



# ANNUAL REPORT

## 2020



FIRST  
PRESBYTERIAN  
CHURCH

---

BOZEMAN

**ABBREVIATED DOCKET 149<sup>TH</sup> ANNUAL  
MEETING OF THE CONGREGATION**

**10:40 Call to Order & Opening Prayer by Moderator Jody McDevitt**

**10:41 Memorial Service for church members who died in 2020**

**10:50 Report of the Clerk**

- Approval of minutes of previous congregational meetings
- Presentation of year-end statistical report

**10:55 Recess as a congregation and convene as a corporation**

- Fiscal data 2020
- Budget 2021 report
- Election of corporate officers

**11:05 Adjourn as a corporation and reconvene as a congregation**

A brief summary of the outreach/mission activities

**11:10 Presentation of proposed Terms of Call for Co-Pastors for approval**

**11:25 Adjournment with prayer**

**Annual Report Contents**  
**149<sup>th</sup> ANNUAL CONGREGATIONAL MEETING**  
**First Presbyterian Church**  
**Bozeman, Montana**  
**February 14, 2021**  
**12:00 noon**

*CALL TO ORDER BY REV. JODY MCDEVITT, MODERATOR*

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*REVIEW OF THE MINUTES OF THE PREVIOUS CONGREGATIONAL MEETINGS . . . . .3*

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*ELECTION OF CORPORATE OFFICERS*

*ADJOURNMENT OF CORPORATE MEETING: RECONVENE AS A CONGREGATION*

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*2. WORSHIP. . . . .21*

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*GENERAL CONGREGATIONAL BUSINESS*

*Report of the Nominating Committee*

*Presentation and approval of 2021 Terms of Call for Co-Pastors . . . . .41*

*ADJOURNMENT WITH PRAYER*

**In Memoriam**

***Gigi Prunty***

***Mary Lensink***

***Sherry Bergland***

***Patrick Pipe***

***Ruth Steele***

***Lynda Reiley***

***Alice Bandy***

***Dick Lee***

***Jim Jarrett***

***Marie Fellows***

**FIRST PRESBYTERIAN CHURCH  
148<sup>TH</sup> ANNUAL CONGREGATIONAL MEETING  
SUNDAY, FEBRUARY 9, 2020**

The 148<sup>th</sup> annual meeting of the congregation of First Presbyterian Church, Bozeman, Montana was called to order at 12:45 PM on Sunday, February 9, 2020 in the Fellowship Hall of the church. A quorum was declared present and the congregation approved the docket. The meeting was preceded by a delicious luncheon prepared under the leadership of Ruling Elder Don Frye for which he and his crew of volunteers were thanked.

Rev. Dan Krebill opened the meeting with prayer followed by the reading of Psalm 24 and ringing of the bell for each of the following members who had passed on to the Church Triumphant during 2019. Judy Gregg, Ted Williams, Bob Staffanson, Isabelle Harris, Jean Travis, Myrtle Leuschen, Fritz Dickensheets, Gordon Kenney, Earl Peace and William Prunty.

The following minutes were approved as submitted by the congregation:  
147<sup>th</sup> Annual Congregational Meeting Minutes of February 10, 2019  
Special Congregational Meeting Minutes of April 28, 2019

The following Clerk's Report was submitted and approved by the congregation:

**CLERK'S REPORT – FIRST PRESBYTERIAN CHURCH – 2019 STATISTICS**

Active Membership January 1, 2019-----	245
<b>Additions during 2019:</b>	
Reinstated-----	3
Profession of Faith-----	0
Reaffirmation of Faith-----	3
Certificate of Transfer-----	8
Affiliation-----	0
<b>Total</b>	<b>14</b>
<b>Losses during 2019:</b>	
Certificate of Transfer-----	2
Deaths-----	10
Deletions from rolls-----	8
<b>Total</b>	<b>20</b>
Active membership December 31, 2019-----	239
<b>Baptisms, 2019:</b>	
Adult:     0	
Children under the age of 18:   1	

**Co Pastors' Report:** Rev. Jody McDevitt reported the session made the decision to organize its work into three subgroups: Learning God's Love is our foundation; Living God's Love is the expression of our faith; Supporting God's Love –all our ministries depend on the careful stewardship of finances, facilities and personnel. Examples were submitted in the report for each category.

The congregation voted to recess the Congregational Meeting and reconvene as a Corporation moderated by *President Dan Berg* who called the meeting to order. Dan thanked the congregation for the support they received during the health issue of their daughter, Delialah.

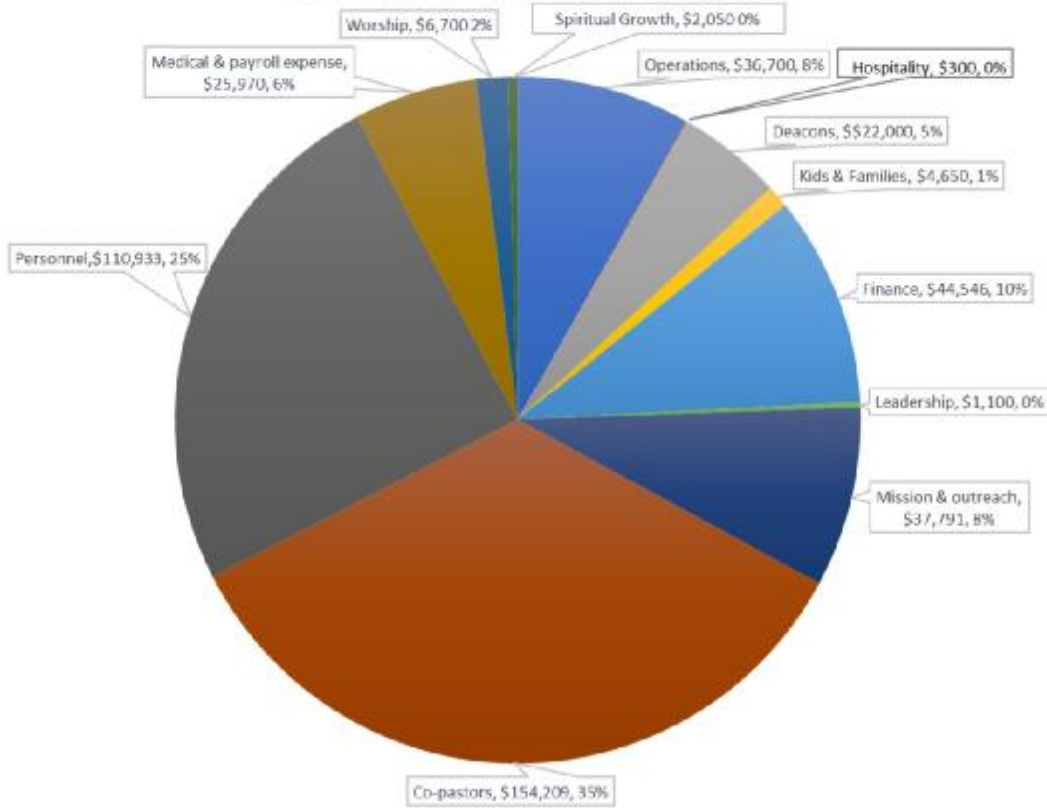
The congregation voted to accept the following fiscals and 2020 budget report which were submitted by *Ruling Elder Debbie Ernst*. (Submitted on next page)

Session voted to receive the following financial report as submitted.

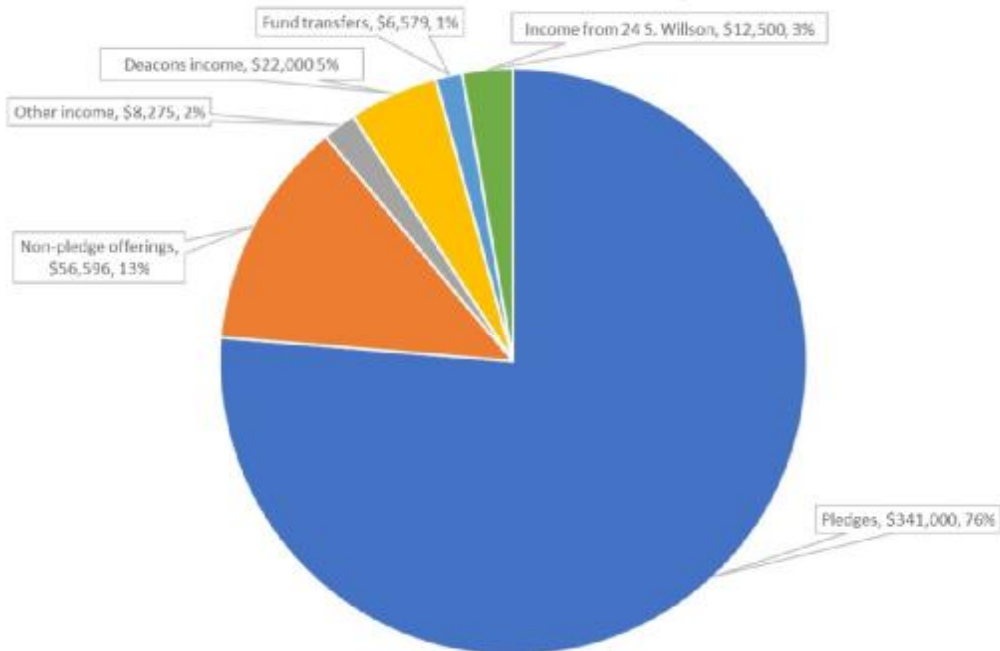
First Presbyterian Church - Bozeman MT Consolidated Fund Activity Report as of 12/31/2019						
Tuesday, January 28, 2020						
Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/TE's	Page 1 of 2 End Balance
3.01.0000	General Fund	11,939.89	439,318.04	433,977.93	(15,020.48)	2,259.52
3.02.0000	Gifts Pending Session Action	1,174.51	(1,174.51)	0.00	0.00	0.00
3.06.0000	Rockhaven Special Projects	65,367.10	51.03	0.00	15,020.48	80,438.61
3.07.0000	Rockhaven Scholarship	315.52	(450.64)	85.76	500.00	279.12
3.13.0000	Educational Assistance	0.00	50.00	0.00	0.00	50.00
3.14.0000	Memorials	4,966.17	1,823.55	144.52	0.00	6,645.20
3.16.0000	Rockhaven	13,642.68	146,853.52	140,931.74	0.00	19,564.46
3.18.0000	Library	660.12	0.42	0.00	0.00	660.54
3.20.0000	Christmas Joy Offering	0.00	1,297.00	1,297.00	0.00	0.00
3.21.0000	One Great Hour of Sharing	0.00	1,384.34	1,384.34	0.00	0.00
3.22.0000	Peacemaking	0.00	414.00	414.00	0.00	0.00
3.23.0000	Peacemaking - Local	360.15	864.72	751.38	0.00	473.49
3.24.0000	Operation Shoebox	663.50	623.00	692.00	0.00	594.50
3.32.0000	Mainly Music Balance	0.00	8,785.79	4,611.76	0.00	4,174.03
3.33.0000	Organ Maintenance & Tuning	2,540.10	1.63	0.00	0.00	2,541.73
3.41.0000	Endowment (pass through)	47,534.83	17,746.03	64,604.36	0.00	676.50
3.42.0000	Pentecost Offering	0.00	447.00	447.00	0.00	0.00
3.46.0000	Fruitfulness Campaign	6,039.52	3.53	1,800.00	0.00	4,243.05
3.48.0000	Presbyterian Mission to MSU	1,982.72	21,675.06	28,752.08	0.00	(5,094.30)
3.49.0000	24 S Willson	84,562.08	22.81	12,500.00	36,926.12	109,011.01
3.50.0000	Deacons Benevolence	4,614.77	5,446.33	4,200.00	(500.00)	5,361.10
3.52.0000	Pastor Discretionary	1.77	1,472.96	560.89	0.00	913.84
3.53.0000	Pastor Study Allowance	(77.43)	2,762.58	0.00	0.00	2,685.16
3.63.0000	Church School Projects	106.60	344.00	234.00	0.00	216.60
3.64.0000	Congregational Events	772.26	2,974.16	2,106.52	0.00	1,639.90
3.67.0000	Professional Development	1,372.18	0.00	385.02	0.00	987.16
3.68.0000	Pat Donehoo Youth/College Mission Trips	8,071.77	(996.31)	2,870.00	0.00	4,205.46
3.70.0000	Youth 6-12 Fun	235.61	675.22	530.00	0.00	380.83
3.71.0000	Youth Mission Trip	1,195.24	7,908.19	8,299.21	0.00	804.22
3.72.0000	Special Music Events	229.28	325.00	554.28	0.00	0.00
3.74.0000	Adult Mission Trip	(90.17)	327.00	185.01	0.00	51.82
3.77.0000	Handbell	34.00	0.00	0.00	0.00	34.00

