worship Ministry enjoyed beginning the 2011 year in our renovated Sanctuary with its new pew cushions, carpet, paint, and modified chancel area. Having the organ and choir on the congregation level has included them in the worship services much more than before. Hosting guest musicians has been greatly simplified because there is adequate room for them on the same platform as the choir, organ, piano, and director. Finally, the ability to move the pulpit and lectern (on rollers) and to remove the wall between the congregation and organ has provided a much larger stage area for children's performances and other special productions.

Our group of volunteers who serve on the Worship Ministry continues to work faithfully to accomplish the many weekly behind-the-scene tasks. We are blessed to have many persons who have admirably performed the same responsibilities for years.

Jo Anne and Clayton Estes prepare communion elements prior to each communion service and clean up afterwards. Karen Lucarelli bakes homemade bread for that communion element. Sandra Farhat is responsible for the flowers, working with the florist to provide weekly arrangements, as well as the Easter lilies and Christmas poinsettias. Donna Fetter and Pat Eisinger schedule ushers every Sunday and for special services. Lenora Wilson continues to handle the training, scheduling, and graduating of acolytes. Donna Fetter, Mary Tillman, Kathy Saig, and Kris White come weekly to the church to straighten the pews, carefully arranging the hymnals and Bibles, and replenishing envelopes and pencils.

This year Pat Eisinger assumed the responsibility for scheduling elders to serve communion, assigning them their serving positions, and sending the assignment chart by e-mail as a reminder. In addition there are several other members of the ministry who help decorate the Sanctuary for Easter and Christmas, arrange the Easter lilies and Christmas poinsettias, and whatever else is needed.

The ministry provided and distributed devotional guides to the congregation for Lent and Advent.

This year brought several outstanding musical performances. During the Maundy Thursday service, the Chancel Choir sang "The Seven Last Words of Christ" with guest soloists, flautist, and organist. For Christmas there was a Sunday worship service of special music and readings, including a number by the adult handbell choir, an anthem combining the children's choir and Chancel Choir, and the Chancel Choir's performance of Hayes' "Magnificat" and Holst's "Christmas Day" with chamber orchestra and guest organist. There were also two children's performances, one in the spring and another prior to Christmas, that were truly delightful and very well attended.

Rodney Cleveland, our Minister of Music, does an outstanding job of planning these events, scheduling the participants, and making certain the choirs are practiced and ready. The willingness of outstanding community musicians (many members of the Jacksonville Symphony Orchestra) to participate with us is a credit to Rodney. In addition, the size of our choirs is a clear indication of how much fun and how gratifying it is to work and learn with our very talented and knowledgeable director.

Worship Ministry (continued)

Rodney also contributed his talents and effort by presenting an organ concert in August to benefit U.C.O.M. It drew an audience which filled the Sanctuary, raising an unprecedented amount in cash and non-perishable food items for U.C.O.M.

Our LPC Troupers' Group continues to make such a contribution to our services. We are blessed to have Linda Allen's talent in writing and producing these insightful and enjoyable dramas which enhance our services, and to have the willingness and talent of the participating members.

In 2011 we also had special Easter banners gracing our Sanctuary on Easter Sunday morning which were made by a group of LPC ladies. The banners were comprised of satin panels with hand-appliquéd flowers announcing "He Is Risen" hanging from the flagpoles above the front windows on either side and with golden sunrises saying "Alleluia" on the two rear windows. They were joined with soft white swoops of fabric along the tops of the windows connecting all the flagpoles. Many thanks to those "stitchers" who spent hours in the creation process.

Most of the duties for which the Worship Ministry is responsible are behind the scenes and not really noticeable unless they are not done correctly or in a timely manner. We are most appreciative to all the contributors who provide a meaningful worship atmosphere for those who gather in this special Lakewood Presbyterian family place. We are especially blessed to have loving and talented ministers contributing their sermons as focal points for each service.