First Presbyterian Church - Bozeman MT Consolidated Fund Activity Report as of 12/31/2019						
Tuesday, January 28, 2020						
Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/TE's	Page 2 of 2 End Balance
3.78.0000	Organ Scholarship	281.13	0.17	0.00	0.00	281.30
3.80.0000	Endowment- General	256,240.57	121,192.39	0.00	(3,788.79)	373,644.17
3.81.0000	Spendable Earn- Church Support	11,350.15	2,366.34	2,000.00	1,262.93	12,979.42
3.82.0000	Spendable Earn -Mission Benev	10,828.35	2,260.73	5,585.00	1,262.93	8,767.01
3.83.0000	Spendable Earn- Rockhaven Supp	7,319.40	860.54	8,409.27	1,262.93	1,033.60
3.84.0000	Endowed Mission	8,819.12	1,797.33	0.00	0.00	10,616.45
3.85.0000	Contingency Fund	24,844.20	5,062.79	0.00	0.00	29,906.99
3.88.0000	Year of Call	522.21	0.00	170.50	0.00	351.71
3.90.0000	Pat Donehoo Deacon's Investment	63,010.11	13,821.68	2,520.40	0.00	74,311.39
3.99.0000	Investment in Fixed Assets	552,918.09	0.00	0.00	0.00	552,918.09
<b>Total</b>		<b>\$1,194,348.11</b>	<b>\$808,337.42</b>	<b>\$731,003.97</b>	<b>\$36,926.12</b>	<b>\$1,308,607.68</b>

### 2020 General Fund Expense Budget



### 2020 General Fund Income Budget



The following fiscals were presented in the various committee reports:

**First Presbyterian Church**  
**2020 Mainly Music Budget (approved December 19, 2019)**

Account #	Account Name	2020 Budget		notes
<b><u>Income</u></b>		<b>raised to date</b>		
4.32.1000	Platinum Underwriters (\$1,000 and above)	1,000	1,000	
4.32.2000	Gold Underwriters (\$500-999)	2,500	3,000	
4.32.3000	Silver Underwriters (\$250-499)	1,600	1,850	
4.32.4000	Donors (under \$250)	380	380	
4.32.5000	Mainly Music Offerings	2,000	2,250	
4.32.6000	Messiah support from 5.01.7170		500	(2019 amount is \$860)
	<b>Total Income</b>	<b>\$7,480</b>	<b>\$8,980</b>	
<b><u>Expense</u></b>				
5.32.1000	Honoraria (\$1850 Messiah+\$600 organ recital + @\$500)		3,950	
5.32.2000	Promotion (\$150/event)		750	
5.32.3000	Hospitality (\$25/event)		125	
5.32.4000	Personnel - Special Event Coordinator		3,974	(2% increase over 2019)
5.32.5000	Outreach/administration (\$25/event)		125	
	<b>Total Expense</b>		<b><u>\$8,924</u></b>	
	<b>difference</b>		<b>\$56</b>	

		Rockhaven Summary					
		2019 Actual/2020 Budget					
		2019 Projected Actual	2019 Annual Budget	2019 Annual Budget		Notes	
	Income:						
4.16.1300	Facilities Rent	29,055.00	41,000.00	36,000.00		National Guard camp	
4.16.1930	Camper Fees	48,323.00	44,000.00	53,000.00		Eight weeks	
	Forest school fees			0.00			
	Events Program/Food	0.00	0.00	0.00			
	Mission support from FPC	20,000.00	20,000.00	20,000.00			
	Other fundraising	7,735.00	5,500.00	8,000.00			
4.16.1935	Transfer/Scholarship Fund	4,095.00	4,500.00	4,000.00			
	Total income	109,208.00	115,000.00	121,000.00			
	Expenses:						
5.16.2210	Maintenance & supply	6,396.00	6,000.00	6,500.00			
5.16.2220	Utilities	12,134.00	11,500.00	12,200.00			
5.16.2224	Staff Recruitment/Training	905.00	1,200.00	1,200.00			
	Camp Assoc & Conference	300.00	300.00	300.00			
5.16.2226	Camp Promotion	2,537.00	3,000.00	3,000.00			
5.16.2223	Program marketing	120.00	750.00	500.00			
	Promotional Items		0.00	500.00			
5.16.2227	Transportation	4,901.00	5,200.00	5,200.00			
5.16.2228	Programming	2,613.00	2,550.00	2,700.00			
5.16.2229	Camp Food	6,184.00	8,000.00	7,000.00			
5.16.2230	Pig Roast	125.00	200.00	150.00			
5.16.2232	Miscellaneous	1,072.00	300.00	300.00			
	Fundraiser expenses			1,000.00			
5.16.2235	Events Food	975.00	843.00	1,000.00			
5.16.2240	Events Program	2,013.00	6,500.00	3,000.00			
5.16.2250	High Ropes Training/Inspection	689.00	1,050.00	1,000.00			
5.16.2255	High Ropes Maint/Supplies	445.00	1,000.00	750.00			
5.16.2260	Insurance	9,563.00	9,000.00	9,700.00			
	Property Tax	0.00		0.00			
5.16.6470	Camp Director	39,457.00	39,457.17	40,247.00		2% increase	
5.16.6469	Seasonal Assistant	0.00	500.00	500.00			
5.163647	Camp Cook	6,075.00	6,000.00	6,250.00			
6.16.6472	Camp Counselors	19,965.00	22,050.00	20,000.00			
5.16.6476	Events Facilitator	6,515.00	5,000.00	7,000.00			
5.16.6480	Health Insurance	8,520.00	8,705.00	8,705.00			
	Continuing education			0.00			
5.16.6910	Payroll Tax	5,578.00	5,700.00	5,700.00			
	Forest school expenses			0.00			
5.16.6950	Workers Comp Ins.	1,429.00	2,000.00	1,500.00			
	Total Expense	138,511.00	146,805.17	145,902.00			
	Operating Profit/(Loss)	(29,303.00)	(31,805.17)	(24,902.00)			
	Other Items of Income/(Expense):						
4.16.1960	Zipline Contract	30,920.00	25,000.00	25,000.00			
	Transfers from funds		6,805.00	296.00			
	DEQ Compliance/special projects						
	Total Other Income/(Expense)	30,920.00	31,805.00	25,296.00			
	Bottom Line	1,617.00	(0.17)	394.00			

First Presbyterian Church - Bozeman MT  
Balance Sheet as of December 31, 2019 (Endowment Committee)

Wednesday, January 22, 2020

Page 1 of 1

Account #	Account Name	Period Activity	YTD Balance
<b>Assets</b>			
1.00.0014	Endowment-First Security	(3,600.00)	676.50
1.80.0110	PCUSA Endowment Fund General	19,467.11	373,644.17
1.81.0110	PCUSA Church Support	695.24	12,979.42
1.82.0110	PCUSA Mission & Benevolence	(3,065.34)	8,767.01
1.83.0110	PCUSA Rockhaven Support	55.39	1,033.60
1.84.0110	PCUSA Endowed Mission	568.74	10,616.45
1.90.0000	Pat Donehoo Deacon's Investment Fund Asset	3,692.00	74,311.39
<b>Total Assets</b>		<b>\$17,813.14</b>	<b>\$482,028.54</b>
<b>Fund Balance</b>			
3.41.0000	Endowment (pass through)	0.00	676.50
3.80.0000	Endowment- General	19,467.11	373,644.17
3.81.0000	Spendable Eam- Church Support	695.24	12,979.42
3.82.0000	Spendable Eam -Mission Benev	(3,065.34)	8,767.01
3.83.0000	Spendable Eam- Rockhaven Supp	55.39	1,033.60
3.84.0000	Endowed Mission	568.74	10,616.45
3.90.0000	Pat Donehoo Deacon's Investment	3,692.00	74,311.39
<b>Total Fund Balance</b>		<b>\$21,413.14</b>	<b>\$482,028.54</b>
<b>Total Liabilities and Fund Balance</b>		<b>\$21,413.14</b>	<b>\$482,028.54</b>

**24 SOUTH WILLSON BUILDING**  
**2019 ANNUAL REPORT**

Financials:	<u>2018</u>	<u>2019</u>
Income	\$92,069	\$114,980
Expense	41,651	44,126
Net Operating Income	50,418	70,853
Bank Loan Paid	<u>38,459</u>	<u>39,360</u> *
Cash Generated	\$11,958	31,494

Cash Transferred for 2019 Budget \$12,500

**Presbyterian Women Treasurer's Report 2019**

Beginning balance - \$2,661.53

Income - \$1, 416.34

Expenses - \$ (939.83)

Ending Balance - \$3,138.04

Least Coin - \$4.31    Thank Offering \$172.03    Birthday Offering \$0.00

Prepared by Judy Patterson, Treasurer, PW of the Congregation

Elder Brent Turner presented the following nominations for Corporation officers:

President – Debbie Ernst; VP – Kris Hall; Treasurer –Sheryl Hallin

The congregation cast a unanimous vote to accept these nominees as the corporation officers.

The congregation voted to adjourn the Corporate Meeting and reconvene as a Congregational Meeting with Rev. Dan Krebill resuming his position as moderator.

#### COMMITTEE REPORTS:

Kids and Family: *Brent Turner* -report as submitted

Worship: *Nancy Bast*- report as submitted

Ission and Outreach: *Charlie Mandeville*- report as submitted

Hospitality: *Don Frye*- report as submitted

Spiritual Growth: *Dan Krebill*- report as submitted

Finance: *Debbie Ernst*- report as submitted

Property of 24 So. Willson: *Kris Hall*- report as submitted

Endowment Board of Trustees: *Kris Hall*- report as submitted

Facilities: *Dan Berg*- report as submitted

Leadership and Personnel: *Kris Hall*- report as submitted

Rockhaven: *Scott Thrasher*- report as submitted

The congregation voted to accept the above committee reports.

Deacons' Report: *John Sacklin*- report as submitted

Prebyterian Women: *Suzanne Bratsky*- report as submitted

The Congregation voted to accept the above two reports.

#### GENERAL CONGREGATIONAL BUSINESS

*Elder Brent Turner* on behalf of the Nominating Committee presented ***Katie Anderson*** as a ruling elder to serve in the class of 2021, filling an expired term due to a resignation.

The congregation unanimously voted to accept Katie Anderson as ruling elder.

*Elder Brent Turner* on behalf of the Nominating Committee presented the following church members as deacons:

***Cyn Frye*** – class of 2021, filling a vacancy ; ***Craig Gilbert, Bruce Pontius-Backman and Jay Pontius Backman*** – class of 2022

The congregation unanimously voted to elect these nominees as deacons.

It should be noted that there are still three deacon positions to be filled in the class of 2022. The nominating Committee is actively seeking candidates.

The following members of the Nominating Committee were thanked by Brent for their services:

John Patterson from the session; Mimi Roser from the deacons; Suzanne Bratsky, Rachel Minter, Bruce Pontius-Backman and Paula Thomsen from membership-at-large. Rev. Dan Krebill was also thanked for his assistance.

Our 150<sup>th</sup> Anniversary year will be June 2, 2022. We are starting planning the event with the following co-chairs: Suzanne Bratsky, Lloyd Mandeville and Don Frye. Reports will be given as the committee moves ahead.

*Rev. Jody McDevitt and Rev. Dan Krebill* were excused during the presentations of the Terms of Call by Ruling Elder *Kris Hall* as Ruling Elder Dan Berg again took over as moderator. The congregation voted to have an oral vote.

The following Terms of Call (which are included in the 2019 budget and approved by the Session) were unanimously voted by the congregation to be accepted:

**2020 TERMS OF CALL FOR THE CO-PASTORS  
RECOMMENDED BY THE SESSION  
FOR APPROVAL BY THE CONGREGATION**

Each co-pastor to serve in a  $\frac{3}{4}$ -time capacity, and each to receive:

Cash salary: \$34,847

Housing allowance: \$17,670, making an effective salary of \$52,517

Pension & Health dues: \$19,431 (37% of effective salary)

Retirement Savings: \$1,296

Mileage allowance: \$940

Study allowance: \$1,500 + \$1,000\*

Total budgeted cost: \$76,684 each, or a total of \$153,368 for the two.

Session approved and budgeted to implement phase 2 of a 5-year plan to move our pastors' compensation toward the median salary of pastors with comparable experience within the Synod of the Rocky Mountains.

\*The session budgeted a one-time additional \$1,000 per co-pastor study allowance to defray the cost of a 3-week study leave in Israel, April 15 – May 6. The co-pastors plan to use 2 weeks of study leave in 2020 as well as 1 week of unused study leave carried over from 2019.

Other benefits:

5 weeks of vacation (including 5 Sundays)

2 weeks of study leave (including 2 Sundays) cumulative to 6 weeks in 3 years.

Rev Dan Krebill and Rev. Jody McDevitt returned with Rev Dan Krebill again resuming as moderator. The congregation voted to adjourn upon which Rev. Dan Krebill led the closing prayer.

Respectfully Submitted,

Rev. Dan Krebill, Moderator

Donna Beck, Clerk of Session

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**FIRST PRESBYTERIAN CHURCH**  
**CONGREGATIONAL Meeting May 17, 2020**  
**Rev. Jody McDevitt, Moderator**

The congregational meeting was called to order via Zoom after the 9:30 service. The opening prayer was led by Rev. Jody McDevitt. The purpose of the meeting was to elect ruling elders, deacons, and at-large members of the congregation for the Nominating Committee. A quorum was present.

Elder Brent Turner, on behalf of the Nominating Committee, placed in nomination the following four church members for election as ruling elders to serve a 3-year term in the class of 2023: **Andrew Kroeze, Alison Todd and Kris Hall**. There were no nominations from the floor and all of the above were unanimously elected via the Zoom polling feature. There is one more elder position with a 3-year term in the class of 2023 for which the Nominating Committee is currently in conversation with a church member. They intend to bring the nomination to an upcoming meeting of the congregation.

The church bylaws permit the election of a young person under the age of 25 at the time of election to serve a 1-year term as a ruling elder whenever the Nominating Committee deems that there is an appropriate candidate. This year the committee is still seeking such a nominee.

Elder Brent Turner, on behalf of the Nominating Committee, announced there are no nominations for 6 deacons to be elected to serve in the class of 2023, as well as 3 deacons to fill unexpired terms in the class of 2022. The Nominating Committee will continue to search for secure nominees for these positions.

On behalf of the Nominating Committee, Elder Brent Turner also placed in nomination the following church members to be elected to serve a 1-year term as at-large members of the congregation on the Nominating Committee for the coming year: **Rachel Minter, Lloyd Mandeville, Teri Nightingale and Paula Thomsen**. Nominations were closed and a unanimous ballot was cast via Zoom polling.

The Nominating Committee from the past year was acknowledged and thanked. This included Brent Turner, moderator; John Patterson from the session; Mimi Roser from the deacons; and Suzanne Bratsky, Rachel Minter, Bruce Pontius-Backman and Paula Thomsen from the membership at-large. Rev. Dan Krebill was also thanked for his assistance. Having completed the meeting for which it was called, the congregation voted to adjourn. Rev. Jody McDevitt led the closing prayer.

Respectfully Submitted,

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Rev. Jody McDevitt, Moderator

Donna Beck, Clerk

**FIRST PRESBYTERIAN CHURCH**  
**CONGREGATIONAL Meeting June 28, 2020**  
**Rev. Jody McDevitt, Moderator**

The congregational meeting was called to order via Zoom after the 9:30 service. The prayers of the service served as the opening prayer of the meeting. The purpose of the meeting was to elect ruling elders and deacons. A quorum was present.

Paula Thomsen (filling in for Elder John Patterson) on behalf of the Nominating Committee, placed in nomination the following church member for election as a ruling elder to serve a 3-year term in the class of 2023: **Mike Roser** There were no nominations from the floor and the above was unanimously elected via the Zoom polling feature.

Paula Thomsen on behalf of the Nominating Committee, placed in nomination the following members to be elected to serve a 3-year term as deacons in the class of 2023: **David and Ashley Driscoll and Celinda Williams**. There were no nominations from the floor and all of the above were unanimously elected via the Zoom polling feature.

This concludes the report for today. The following other members of the nominating committee were thanked for their service. From Session: *John Patterson, Katie Anderson*; from the Deacons: *Bruce Pontius-Backman* and from the membership-at-large: *Lloyd Mandeville, Rachel Minter and Teri Nightingale* as well as *Paula Thomsen*. Also, *Rev. Dan Krebill* was thanked for his assistance.

Having completed the meeting for which it was called, the meeting was closed with prayer led by Rev. Jody McDevitt.

Respectfully Submitted,

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Rev. Jody McDevitt, Moderator

Donna Beck, Clerk

**FIRST PRESBYTERIAN CHURCH**  
**CONGREGATIONAL Meeting Sept. 27, 2020**  
**Rev. Jody McDevitt, Moderator**

The congregational meeting was called to order via Zoom after the 9:30 service. The last hymn of the service served as the opening prayer of the meeting. The purpose of the meeting was to elect deacons. A quorum was present.

Elder John Patterson on behalf of the Nominating Committee, placed in nomination the following members to be elected to serve a 3-year term as deacons in the class of 2023: Sue Crawford, Shalani Gentry, Rosemary Lee and Julie Small. There were no nominations from the floor and all of the above were unanimously elected via the Zoom polling feature.

This concludes the report for today. The following other members of the nominating committee were thanked for their service. From Session: *John Patterson, Katie Anderson*; from the Deacons: *Bruce Pontius-Backman* and from the membership-at-large: *Lloyd Mandeville, Rachel Minter* and *Teri Nightingale* as well as *Paula Thomsen*. Also, *Rev. Dan Krebill* was thanked for his assistance.

Having completed the meeting for which it was called, the meeting was adjourned with the postlude serving as the closing prayer.

Respectfully Submitted,

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Rev. Jody McDevitt, Moderator

Donna Beck, Clerk

CLERK'S REPORT – FIRST PRESBYTERIAN CHURCH – 2020 STATISTICS

Active Membership January 1, 2020-----239

**Additions during 2019:**

Reinstated-----0

Profession of Faith-----3

Reaffirmation of Faith-----0

Certificate of Transfer-----0

Affiliation-----0

**Total** **3**

**Losses during 2019:**

Certificate of Transfer-----3

Deaths-----10

Deletions from rolls-----2

**Total**  
**15**

Active membership December 31, 2020-----227

Baptisms, 2020: 3

Adult: 0

Children under the age of 18: 3

## Co-Pastors' 2020 Annual Report

2020 was a year for the history books, and for the history book of First Presbyterian Church in Bozeman. For 2½ months, the church hummed along in its usual patterns of church life. Worship, Sunday school, choir, and fellowship opportunities all were thriving. The Presby Cats and youth group were raising funds for mission trips. We had a fine annual meeting, a fantastic talent show, and a stimulating Wednesday evening supper and presentations series. The coronavirus was in the news, but it seemed far away. We were learning to wash hands more thoroughly and to cover our coughs when it hit. March 8, 2020, was the last Sunday gathering in the building for the year.

Quickly, we all needed to reimagine being the church in a pandemic. It is easy to be busy without thinking about the purpose behind all our activities. In 2020, we needed to rethink the mission of the church and find new ways to fulfill that mission. Everything about the way we gathered, loved, and served needed to be recreated.

The most important mission of the church is the worship of God. Everything else emanates from that. On Sunday, March 15, we began online worship. Over the months which followed, we traveled up a steep learning curve to fulfill this purpose, thanks to the creativity of staff and volunteers and the resilience of the congregation. Larry Growney, Russell Milburn, Alison Todd, Holly Aloise, Scott Thrasher, and Ric Tieman have all been invaluable in this effort, with additional volunteer help at critical times. The session and members of the Pandemic Response Team gave support, choir members and musicians adapted, and guest leaders stepped up so that we did not miss a Sunday. We held communion, memorial services, and elder ordinations online, and baptisms and graveside services outdoors. Praise the Lord!

Congregational care, Christian faith formation, fellowship, caring for community needs, and the administrative functions which undergird all our activities—everything needed to be reimaged and then implemented. Some of our “usual” activities could not be recreated, but new ways of doing ministry emerged. As you read this report, you will hear of the remarkable creativity and faithfulness of church leaders and church members.

As 2021 begins, we hope and pray for an end to this historic pandemic and its suffering and challenges. We know that “things will be different,” when it is over, and with the church’s leadership, we are planning for the next chapter in fulfilling the mission to which Christ has called us as his church. Hybrid worship, hybrid meetings, wider connections, and new forms of ministry all beckon. We hope that the spiritual lessons gained from the pandemic—lessons about family, about community, and about care of the earth--will not be forgotten.

Above all, we trust that God will be faithful, and if we are attentive, God will lead First Presbyterian Church into God’s future.