Respectfully submitted,
Frances Hallett, Moderator

Child's Play Preschool

The Session voted in March 1997 to establish the Lakewood Presbyterian Church Preschool. The following philosophy and goals were created:

PHILOSOPHY

The philosophy behind the educational program of Lakewood Presbyterian Preschool is designed to help children become active and enthusiastic learners, in a loving and Christian atmosphere, through developmental play. In their early years, play allows children to explore the world around them by using their senses (touching, tasting, listening, smelling, and looking). Play provides the foundation for academic or "school" learning. Play is the work of young children.

GOALS

Play enables our staff to achieve the goals of our early childhood curriculum in all areas of development.

Social - Helps children feel comfortable in school, trust their new environment, make friends, and feel they are a part of the group.

Emotional - Helps children experience pride and self-confidence, develop independence and self-control, and have a positive attitude toward life.

Cognitive - Helps children become confident learners by letting them try out their own ideas and experience success, and by helping them acquire learning skills such as the ability to solve problems, ask questions, and use words to describe their ideas, observations, and feelings.

Physical - Helps children increase their large and small muscle skills and feel confident about what their bodies can do.

Spiritual - Helps provide an atmosphere of Christian love and knowledge of God's Word through Bible stories and verses.

In January 2011 we began our re-enrollment process for our 14th year, the 2011-2012 school year, which began in September 2011. Our enrollment included 150 students, grades Mother's Morning Out through 4-year-olds. We have a staff of 19 teachers working with our Preschool Director.

Outdoor projects included mulching both playgrounds and replenishing sand in the sandbox after enlarging it by approximately three feet. Old playground equipment was replaced on both playgrounds including three double bounce toys, one toddler climber, and an additional picnic table to use for outdoor lunch. Cost for these improvements totaled \$5,000.

Indoor projects included cleaning carpets in all classrooms and in the Coleman Room in March, August, and December. Also in December we had all the bathrooms in the education building professionally cleaned and glazed at a cost of \$3,000. The Preschool paid \$2,000 for one-half of the cost of the security camera system installed in the education building. In November 2011, we

Child's Play Preschool (continued)

purchased (\$2,000) two Automated External Defibrillator (AED) machines, one that has been installed in the education building and one in the church Sanctuary. To date, 17 of our staff members have been trained and certified to use these machines. The Preschool also helped Bible School purchase the button-making machine and helped in laminating Bible School backdrops.

As reported by the Task Force in the November minutes of the LPC Session, the Preschool as of May 2011 is paying \$1,000/month to the church for use of the facilities. This payment will be made year round (12 months).

Our Preschool's outreach to the local community grows each year. We had many projects for Meals On Wheels recipients including holiday cards, placemats, and favors. Our canned food drives at Thanksgiving and Christmas, along with gift card donations, are shared by our preschool families with the local U.C.O.M. facility. We also corresponded with some local Navy servicemen through one of our daddies by sending them 4th of July and Christmas cards and art work. In addition our preschoolers sang holiday songs at Taylor Manor and for our own PEPS group at Lakewood.

The Preschool's annual five week Summer Fun Program held in June and July served 96 children and was an awesome time for all.

As the Preschool begins enrollment for its 15th year of "Teaching Kids In Faith, Hope, and Love," we are thankful for God's presence in our school and the love and dedication of its staff.

Respectfully submitted,
Gail Baker, Director

LPC Blood Bank

This was another good year for Lakewood. Six blood drives were conducted via Bloodmobile visits to our church on the following dates:

January 30; March 27; May 22; July 17; September 11; and November 13.

We registered an average of 26 individuals per drive and delivered a total of 152 units of good blood to The Blood Alliance. We continued to register new donors on all but one drive this year. Some of those were nonattending LPC neighbors and some were new, including some from our Youth Group. Although we are unable to obtain a list of those donors who give at the various centers, we do receive verbal reports from many of them. We are grateful to all who donate the Gift of Life.

As a mission under the Outreach Ministry, we participated in the LPC Mission Fair providing brochures to stimulate interest in our Blood Bank program. We continue to promote our blood drive on "The Promise" radio and Web site, and we place posters in some of our local businesses. We also place posters throughout the church building allowing individuals to register prior to the drive. Online registration is also available for registration. Our latest promotion for our blood drives is our LPC electronic sign. This gives a continuing notice to all passersby every few minutes for two to three weeks prior to the drive.