In Christ,

Dan Krebill and Jody McDevitt  
Co-pastors

**First Presbyterian Church - Bozeman MT**  
**Consolidated Fund Activity Report as of 12/31/2020**

**Tuesday, January 26, 2021**

**Page 1 of 2**

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.01.0000	General Fund	2,259.52	478,798.93	452,446.49	0.00	28,611.96
3.02.0000	Gifts Pending Session Action	0.00	2,205.93	0.00	(2,205.93)	0.00
3.06.0000	Rockhaven Special Projects	80,438.61	44.73	24,223.91	0.00	56,259.43
3.07.0000	Rockhaven Scholarship	279.12	1,556.61	0.00	0.00	1,835.73
3.13.0000	Educational Assistance	50.00	834.00	884.00	0.00	0.00
3.14.0000	Memorials	6,645.20	102.58	4,973.98	0.00	1,773.80
3.16.0000	Rockhaven	19,564.46	126,611.39	132,557.36	0.00	13,618.49
3.18.0000	Library	660.54	0.41	0.00	0.00	660.95
3.20.0000	Christmas Joy Offering	0.00	150.00	150.00	0.00	0.00
3.21.0000	One Great Hour of Sharing	0.00	1,673.00	1,673.00	0.00	0.00
3.22.0000	Peacemaking	0.00	410.00	410.00	0.00	0.00
3.23.0000	Peacemaking - Local	473.49	750.94	649.75	0.00	574.68
3.24.0000	Operation Shoebox	594.50	0.00	255.91	0.00	338.59
3.32.0000	Mainly Music Balance	4,174.03	2,750.00	3,852.49	0.00	3,071.54
3.33.0000	Organ Maintenance & Tuning	2,541.73	1.58	0.00	0.00	2,543.31
3.41.0000	Endowment (pass through)	676.50	255.00	250.00	0.00	681.50
3.42.0000	Pentecost Offering	0.00	660.00	660.00	0.00	0.00
3.46.0000	Fruitfulness Campaign	4,243.05	2.57	1,800.00	0.00	2,445.62
3.48.0000	Presbyterian Mission to MSU	(5,094.30)	11,848.83	6,714.82	0.00	39.71
3.49.0000	24 S Willson	109,011.01	33.33	12,500.00	45,767.70	142,312.04
3.50.0000	Deacons Benevolence	5,361.10	1,126.11	3,000.00	0.00	3,487.21
3.52.0000	Pastor Discretionary	913.84	1,110.71	673.81	0.00	1,350.74
3.53.0000	Pastor Study Allowance	2,685.16	1,970.29	2,684.97	0.00	1,970.48
3.63.0000	Church School Projects	216.60	357.00	428.15	0.00	145.45
3.64.0000	Congregational Events	1,639.90	901.12	580.93	0.00	1,960.09
3.67.0000	Professional Development	987.16	0.00	0.00	0.00	987.16
3.68.0000	Pat Donehoo Youth/College Mission Trips	4,205.46	(997.44)	504.02	0.00	2,704.00
3.70.0000	Youth 6-12 Fun	380.83	100.22	100.00	0.00	381.05
3.71.0000	Youth Mission Trip	804.22	6,339.26	6,126.63	61.13	1,077.98
3.72.0000	Special Music Events	0.00	25.00	0.00	0.00	25.00
3.74.0000	Adult Mission Trip	51.82	0.00	0.00	0.00	51.82
3.77.0000	Handbell	34.00	0.00	0.00	0.00	34.00
3.78.0000	Organ Scholarship	281.30	0.20	0.00	0.00	281.50
3.80.0000	Endowment- General	373,644.17	56,921.14	0.00	(5,081.58)	425,483.73
3.81.0000	Spendable Earn- Church Support	12,979.42	2,207.21	250.00	1,693.86	16,630.49
3.82.0000	Spendable Earn -Mission Benev	8,767.01	596.32	0.00	1,693.86	11,057.19
3.83.0000	Spendable Earn- Rockhaven Supp	1,033.60	396.85	0.00	1,693.86	3,124.31

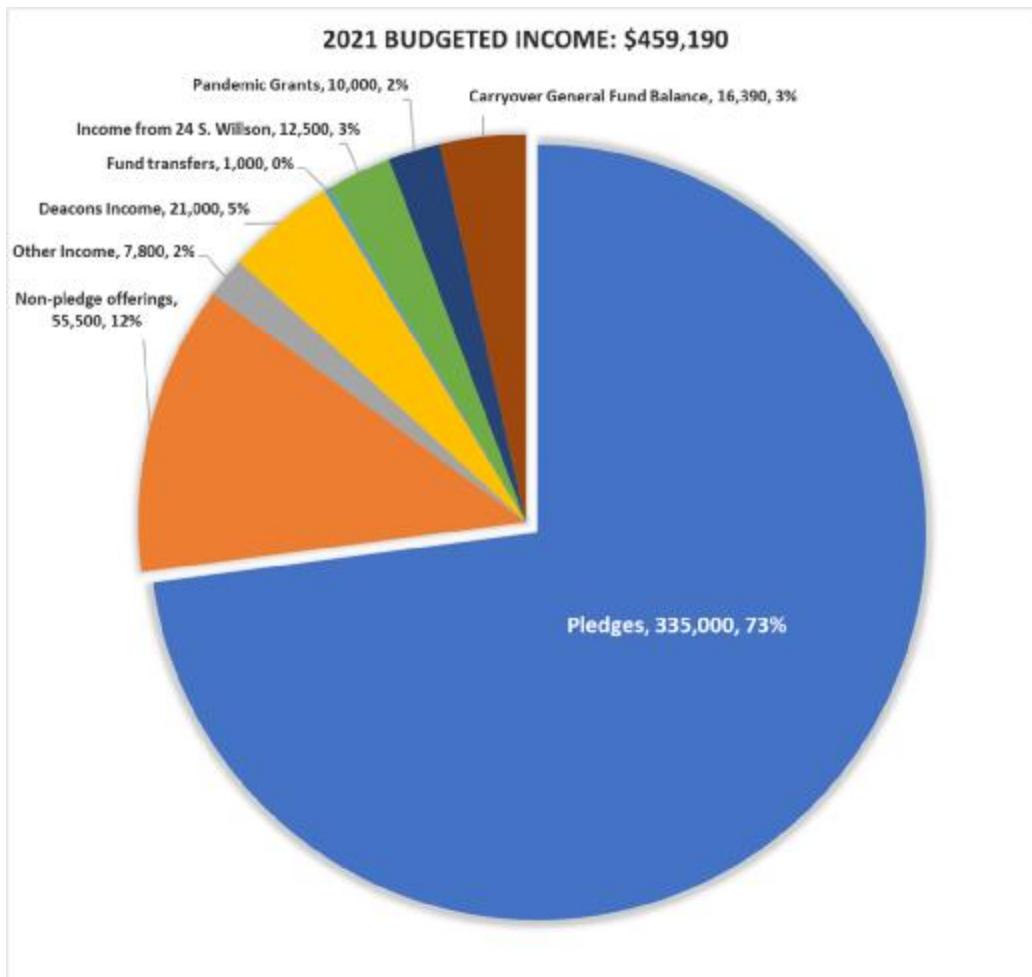
**First Presbyterian Church - Bozeman MT**  
**Consolidated Fund Activity Report as of 12/31/2020**

**Tuesday, January 26, 2021**

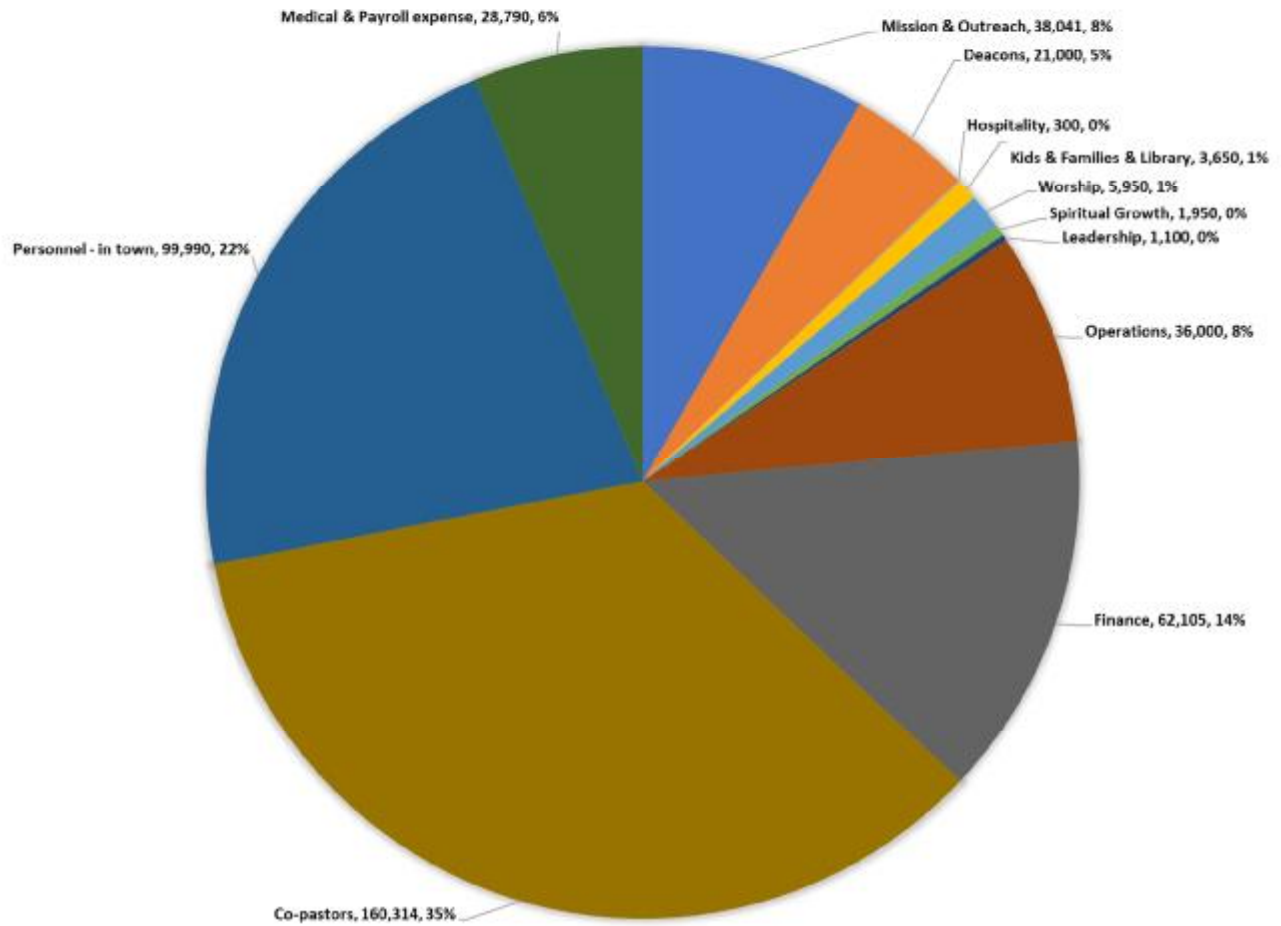
**Page 2 of 2**

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3.84.0000	Endowed Mission	10,616.45	1,637.35	0.00	0.00	12,253.80
3.85.0000	Contingency Fund	29,906.99	4,613.01	0.00	0.00	34,520.00
3.88.0000	Year of Call	351.71	0.00	0.00	0.00	351.71
3.90.0000	Pat Donehoo Deacon's Investment	74,311.39	3,033.69	2,972.45	0.00	74,372.63
3.99.0000	Investment in Fixed Assets	552,918.09	0.00	0.00	0.00	552,918.09
<b>Total</b>		<b><u>\$1,308,607.68</u></b>	<b><u>\$709,027.87</u></b>	<b><u>\$661,322.67</u></b>	<b><u>\$43,622.90</u></b>	<b><u>\$1,399,935.78</u></b>