We appreciate very much the support of our congregation, and the help of so many individuals who work behind the scenes to make our blood drives successful.

Respectfully submitted,
For the Blood Bank
Barbara Jump, Coordinator
George Momberg
Sara Maguire

Music Ministry

The music program at Lakewood had a good year in 2011. Participation levels remained steady and our members continued to be extremely dedicated. Congregational support, as usual, was outstanding. Most importantly, we hope that people worshipped and learned as they experienced the music offered during our services and special events.

Lakewood has the following musical ensembles:

- Chancel Choir
- Adult Handbells
- Youth Choir/Handbells
- Children's Choirs
- Adult Hand Chimes
- GraceNotes
- LPC Band

The Chancel Choir continued to provide music and musical leadership for our worship services. Our primary goal was and is to enhance our worship services through a variety of styles of music. They were a busy group in 2011 as they led worship each week and presented special music for Lent and Christmas.

Our Adult Handbells, Adult Hand Chimes, and GraceNotes met faithfully each week to prepare music for worship and for our occasional performances at San Jose Manor and other retirement and nursing communities. The Handbells participated in the Third Annual Florida Handbell festival in Gainesville. Dr. William Payne shared his expertise and experience with over 150 ringers. The GraceNotes had a heartwarming experience as they spent Christmas Eve morning with the residents of Signature Health Care.

Youth Choir/Handbells meets on Sunday nights.

Our goal is to introduce these youth to music, music reading, and worship participation in a fun and low-pressure manner. The success of these groups is directly related to the status of the youth program, to communication between the youth ministry and the music ministry, and to a commitment by the youth and their parents to make regular attendance a priority. This group participated in worship on Youth Sunday, and in the Family Christmas Eve Service.

The Children's Choirs continued meeting on Sunday afternoons to prepare music for worship and for special presentations. This endeavor would not be successful without the dedication and the help of parents and volunteers, especially Lenora Wilson and Vickie Bossuot. Two highlights of the year were the annual Spring and Christmas programs.

The LPC Band continues to provide music for worship each week.

Other things—

We continue to make our worship services more musically diverse. I believe that "blended" worship utilizing the best from all styles and periods of music is best for Lakewood. If a certain style of music is meaningful and helps people grow closer to God, then it is an appropriate expression of worship.

In August, we had a benefit concert for U.C.O.M. which was well attended and well supported. We plan to make this an annual event.

It is always a joy to have outside groups perform at LPC. In 2011 we hosted the Orange Park Chorale and the First Coast Ringers. We were also blessed by the participation of guest instrumentalists and vocalists in our worship services.

Music Ministry (continued)

We are happy to be able to offer our facilities for use by others. The choir of The Episcopal Church of Our Savior used the Sanctuary and Benz Hall for a retreat in January and again in August.

With continuing education money provided by the church, I was able to attend Music and Liturgical Arts Week at Lake Junaluska, North Carolina, and the Regional Convention of the American Guild of Organists in Greensboro, North Carolina. These and other events provide opportunities to see and hear new music, spend time with other church musicians, refine skills, and get new ideas. I am very thankful to LPC for providing these opportunities.

I appreciate very much the support of this congregation and the dedication of all who serve in our Music Ministry.

Respectfully submitted,
Rodney Cleveland, Minister of Music

PEPS

(Progressive Enthusiastic Presbyterian Seniors)

PEPS (Progressive Enthusiastic Presbyterian Seniors) met on the third Thursday of each month (except December) in 2011 and enjoyed a variety of programs and fields trips. The planning team included Rosanna Arey, Hope Brank, Bob Falls, Terry Lucarelli, Ruth McCall, and Mary Tillman. Ruth McCall produced the quarterly brochure and composed announcements. We encourage more members and friends of LPC (55 years and older) to join us for fellowship and interesting activities.

Respectfully submitted,
Kathy VanderVliet, PEPS Coordinator

Presbyterian Women

The Presbyterian Women (PW) included Bible study groups which met on the first Tuesday morning of each month. During 2011 one study group disbanded, but a new group formed, with plans to meet on the first Thursday of each month. These groups are studying the Beatitudes. Circles and Squares, which includes men, met on the second Friday evening of each month (except in the summer). All groups welcome new members.

The PW coordinating team met bimonthly. This team supported the study groups and facilitated communication with the Presbyterian Women of the Presbytery. We collected and distributed contributions to many mission causes. One special cause was support for Samantha Smith, a resident of the Thornwell Home for Children in Clinton, South Carolina.

The coordinating team included Rosanna Arey (historian), Jo Ann Copeland (chaplain), Diane Copeman (secretary), Sandra Farhat (vice moderator), and representatives of the circles.

Respectfully submitted,
Kathy VanderVliet, Moderator

YEAR-END FINANCIAL REPORTS:

2011 Actual vs. Adopted Budget Report
Restricted Fund Balances as of December 31, 2011
2011 Mission & Benevolence Collections
2012 Adopted Budget

2011 ACTUAL VS. ADOPTED BUDGET REPORT

	Jan - Dec 2011	Budget
Ordinary Income/Expense		
Income		
Undesignated Operating Funds	\$ 574,199	\$ 503,000
Expense		
Administration	\$ 105,597	\$ 103,000
Christian Education	6,653	7,000
Congregational Care	(766)	1,000
Family Life	884	1,000
Evangelism & Church Growth	223	1,000
Communication	952	1,000
Outreach	10,726	11,200
Building & Grounds	24,010	25,000
Stewardship	567	500
Worship	5,662	6,000
Larger Church	18,000	18,000
Payroll Expenses	<u>362,778</u>	<u>370,236</u>
Total Expense	\$ <u>535,286</u>	\$ <u>544,936</u>
Church Net Loss	\$ <u>38,913</u>	\$ <u>(41,936)</u>

RESTRICTED FUND BALANCES

As of December 31, 2011

<u>FUNDS</u>	<u>BALANCES</u>
Capital Reserve Funds	\$ 50,000
Special Music Dept.	1,085
Youth Fundraising	4,483
Hospitality Fund	1,100
Van Expense Fund	1,054
Youth Ministry Development	10,928
Good Samaritan Fund	5,267
Children's Worship	2,684
Christmas Eve Youth	1,116
CCTV Equipment	!
Guatemala Mission	4,850
Clothing & Turkey Fund	607
I.M. Sulzbacher Center	!
Pastor's Education Carryover	!
VBS Special Funds	2,257
Bag Ladies	6,234
UCOM	70
Special Outreach Missions	!
Various Other Funds	5,652
Capital Campaign Funds	<u>4,359</u>
Subtotal	\$101,746
<u>Memorial Funds</u>	
Becky Southworth for Montreat	\$ 6,261
Brian Wallace Memorial	150
Ernst Mueller Memorial	2,500
General	<u>2,358</u>
Subtotal	<u>\$ 11,269</u>
TOTAL	\$113,015

2011 MISSION & BENEVOLENCE COLLECTIONS

Cardens' Mission	!
UCOM	3,763
The Sanctuary on 8 th Street	746
I.M. Sulzbacher Center	486
Turkey Fund	6728
One Great Hour of Sharing	746
VBS Mission Donation	892
Christmas Joy	709
Marion Mission	669
PW Birthday Offering	186
Bag Ladies	4018
Tora Ogunsan Mission Trip	!
Volunteers in Medicine	168
Lucille Hart Clothing Fund	185
Pentecost	!
Peacemaking	781
Heifer	!
Dignity U Wear	95
Ecuador Mission	935
ICARE	<u>750</u>
TOTAL	\$ 21,857