2021 General Fund Budget Summary						
		Budget	Actual	Budget		
EXPENSES SUMMARY		2020	2020	2021	% change	\$ change
BY CATEGORY	Mission & Outreach	37,791	38,041	38,041	0.66%	250
	Deacons	22,000	13,536	21,000	-4.55%	-1,000
	Hospitality	300	48	300	0.00%	0
	Kids & Families & Library	4,650	3,611	3,650	-21.51%	-1,000
	Worship	6,700	16,669	5,950	-11.19%	-750
	Spiritual Growth	2,050	1,169	1,950	-4.88%	-100
	Leadership	1,100	741	1,100	0.00%	0
	Operations	36,700	37,322	36,000	-1.91%	-700
	Finance	44,546	51,203	62,105	39.42%	17,559
	Co-pastors	154,209	140,810	160,314	3.96%	6,105
	Personnel - in town	110,933	110,180	99,990	-9.86%	-10,942
	Medical & Payroll expense	25,970	27,014	28,790	10.86%	2,820
TOTAL EXPENSE		\$446,948	\$440,344	\$459,190	2.74%	\$12,242
		Budget	Actual	Budget		
INCOME SUMMARY		2020	2020	2021	% change	\$ change
BY CATEGORY	Pledges	341,000	323,715	335,000	-1.76%	-6,000
	Non-pledge offerings	56,596	55,804	55,500	-1.94%	-1,096
	Other Income	8,274	9,248	7,800	-5.73%	-474
	Deacons Income	22,000	20,753	21,000	-4.55%	-1,000
	Fund transfers	6,579	2,800	1,000	-84.80%	-5,579
	Income from 24 S. Willson	12,500	12,500	12,500	0.00%	0
	Pandemic Grants		49,100	10,000		10,000
	Carryover General Fund Balance			16,390		16,390
TOTAL INCOME		\$446,949	\$473,920	\$459,190	2.74%	\$12,241
Net		-1	-33,576	0		1



**2021 BUDGETED EXPENSE: \$459,190**



**Rockhaven Summary  
2020 Actual/2021 Budget**

	2020 Projected Actual	2020 Annual Budget	2021 Annual Budget
<b>Income:</b>			
Facilities Rent	11,992.00	36,000.00	33,000.00
Camper Fees	29,140.00	53,000.00	47,000.00
Camper fee refunds	(3,006.00)	0.00	0.00
Forest school fees	0.00	0.00	0.00
Pandemic Grants	18,400.00	0.00	0.00
Mission support from FPC	20,000.00	20,000.00	20,000.00
Direct Fundraising	7,695.00	8,000.00	12,000.00
Other support (net of exp.)	2,877.00	0.00	1,000.00
Transfer/Scholarship Fund	3,070.00	4,000.00	3,250.00
<b>Total income</b>	<b>90,168.00</b>	<b>121,000.00</b>	<b>116,250.00</b>
<b>Expenses:</b>			
Maintenance & supply	5,102.00	6,500.00	6,500.00
Utilities	12,741.00	12,200.00	13,000.00
Staff Recruitment/Training	813.00	1,200.00	1,200.00
Camp Assoc & Conference	0.00	300.00	300.00
Camp Promotion	2,532.00	3,000.00	2,500.00
Program marketing	804.00	500.00	750.00
Promotional Items	1,782.00	500.00	1,000.00
Transportation	3,143.00	5,200.00	5,200.00
Programming	2,277.00	2,700.00	2,700.00
Camp Food	6,315.00	7,000.00	7,000.00
Pig Roast	0.00	150.00	150.00
Miscellaneous	0.00	300.00	300.00
Fundraiser expenses	0.00	1,000.00	1,000.00
Events Food	1,048.00	1,000.00	1,000.00
Events Program	4,185.00	3,000.00	3,500.00
High Ropes Training/Inspection	0.00	1,000.00	1,000.00
High Ropes Maint/Supplies	35.00	750.00	750.00
Insurance	10,912.00	9,700.00	11,000.00
Property Tax	0.00		0.00
Camp Director	40,247.00	40,247.00	41,052.00
Seasonal Assistant	250.00	500.00	500.00
Camp Cook	5,150.00	6,250.00	6,250.00
Camp Counselors	13,250.00	20,000.00	20,000.00
Events Facilitator	575.00	7,000.00	3,000.00
Health Insurance	9,047.00	8,705.00	9,200.00
Continuing education			0.00
Payroll Tax	6,460.00	5,700.00	6,000.00
Forest school expenses			0.00
Workers Comp Ins.	1,431.00	1,500.00	1,500.00
<b>Total Expense</b>	<b>128,099.00</b>	<b>145,902.00</b>	<b>146,352.00</b>
<b>Operating Profit/(Loss)</b>	<b>(37,931.00)</b>	<b>(24,902.00)</b>	<b>(30,102.00)</b>
<b>Other Items of Income/(Expense):</b>			
Zipline Contract	31,984.00	25,000.00	25,000.00
Transfers from funds		296.00	5,102.00
DEQ Compliance/special projects			
<b>Total Other Income/(Expense)</b>	<b>31,984.00</b>	<b>25,296.00</b>	<b>30,102.00</b>
<b>Bottom Line</b>	<b>(5,947.00)</b>	<b>394.00</b>	<b>0.00</b>

## KIDS AND FAMILIES COMMITTEE 2020 ANNUAL REPORT

Elders: Holly Aloise, Brent Turner

Staff: Co-pastor Jody McDevitt

*Do you, as members of the church of Jesus Christ, promise to guide and nurture these children, by word and deed, with love and prayer, encouraging them to know and follow Christ and to be faithful members of his church?*

First Presbyterian Church responds to this baptismal vow with a strong WE DO each time a child is baptized in our congregation, and lives this promise in its life together. Special thanks are extended to those who led in our ministries with kids and families in 2020.

### **Ministry Highlights:**

#### **The Nursery:**

The Nursery, led by Suzanne Galinac, welcomed the youngest members of the church family through March 8. It hasn't been open without in-person worship, but we look forward to seeing our youngest attendees back in the church as soon as it's safe.

#### **Sunday School:**

In the spring, under pandemic limitations, weekly activities were emailed to families. In the fall, we distributed Spark Story Bibles to families with preschool through 2<sup>nd</sup> grade, along with a calendar for a weekly story. The stories were also recorded by youth and adults of the church for families to watch on youtube. For older elementary students, a video lesson taught by Jaki Harada of First Presbyterian Church in Billings is available each week.

#### **VBS:**

Our church once again partnered with other downtown churches to do Vacation Bible School, though this year it happened on a digital only platform.

#### **Presby Cats:**

The Presby Cat program is still thriving. It has looked quite different, but they have been having regular meetings both digitally and otherwise.

#### **Youth Ministry:**

Plans for a summer mission trip to Tsailie, Arizona (Navajo Nation) with Sierra Service Project (SSP) shifted to a local service week based at the Bergs home "on the mountain." SSP hosted digital gatherings during the week, and 12 youth were able to do a variety of projects to serve members of our community. We partnered with Love INC, the City of Bozeman, and our congregation to meet some local needs, plant some trees, build some garden boxes, and maybe most importantly, gather together safely. Thanks to Jody McDevitt for coordinating the week, to Dan and Deana Berg for hosting, and to Julie Small for adult leadership.

#### **Advent and Christmas:**

The Christmas Eve Family service was a great celebration again. Our young people in the church really do an excellent job sharing their gifts, especially in song and reading, and acting. Youth really show us how to adapt and make the best out of change. They did a great job celebrating digitally.

Respectfully submitted by Elders Holly Aloise and Brent Turner, and Jody McDevitt, Co-pastor

## **WORSHIP COMMITTEE 2020 ANNUAL REPORT**

2020 being the year of the pandemic, the traditional Worship Committee has not met since mid-March 2020. At that time, worship services became remote, with one online 9:30 am worship service offered via Zoom, Facebook Live, and Boxcast. The online service has replaced the two weekly in-person Sunday services held at 8:30 am and 10:30 am respectively. A Worship Committee/Technology team was assembled in mid-March and met weekly to work out the details of the worship service. The team was led by Jody McDevitt, Dan Krebill, Alison Todd, Russell Milburn, Holly Aloise, Larry Growney, Scott Thrasher, and Ric Tieman. While there were initially challenges with remote worship services, the purchase of additional technology and the training of additional technical staff helped the team to improve the overall worship experience.

Music, a key element of our weekly worship services was provided by past church recordings, by local musicians recording either at the church or at home, and a small number of Bell Choir members provided performances in the sanctuary starting in the fall 2020. Bell Director Matthew O'Sullivan left his position in Spring 2020 when his wife and he moved to Oregon for her to attend medical school. In the interim, Sara Boom has stepped in to lead the group. Russell Milburn used technology to create a virtual choir that has been a nice addition to the weekly services. Lastly, the Mainly Music Committee provided PBS Montana with a small grant to create a re-mastered recording from the 2019 Messiah, combined with interviews conducted by Montana PBS. The 19th annual free Messiah podcast was released on December 20, 2020 and is available on the church website.

### **Highlights of Remote Worship activities in 2020:**

- The virtual choir coordinated and created electronically by Russell Milburn
- A variety of guests in the pulpit including returning pastor Doug Melius, Presbytery co-general presbyters George and Kathy Goodrich, and Dan Holland
- A small team beautified the sanctuary for the Christmas season with a focus on the parts of the church seen on-line. Special thanks to Donna Beck, Sally Broughton, Rachel Minter, Alison Todd, and Larry Growney.
- Finale of the year was the creative on-line service of the Blessing of the Animals, highlighting our talented Dan Holland, his new pig, dog, and goat. It was fun to see the beloved cats and dogs who make the congregation's lives that much better.

Respectfully submitted,  
Nancy Bast, Elder

## MISSION AND OUTREACH 2020 ANNUAL REPORT

*“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God” Hebrews 13:16*

The focus of the mission committee is to provide opportunities for church members to help others in need. The year 2020 has been very challenging to say the least. Due to the Covid pandemic we were required to adjust many of our normal activities in order to continue to serve others.

We continued to support three special offerings this year.: **One Great Hour of Sharing, The Pentecost Offering, The Peacemaking Offering, and Christmas Joy Offering.**

The Agape Feast was not held this year due to the Covid pandemic.

**Food Bank Sunday:** Contributions were accepted during the months of January, February, and March. Only monetary contributions were accepted for the remainder of the year due to the Covid pandemic.

Unfortunately there was no Adult Mission Trip this year due to the Covid pandemic.

**Love Inc:** We continue to serve and support Love Inc. wherever possible. Bill and Katie Anderson continue to do a remarkable job of being the Church Ministry Coordinators for Love Inc. This mission continues to support the Personal Care Pantry and the Linen Closet among other Love Inc. activities. Additionally, in March we were requested to help collect toilet paper during the first months of the pandemic. Our church collected over 500 rolls to support this need.

**Family Promise:** We have been associated with Family Promise since its Inception. Historically we would provide shelter and meals at our church to needy families. Because of the pandemic all housing is now being done only at St James Church. We continue to provide meals to help support this important charity. Judy Harrison continues to do an outstanding job coordinating this program.

**Cardboard Box City** was completed in a virtual format this year. The Turner Family represented our church and they were prizewinners once again!

**Operation Christmas Child and Operation Soft Landing** were not completed this year due to the Covid pandemic.

The Crop Walk was completed this year in a virtual format.

**The Warming Center:** We sponsored “Undie Sunday” in order to provide underwear to the Warming Center. We collected and delivered 500 pairs of underwear.

**Mission Outreach Funds** were distributed to : Family Promise, Love Inc. Intermountain, Fork and Spoon, Montana Association of Churches, Gallatin Valley Interfaith Association, and The Food Bank.

Respectfully submitted,

Mike Roser, Mission and Outreach Elder

## **HOSPITALITY COMMITTEE**

### **2020 ANNUAL REPORT**

This past year has proven to be one for the books. The Hospitality Committee prepared a meal for the annual congregational meeting in February of 2020. Very shortly after that the Pandemic Response Team deemed it necessary to shut down all in person church interactions. It is very difficult to fulfill the capacity of hospitality on-line.