2012 ADOPTED BUDGET

Compared to 2011 Actual Amounts

	2011 Actual Amounts	2012 Adopted Budget
Administration	\$ 105,596	\$ 103,721
Payroll Expenses	362,778	379,918
Christian Education	6,653	7,800
Congregational Care	(766)	1,000
Family Life	884	1,000
Evangelism & Church Growth	223	1,000
Communication	952	1,200
Outreach	10,726	11,200
Building & Grounds	24,010	23,500
Stewardship	567	500
Worship	5,662	6,000
Presbytery	18,000	18,000
Total Operating Expenditures	<u>\$ 535,285</u>	<u>\$ 554,839</u>
Total Actual Receipts	<u>\$ 574,199</u>	

2012 TERMS OF CALL

for

Rev. Terence A. Lucarelli

(Effective Date: 1-1-2012)

	<u>2011</u>	<u>2012</u>
PERSONAL COMPENSATION		
Salary (no increase)	\$ 49,622	\$ 49,622
Housing & Utilities (no increase)	<u>31,539</u>	<u>31,539</u>
Total Effective Salary	\$81,161	\$81,161
REQUIRED BENEFITS		
Major Medical (19.5% of Effective Salary)	\$ 15,826	\$ 15,826
Pension (11% of Effective Salary)	8,928	8,928
Death & Disability (1% of Effective Salary)	812	812
Continuing Education	<u>1,000</u>	<u>1,000</u>
Total Required Benefits	\$ 26,566	\$26,566
BUSINESS AND PROFESSIONAL EXPENSES:		
Auto Allowance	\$ 3,380	\$ 3,380
Ministry Expense Account	800	800
Books & Subscriptions	<u>600</u>	<u>600</u>
Total Expenses	\$4,780	\$4,780
OTHER BENEFITS		
Dental Insurance	\$ 675	\$ 675
Medical Deductible Reimbursement	<u>3,460</u>	<u>3,460</u>
Total Other Benefits	\$4,135	\$4,135
TOTAL PASTOR'S PACKAGE	<u>\$116,642</u>	<u>\$116,642</u>
ADDITIONAL REQUIRED BENEFITS:		
Vacation = 4 weeks		
Study Leave = 2 weeks (accruable up to three years)		
Annual review of adequacy of Terms of Call shall include Cost of Living Adjustment (COLA)		
Pastoral Sabbatical after 7 years of service to church (up to 3 months)		

2012 TERMS OF CALL

for

Rev. Katie C. Robb
(Effective Date: 1-1-2012)

	<u>2011</u>	<u>2012</u>
PERSONAL COMPENSATION		
Salary (no increase)	\$ 20,000	\$ 20,000
Housing & Utilities (no increase)	20,000	20,000
SECA Self-employment (7.65% of Effective salary)	<u>3,060</u>	<u>3,060</u>
Total Effective Salary	\$43,060	\$43,060
REQUIRED BENEFITS		
Major Medical (19.5% of Effective Salary)	\$ 8,788	\$ 8,788
Pension (11% of Effective Salary)	4,957	4,957
Death & Disability (1% of Effective Salary)	451	451
Continuing Education	<u>1,000</u>	<u>1,000</u>
Total Required Benefits	\$15,196	\$15,196
BUSINESS AND PROFESSIONAL EXPENSES:		
Auto Allowance	\$ 2,000	\$ 2,000
Ministry Expense Account	600	600
Books & Subscriptions	<u>400</u>	<u>400</u>
Total Expenses	\$3,000	\$3,000
OTHER BENEFITS		
Dental Insurance	\$ 331	\$ 331
Medical Deductible Reimbursement	<u>1,995</u>	<u>1,995</u>
Total Other Benefits	\$2,326	\$2,326
TOTAL ASSOCIATE PASTOR'S PACKAGE	<u>\$63,582</u>	<u>\$63,582</u>
ADDITIONAL REQUIRED BENEFITS:		
Vacation = 4 weeks		
Study Leave = 2 weeks (accruable up to three years)		
Parental Leave = 2 weeks (male clergy) or 6 weeks (female clergy)		
Annual review of adequacy of Terms of Call shall include Cost of Living Adjustment (COLA)		
Pastoral Sabbatical after 7 years of service to church (up to 3 months)		