Hospitality has taken on a new mantle for me and my family this past year as we have kept serving people in need; the homeless, mentally infirm and those who have faced isolation from COVID 19 restrictions. Special thanks to Ric Tieman, Susan Gibb, Debby and George Haynes and Lloyd and Charlie Mandeville for coming and supporting us in our bar/restaurant ministry and outreach for those in need in our community.

Let us get the church opened up and back in person so there is a need for the hospitality committee at some point in 2021!

Respectfully submitted,

Don Frye, Elder

## SPIRITUAL GROWTH 2020 ANNUAL REPORT

### ADULT EDUCATION

#### Sunday School

Adult Sunday school began as usual in January with Dan Krebill leading a study on what it would mean for our church to become what the General Assembly of the PC(USA) calls a “Matthew 25” church—ministering on behalf of the “least of these” by addressing structural poverty, systemic racism, and congregational vitality. With the beginning of Lent, Heidi Jones-Magee of St. James Episcopal Church offered a mid-week study group on “How to be an Anti-Racist.” This study switched to online in mid-March. Adult Sunday school was unable to meet in the spring. Adult Sunday school, led by Jody McDevitt, began meeting online, studying a book by Anglican New Testament scholar Tom Wright, *God and the Pandemic*. Upon completion of this study, the group chose to read *The Book of Joy* by Desmond Tutu and the Dalai Lama.

#### Interfaith Forums

Interfaith Forums, including Jody McDevitt as a regular panelist, also began the year in person, but made a transition to online. In the fall, the Interfaith Forums resumed online.

#### Small Group/Bible Studies

Dan Krebill led a midweek study, *Into the Light: Finding Hope Through Prayers of Lament*, this year’s Presbyterian Women’s Bible study. Both PW circles also began this timely study, in an online format, in fall 2020.

#### Men's Bible Study

Using a rotating leadership format, the Men’s Bible Study group met weekly on Thursday mornings transitioning from in-person to Zoom in early spring. They studied the scripture passages for the coming Sunday worship each week through December. The group elected to begin a new Bible studies series in January 2021 called “Connections”.

#### PRESBY CATS COLLEGIATE MINISTRY

Our Presby Cats collegiate ministry, in its 9<sup>th</sup> year, continues to provide a place for college-age young people to join in weekly fellowship and study as well as service. As students began 2020, plans were being finalized for what promised to be a wonderful spring break mission trip to Cuba. For the first time, the Presby Cats group was partnering with the Bozeman United Methodist counterpart for this trip. Eight students and 2 adults from Presby Cats were ready to go with 13 students and 3 adults from the Methodist group. Three days before departure, Montana State University imposed a moratorium on all international travel by student groups due to the fast-growing global coronavirus pandemic. While there was much disappointment after all the preparation and successful fund raising, it turned out to be fortuitous as the extent of the pandemic became clear.

Following spring break, the weekly Sunday Presby Cats meetings transitioned from in-person to online Zoom gatherings. As the 2020-2021 academic year began, the weekly pattern changed from lunch before weekly meetings, to catered individually packaged lunches provided to campus following the virtual meetings. Many thanks to those who prepared meals early in the year, as well as those who purchased and delivered Covid-SAFE meals for 15 Sundays in the fall. Thanks also for your financial support of this important ministry. The collegiate leadership team working with Pastor Dan this year included James Schulz (Reardan, WA), Lindsey Wire (Bonney Lake, WA), Faith Arnett (Escalon, CA), Andrew Chauvin (Snohomish, WA), and Amber King (Bozeman, MT).

Submitted by Katie Anderson

## **FINANCE COMMITTEE 2020 ANNUAL REPORT**

*Give thanks to the Lord for He is Good, His steadfast Love endures forever. Psalm 106:1*

2020 was a very trying year for our church financially. Pledges were down, however unpledged and loose offerings came in as budgeted. Rockhaven camper fees and rentals were down, yet we had a very successful camping season. New investments needed to be made to upgrade our technology. God truly blessed us with pandemic grants and other giving so we ended the year very positively with a carryover balance of over \$26,000.

Please see the attached Treasurer's report showing the 2020 Consolidated Fund Activity Report. We have also included a report showing our 2020 income/expenses compared to the 2020 Budget, and the session approved Budget for 2021 by major category. Also included is a graph of the 2021 Budget by category. Reports listing each line item are available for your review at your request.

While there is still a great deal of uncertainty heading into 2021, based on your generous pledging and anticipated income, Session decided to move forward, giving our fine church staff a small raise and adopting an ambitious but balanced budget for next year. We have faith, that with your continued support, we will keep the mission of First Presbyterian Church in Bozeman going strong.

The Finance committee and I would like to say a special THANK YOU to Sheryl Hallin, who after 29 years of faithful service as Church Treasurer retired at the end of the year. We would also like to thank Ric Tieman for stepping into the treasurer role and helping us transition into the new year. Session has approved that we contract with Bozeman Accounting Solutions to handle our primary bookkeeping under Ric's supervision. Special thanks also go to Linda Best, our financial secretary, for tracking all our income. I would also like to thank the members of my committee, Frank Schurz, Ric Tieman, Dan Holland, Mike McCormick, Chuck Poremba, Kris Hall, and Pastor Dan Krebill for their willingness to serve and assistance throughout the year.

Respectfully submitted,  
Elder Debbie Ernst, Chair of Finance

**24 SOUTH WILLSON BUILDING  
2020 ANNUAL REPORT**

<b>Financials:</b>	<b><u>2019</u></b>	<b><u>2020</u></b>
Income	\$114,980	\$116,226
Expense	44,126	50,379
Net Operating Income	70,854	65,847
Bank Loan Paid	39,360	39,660
Cash Generated from Operations	\$31,494	\$26,187
Other Income		
(Interest & Insurance claim received)	23	4,145
Net Cash Generated	\$31,517	\$30,332

**Cash transfer to support church operations '19 & '20            \$25,000\***

We are pleased to report that all units are currently leased. God has blessed us with faithful tenants who paid all rents in 2020, under extraordinary circumstances of the COVID-19 pandemic. We are so grateful and encourage church members to check out and patronize the fine businesses occupying 24 S. Willson.

Major projects in 2020 to better serve our community, tenants and their clients included:

- 1) Updating the women's bathroom with handicap accessible toilet, sink, new flooring & paint.
- 2) Replacing the carpet and flooring in unit 8 and units 02 & 03.
- 3) Improving safety by increasing the frequency common surfaces/areas are cleaned, informing tenants about COVID-19 CDC and OSHA employer/employee safety precautions in mid-March and sharing opportunities for Emergency Disaster Assistance (EIDL) and Payroll Protection government loans and grants.

Plans for 2021 include finishing out (sheetrock, texture, paint, trim & flooring) the unfinished basement storage unit 07. We hope to offer the unit as rentable office space to generate additional income.

\$12,500 of cash was transferred from 24 South Willson income in January to cover 2019 church operating expenses and \$12,500 was transferred from 24 S. Willson income in October to cover 2020 church operating expenses.

\*The 12/31/20 First Security/Big Sky Western Bank loan balance for the building is \$418,319.14 with \$3,304.99 (principal and interest) is paid monthly.

A task force consisting of Kris Hall, Charlie Mandeville, Dan Berg & Andrew Kroeze oversee 24 S. Willson maintenance, operations, tenant/contracts management and financials. 4G Property Management collects rents and oversees maintenance operations and tenant interactions. We are grateful to the members of the 24 S. Willson Task Force, Donna Beck, Chuck Beck, Ric Tieman and the finance committee for their input and continued support to ensure our building generates positive cashflow to help support church operations, while simultaneously providing Sunday and evening parking, to support our church ministry.

Respectfully submitted,

Kris Hall, Elder, 24 S. Willson Task Force, Leadership & Personnel and Endowment Chair



# Income Statement Consolidated

1/1/2020 - 12/31/2020, By Month, Cash basis

Prepared By: 4G Property Management &  
Vacation Rentals LLC  
203 W Madison Ave Suite E2  
Belgrade, MT 59714

## All properties

Account	01-2020	02-2020	11-2020	12-2020	03-2020	04-2020
<b>Income</b>						
Parking Income	200.00	600.00	450.00	450.00	150.00	600.00
Rent Income	5,026.00	12,296.00	11,060.00	9,980.00	8,466.00	9,466.00
<b>Total Income</b>	<b>\$5,226.00</b>	<b>\$12,896.00</b>	<b>\$11,510.00</b>	<b>\$10,430.00</b>	<b>\$8,616.00</b>	<b>\$10,066.00</b>
<b>Expense</b>						
Cleaning and Maintenance	883.98	306.97	1,563.88	835.97	503.00	300.00
Landscaping	505.00			392.00	2,282.80	1,988.00
Management Fees	305.40	305.40	368.60	390.40	305.40	305.40
Repairs		768.00				
Supplies				152.43		
Taxes			5,861.61			5,996.70
Utilities	2,660.80	1,255.06	2,002.93	1,841.62	1,146.14	148.69
<b>Total Expense</b>	<b>\$4,355.18</b>	<b>\$2,635.43</b>	<b>\$9,797.02</b>	<b>\$3,612.42</b>	<b>\$4,237.34</b>	<b>\$8,738.79</b>
<b>Net Operating Income</b>	<b>\$870.82</b>	<b>\$10,260.57</b>	<b>\$1,712.98</b>	<b>\$6,817.58</b>	<b>\$4,378.66</b>	<b>\$1,327.21</b>
<b>Net Income</b>	<b>\$870.82</b>	<b>\$10,260.57</b>	<b>\$1,712.98</b>	<b>\$6,817.58</b>	<b>\$4,378.66</b>	<b>\$1,327.21</b>

Account	05-2020	06-2020	07-2020	08-2020	09-2020	10-2020
<b>Income</b>						
Parking Income	350.00	471.00	179.00	650.00	300.00	450.00
Rent Income	9,516.00	9,485.00	8,196.00	11,135.00	6,423.00	10,327.00
<b>Total Income</b>	<b>\$9,866.00</b>	<b>\$9,956.00</b>	<b>\$8,375.00</b>	<b>\$11,785.00</b>	<b>\$6,723.00</b>	<b>\$10,777.00</b>
<b>Expense</b>						
Cleaning and Maintenance	613.97	120.00	2,492.81	320.00	1,255.96	302.50



# Income Statement Consolidated

1/1/2020 - 12/31/2020, By Month, Cash basis

Prepared By: 4G Property Management &  
Vacation Rentals LLC  
203 W Madison Ave Suite E2  
Belgrade, MT 59714

Account	05-2020	06-2020	07-2020	08-2020	09-2020	10-2020
Landscaping						
Management Fees		305.40	321.00	305.40	264.60	300.00
Repairs		729.97	2,803.50			
Supplies			211.94	113.94		
Taxes	632.00					
Utilities	1,764.44	219.62	673.44	603.91	2,476.56	170.64
<b>Total Expense</b>	<b>\$3,010.41</b>	<b>\$1,374.99</b>	<b>\$6,502.69</b>	<b>\$1,343.25</b>	<b>\$3,997.12</b>	<b>\$773.14</b>
<b>Net Operating Income</b>	<b>\$6,855.59</b>	<b>\$8,581.01</b>	<b>\$1,872.31</b>	<b>\$10,441.75</b>	<b>\$2,725.88</b>	<b>\$10,003.86</b>
<b>Net Income</b>	<b>\$6,855.59</b>	<b>\$8,581.01</b>	<b>\$1,872.31</b>	<b>\$10,441.75</b>	<b>\$2,725.88</b>	<b>\$10,003.86</b>

Account	Total
<b>Income</b>	
Parking Income	4,850.00
Rent Income	111,376.00
<b>Total Income</b>	<b>\$116,226.00</b>
<b>Expense</b>	
Cleaning and Maintenance	9,499.04
Landscaping	5,167.80
Management Fees	3,477.00
Repairs	4,301.47
Supplies	478.31
Taxes	12,490.31
Utilities	14,963.85
<b>Total Expense</b>	<b>\$50,377.78</b>



## Income Statement Consolidated

1/1/2020 - 12/31/2020, By Month, Cash basis

Prepared By: 4G Property Management &  
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203 W Madison Ave Suite E2  
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Account	Total
<b>Net Operating Income</b>	<b>\$65,848.22</b>
<b>Net Income</b>	<b>\$65,848.22</b>

## **ENDOWMENT BOARD OF TRUSTEES 2020 ANNUAL REPORT**

Our church's ministry has been blessed with generous congregants, Endowment Trustees and volunteers who are committed to share their time, talents and resources to further our church's mission in Christ. In a few years, our church will be celebrating its 150<sup>th</sup> anniversary; together we have an opportunity to ensure our church's vibrant ministry will be relevant within our Gallatin valley community for the next 150 years. FPC's Endowment enjoyed a fruitful year from your generosity.

### **Planned and Structured Gifts:**

Endowment Trustees wish to thank and recognize Susan Gibb, Ric Tieman, Bernie and Jim Mitchell and Dan Krebill and Jody McDevitt for indicating they have named FPC Endowment in their estate plans, following the planned giving seminar FPC Endowment offered in May of 2019. The emergency pandemic has necessitated Endowment Trustees focusing on service in support of pandemic response, critical church ministries and supporting their families, especially Trustees Kelly and Doug who have young children. The Endowment team was not able to cultivate new planned gifts in 2020. The Endowed General fund, invested in the New Covenant Balanced Growth grew from \$373,644 on 12/31/2019 to \$425,484 on 12/31/2020, an increase of \$52,230, year over year. God has blessed our ministry, thanks to the sound investment decisions of Trustees over many years.

### **Friends of the Endowment - Legacy Giving Society:**

We look forward to celebrating Susan Gibb, Ric Tieman, Bernie and Jim Mitchell and Dan Krebill and Jody McDevitt's faithful generosity by awarding them cross-shaped silver pins or necklaces at an in-person worship service in 2021. Wearing a legacy lapel pin or necklace signifies commitment to ensure Christian ministry shines brightly in the Gallatin valley in the future. Cash gifts, bequests or planned gifts of \$500 or more, entitle you entry into FPC's Friends of the Endowment. Many in our congregation have remembered our church in their wills, created planned gifts or given cash gifts, personally, from their businesses (MT Endowment tax credit) or in memory of friends or loved ones. These gifts ensure our church continues its vital mission and witness to Christ in the Bozeman community. We would be delighted to document your bequest or gift and recognize you personally for your support. Please feel free to contact one of the Endowment trustees listed below if you have interest in exploring options of a planned gift or bequest.

### **Memorial Gifts to the Endowment:**

FPC Endowment received \$255 in loving memory of faithful members who passed to live eternally alongside of our Lord, Jesus Christ.

### **Endowment Impact 2020:**

#### **FPC Mission:**

- \$3,735 was redeemed out of Endowment New Covenant Spendable Earnings – Mission Support Fund on 1/3/20 and deposited in FPC Checking to fund FPC Mission & Benevolence 2019 operating budget supporting local, national and international mission.
- \$1,600 was paid to former Presby Cat, Kori Robbins from the Endowment checking account on 1/21/20 as a Seminary Scholarship, approved by Session in 2019.
- \$734 was redeemed from the Endowment New Covenant Fund Spendable Earnings – Mission Support Fund on 4/2/20 to pay the Pittsburgh Pastoral Institute's and Kori Robbins' 1/3 portions of Kori Robbins psychological/vocational assessment required in PCUSA preparation for ministry.
- \$3,779 was redeemed out of Endowment New Covenant Spendable Earnings – Mission Support Fund on 12/29/20 to fund FPC Mission & Benevolence 2020 operating budget supporting local, national and international mission.

### FPC Church Support:

- \$2000 was transferred out of Endowment checking account to FPC Checking on 1/21/20 for Pastor study leave in Israel and Palestine, planned for 2020 but postponed to 2021 due to COVID-19.
- \$250 was redeemed from the Endowment New Covenant Fund Spendable Earnings – Church support account on 6/9/20 for the Global Net Fiber Optic Hookup, providing the necessary speed to upload our online worship services broadcasts to Zoom, Facebook and Boxcast platforms.

### Trustee News:

- Doug Babcock was elected Trustee of the Endowment Board of Directors in February.
- Session accepted the retirement of Sheryl Hallin, Endowment Ex-officio Treasurer. We are grateful for her 29 years of committed, expert service to the church. Ric Tieman will act as Interim Treasurer until a new Treasurer is elected at the annual meeting.

The FPC Board of Trustees wishes to thank all those who faithfully served as Endowment Trustees and Ex-officio advisors since inception in 1997: Ted Williams (visionary & secretary), Jim Babcock (chair), Ed Sedivy, (attorney who drafted documents establishing the endowment), Laura Smith (ex-officio treasurer), Dick Klockman, Kris Hall (secretary & chair), Rhoda McCormick, Gillian Erlandson (secretary), Jim Mitchell, Marj Williams, Doug Babcock, Lynda Sedivy White, Chuck Poremba (chair), Jenny Beard, Ric Tieman, Mark Williams and Cinclair May.

Faithfully submitted by,

Kris Hall, FPC Leadership and Personnel Elder and Endowment Chair, on behalf of Endowment Trustees: Doug Babcock, Kelly Meredith, Jim Mitchell, Jane Spencer, Ric Tieman (Interim Treasurer/ Ex-Officio), and Pastor Dan Krebill (Ex-Officio)

**First Presbyterian Church - Bozeman MT**  
**Balance Sheet as of December 31, 2020 (Multiple Account Groups)**

Tuesday, February 2, 2021		Page 1 of 1	
Account #	Account Name	Period Activity	YTD Balance
<b>Assets</b>			
1.80.0010	Endowment Checking	0.00	0.00
1.80.0110	PCUSA Endowment Fund General 3216	51,839.56	425,483.73
1.81.0110	PCUSA Church Support 5535	3,651.07	16,630.49
1.82.0110	PCUSA Mission & Benevolence 5846	(1,488.82)	7,278.19
1.83.0110	PCUSA Rockhaven Support 5526	2,090.71	3,124.31
1.84.0110	PCUSA Endowed Mission 6913	1,637.35	12,253.80
<b>Total Assets</b>		<b>\$57,729.87</b>	<b>\$464,770.52</b>
<b>Fund Balance</b>			
3.80.0000	Endowment- General	51,839.56	425,483.73
3.81.0000	Spendable Earn- Church Support	3,651.07	16,630.49
3.82.0000	Spendable Earn -Mission Benev	2,290.18	11,057.19
3.83.0000	Spendable Earn- Rockhaven Supp	2,090.71	3,124.31
3.84.0000	Endowed Mission	1,637.35	12,253.80
<b>Total Fund Balance</b>		<b>\$61,508.87</b>	<b>\$468,549.52</b>
<b>Total Liabilities and Fund Balance</b>		<b>\$61,508.87</b>	<b>\$468,549.52</b>

Account Groups: Endowment Committee, Endowment.

## **FACILITIES 2020 ANNUAL REPORT**

In a year where we are all attempting to define and redefine “normal,” we can be thankful for the relative normalcy of our church building and other facilities. We continue to see God's faithfulness as he has again provided the necessities to keep, maintain and steward our resources for his purposes. Even though we cannot yet use our facilities to their fullest extent, we look forward with hope and wait in earnest for the time we can gather to listen, sing and laugh together.

Our facilities budget remains fairly constant around \$36,000 for this year; and while our building remains relatively empty, there are still many folks in and out of the building along with those working in the offices so we maintain a similar utility and general use cost from previous years.

As a new elder I am still only beginning to learn the processes and systems in place to keep our church and facilities relevant and in great shape. Thankfully Larry Growney continues to do a fantastic job maintaining our church building, hanging lights and decor for Christmas and doing whatever the building necessitates. We are continually thankful for funds and personnel to keep and maintain our beloved buildings.

Respectfully submitted,

Elder Andrew Kroeze

## LEADERSHIP AND PERSONNEL 2020 ANNUAL REPORT

Our beloved church members (Pastors, Staff, Pandemic Response Team, Elders, Deacons, Technology Team, Kitchen Angels, Bell and Worship Choir, Call Chain volunteers, Finance Team, mask sewers, and numerous other volunteers, and donors) acted lovingly and intelligently to meet unprecedented challenges to further our church's mission in Christ.

### February

- Asked Pastors to pursue video recording sermons to be emailed to members and posted on FPC's Youtube page, to minister to those staying home sick. Educating congregants early on use will keep those at home feeling connected to God, to other church members and our mission. Acting now could make a world of difference for many, should a corona-type pandemic impact our community, like is occurring in China, S. Korea and Italy now.
- Responsible for protecting our employees, church members and the public by providing a safe environment, Kris provided Pastors with Center for Disease Control (CDC) guidelines for workplace/public safety and disease prevention measures. Jody posted safety/hand washing signs around the church and published a newsletter article encouraging members to stay home when sick, cough in Kleenex/sleeve (not hand) and wash hands.
- Directed Larry to increase the frequency of cleaning commonly touched surfaces (light switches, doorknobs, faucets, elevator & drinking fountain buttons). Purchased disinfectant wipes, masks for staff or congregant sudden illness. Foresight in this area allowed us to make purchases before supplies were exhausted.
- Modified a Nat'l Bank Pandemic Response Plan template, from the Federal Emergency Mgmt. (FEMA) website to meet our needs. Worked with Pastors to finalize the plan. ***Session approved the Pandemic Response Plan on Feb. 28<sup>th</sup>, ensuring our continued ministry in Christ, with improved safety & infection control measures.***

### March

- Worked with Jody and Dan to identify and recruit persons possessing key, diverse skillsets/experience (medical, technology, facilities, Deacons, worship, personnel, staff and MSU) to serve on the church Pandemic Emergency Response Team. Inspired by Dan's sermon "Matthew 24 congregations PREPARES, all recruits agreed to serve.
- Jody, Kris and former Personnel Chair, Chuck Poremba, reviewed and revised policies for staff medical/family paid leave. Personnel decided to seek ways to redeploy staff and continue to pay all staff, during the pandemic, excepting the hourly nursery attendants. The Nursery Director accepted a position to care for children of community front-line responders. ***Jody personally notified all staff, excepting nursery attendants, that they could plan for and count on the security of continued payment from the church.***
- On March 3rd FPC's Pandemic Response Team (PRT) convened to analyze, make critical decisions and respond nimbly in an emergency. FPC Hospital Visitation Protocol and Staff Family Leave/Sick Pay policies were modified. ***Jody suggested obtaining a subscription to a new teleconferencing software service – FPC Zoom was born!***
- Staff were redeployed to support other areas, when unable to perform their regular accountabilities. Music worship staff were redeployed to direct, produce, technically support (sound, camera, spotlighting), provide live or recorded music or artistic visual content, in the development of on-line worship services. Vulnerable staff were encouraged to adapt to deliver accountabilities, while working from home.
- ***FPC Worship moved online to protect at risk due to age or preexisting health conditions A Gigantic "THANK YOU" to staff members for their commitment, adaptability, and positive, growth mindset to work together to share Christ's love with our congregation***

***and community in ministry, online worship and critical communication, during the Covid-19 Pandemic.***

- Prepared the Bell Director job description for posting, after notification that Matthew O'Sullivan would move in April. Paula Thomsen and Alison Todd were recruited to serve with Dan and Kris on a search committee. Due to coronavirus uncertainty, FPC delayed posting the Bell Dir. and Mainly Music position, vacated by Kathy Braun. We are grateful for the dedication, expert musicianship, organizational and director skills Matthew and Kathy shared for many years with our congregation and Bozeman arts community.

#### **April/May**

- ***A HUGE THANK YOU to Ric Tieman, John Sacklin, John Patterson, Charlie Mandeville, Donna Beck, & Julia Johnson for sharing technical, organizational and communication skills to develop and develop and refine online worship, implement the congregational call chain/support web, research and communicate critical medical information and sewing masks for our congregation.***
- Worked with Finance Committee in reviewing Payroll Protection Loans and Emergency Disaster Assistance Grant. ***We owe a debt of gratitude to Dan Holland and Sheryl Hallin for suggesting these opportunities which assisted us in keeping our staff employed and paid equitably, at a time of uncertain income for the church.***
- Reviewed Rockhaven operational plans incorporating pandemic safety measures. Suggested modifications to participant camper permission forms to inform parents of potential risks and reduce FPC's liability.

#### **June/July/August/Sept.**

- Met twice weekly with Pandemic Response Team. Developing response plans, policy and online worship.
- Worked with Pastors on personnel items; including Bell Choir Director position, substantial unemployment charges for former Rockhaven and church employees .
- Revised Worship Choir Director job description and compensation for summer months, to incorporate accountabilities in technical support of online worship. Presented to Session for approval.
- Sacraments: Encouraged Pastors to offer online communion. Session adopted online communion, after PCUSA allowed it. Suggested to Pastors that baptisms might safely occur outside at Rockhaven. What a wonderful memories families will cherish, as their kids grow up as campers at Rockhaven.
- Reviewed financials, focusing on income to ensure continued resources were available to compensate staff.
- Worked with Pastors to cross train staff to accept new technical responsibilities, ensuring our online worship ministry continues during vacation or potential COVID-19 exposure/quarantine, illness/isolation or family leave.

#### **October**

- Developed and presented 2021 FPC staff budget, utilizing 2020 actual expense data while making certain assumptions regarding when in-person worship can commence again. Budget adjustments included a 2% cost of living adjustments (COLA) for staff and modifications to incorporate the 3rd year of the 5-year step-up plan\* for our Pastors. Assumptions were made, forecasting COVID-19 Pandemic timing and its impact on staff expenses such as Nursery, that are dependent upon a return to in person worship. Staff expenses comprised 86% of our pledged giving in 2020. ***We are profoundly grateful to our faithful congregation for their financial commitment to support equitably compensating staff. Our wonderful staff are integral in helping our congregation further Christ's mission in Bozeman and around the world.***

- Session's 5-year Step-up plan to move FPC Pastors' total compensation (salary + housing allowance) toward the mean compensation of Pastors possessing the same years of experience within the Rocky Mountain Synod. The 5-year plan includes budget increases of \$7.4K 2019, \$7.8K 2020, \$8.1K 2021, \$8.3K 2022 & \$6.9K 2023, respectively.

#### Nov./December

- Received the resignation (effective 12/31/20) of Treasurer, Sheryl Hallin. We are grateful for Sheryl's expertise and commitment to our ministry over 29 years. Sheryl worked diligently to complete many yearend reports.
- Personnel met with Finance Committee several times to plan how to best staff or contract services to ensure the 2020 books were properly closed and critical Finance functions are covered in the future. Finance/Personnel committees jointly agreed to contract out book-keeping, payroll and reporting functions, (using the same bookkeeping service as Yellowstone Presbytery), while designating a church-member volunteer Treasurer to provide oversight and financial reporting. The Finance Committee agreed to transition at Jan 1, 2021 to Quickbooks for expense and financial reporting. Quickbooks is commonly utilized by bookkeeping services. Quickbooks allows for improved reporting, flexibility and ease accessing prior year information. Church Windows will still be used to track income/pledges, which will be journaled into Quickbooks.
- Personnel and Finance Committees named Ric Tieman as the Interim-Treasurer and recommend Ric be formally elected Treasurer at the annual meeting. Ric has excellent busines/technical experience and served as the Treasurer of the Yellowstone Presbytery. Ric transitioned Presbytery to Quickbooks and contract bookkeeping.
- Revised Holly Aloise's Early Service Musician job title/description to Worship Musician and Technician to reflect increased responsibilities. Compensation was changed to salaried from pmt. per Sunday & approved by Session.
- Supported Ric, Interim Treasurer with budgeted biweekly payroll detail to get salaries set up in Quickbooks. Worked to implement signatory changeovers for banks/mutual funds (Operating, Loan & Endowment). Completed 2020 annual Montana State Fund report when Ric left for vacation. Ric worked with staff members to set up direct deposits of payroll, improving safety and security.

Respectfully submitted,

Kris Hall, Leadership & Personnel Elder

## ROCKHAVEN CAMP AND RETREAT CENTER 2020 Annual Report

**Mission Statement:** Simple, Peaceful, Faithful... PLAYFUL!

*At the heart of everything we do is our mission; every day we strive to foster a Christian community where children, youth and adults can gather in order to deepen their relationship with creation, each other, the Holy Spirit and God.*

As the Covid-19 pandemic emerged in 2020, we saw camps, schools and programs cancelling all over the country. We held on to the hope that being a lower populated Montana and a predominately outdoor camp that we would be able to run a reduced program. Many pre-camp hours were spent developing a pandemic operation manual based on health department, CDC, American Camping Association (ACA, and Presbyterian Camp, and Conference Center Association (PCCCA) guidelines. Working with these organizations and the Pandemic Response Team was instrumental in keeping camp operating in 2020.

However, due to the pandemic, it was necessary to adapt which resulted in a shortened camp season as well as 2/3 capacity protocols. We ultimately ran only 6 of our initial 8 planned sessions and serving about 130 campers during our 2020 camp season.

UnCamp was the star of our 2020 camping season. Campers who suddenly had their worlds cancelled, forced to learn remotely, isolate and connect to the world through only a screen were primed perfectly for UnCamp. Summer days playing outside in nature, sitting along the river, climbing Sheep Rock, absent of screens, programming and stress was the balm of success in 2020. The great silver-lining of 2020 was that we were able to provide a place of connection, solitude, peace and safety to our campers amidst a troubled world.

### **2020 Operational Board Members:**

Rachel Turner -Chairman, John Patterson, Suzanne Bratsky, George Haynes, Laurel Schlegelmilch, Dan Holland, Sara and Steve Eilers, Jody McDevitt-Non-Voting Pastor and Scott Thrasher-Camp Director

### **Facilities Improvements 2020:**

In spite of the many 2020 operational challenges Rockhaven was able to address the aging roof on the bunkhouse which was in desperate need of replacing. A huge thanks to Dan Berg for heading up this project and building a new dorm roof. This past fall we partnered with a local Eagle Scout whose project was to build new benches in our River east outdoor vesper space. They look great and we're excited to use them this coming season.

Operation during the pandemic was made easier with lawn mowing and weed control volunteers who helped keep Rockhaven looking as nice as possible.

### **Summer Staff:**

An unexpected mid-summer loss of 2 female counselors, staff quarantines, and other staff hurdles made for another area of adaptation. Thanks to our Jr. Counselors and substitutes Dani Berg and Sarah Thrasher we were able to continue our program without trouble. Special thanks to Day Camp Bus Driver Lora Pierce and Summer Cook Emily Thrasher for all the extra work it took to operate during the pandemic.

The continuing support and generous giving from FPC members to the campership fund allowed us to award \$3077 to families who would have otherwise not been able to attend camp.

### Homeschool Play Days

Due to the pandemic and so many students learning remotely or new to homeschooling, we launched a last-minute, “shot from the hip”, program designed for homeschooling or remote learning families. Every Wednesday we hosted about 20-25 homeschool families at Rockhaven for a community gathering, craft/activity time, and an afternoon of free-play, and fellowship. This homeschool program was so successful that we are running 13 weeks again for spring and fall sessions in 2021.

### 2020 Rockhaven Operational Financial Summary:

Summer Camper Fees (net of refunds)	26,134
Facilities / Group Rental	11,992
Fundraising event	7,695
Other donations	2,877
Zip line Contract Income	<u>31,984</u>
Total revenue	80,682
Personnel	76,410
Operations/other	51,689
Total expenses	<u>128,099</u>
Excess expenses	47,417
Scholarships provided to Campers	3,077
Total Mission Investment made by the congregation to the day-to-day operations of Rockhaven (including funding received from the government related to pandemic assistance	50,494
Other Activity: Special projects funded by designated or endowed funds	
New dorm roof and related repairs	\$ 24,224

Thank you to everyone who had a hand in making Rockhaven 2020 possible. The list is long of Rockhaven supporters: church members, volunteers, campers, families, rental groups, those who contributed to our fall fundraiser and so many, many more, who in so many ways are the backbone of this outdoor ministry.

Peace,  
Scott Thrasher, Rockhaven Director

## **Pandemic Response Team 2020 Annual Report**

*For God has not given us a spirit of fear, but of power, and of love, and of a sound mind. (2 Timothy 1:7)*

First Presbyterian Church leaders applied the gifts of power, love, and sound minds to preparing for the possibility of a pandemic beginning in February 2020. We instituted infection control practices for staff and the congregation, increased disinfection of surfaces, and began investigating technological adaptations for worship. At its February meeting, the Session adapted a template used by businesses to establish a Pandemic Response Team, preparing for the potential impacts on staff, operations, and the fulfillment of our mission as a church. Session delegated authority for time-sensitive decisions to the PRT.

The team had met twice (on Zoom) before March 13, the day on which a national emergency was declared, local health authorities advised that COVID-19 was present in Gallatin County, and CDC guidelines called for not gathering in groups of 10 or more. On March 15, we transitioned to entirely remote worship. It was rough! But the congregation was willing to learn, the staff was able to adapt, and over the next several months, technology upgrades helped facilitate a meaningful worship experience. Little did we know that this practice would continue for the remainder of the year, and into 2021. The Presby Cats spring break mission trip to Cuba was cancelled, as was the co-pastors' planned trip to Israel.

Following statewide restrictions, the staff transitioned to working entirely remotely through April. Easter worship, like all other services, was entirely remote with our first Virtual Choir. The PRT, meeting twice each week, monitored the situations of congregation members, instituted a telephone web, kept tabs on larger community needs, and began thinking about longer-term possibilities, including summer ministries. Federal and State CARES Act loans (later converted to grants) were applied for and received. Congregation members began sewing face masks for the community. By the end of the month, the governor had announced plans for gradual reopening, and PRT was discussing how and when we would make this happen in the church.

In May, PC(USA) guidelines helped us institute online communion. The team began focusing on plans and protocols for reopening, based on emerging documents developed by a variety of national entities. It was clear that worship would need to be a hybrid of online and in-person. With American Camping Association and CDC documents, extensive plans for safe operations for Rockhaven Summer Camps were developed.

A congregational survey in June received 104 responses, of which 80% responded "yes" to the question, "Are you in a vulnerable category?" Survey responses showed a strong affirmation for what the church had been able to do so far, with a few voices expressing frustration with church leadership. The PRT developed "gracious boundaries" for reopening for worship, planning for July 5. Rockhaven Summer Camps, serving children and youth and staffed by people in less vulnerable categories, opened with a reduced schedule, reduced capacity, and enhanced health and safety procedures. The Youth Mission Trip (planned for Arizona) became a local Mission Week, based at the Bergs' home.

Plans for July reopening to in-person worship were stymied by 1) difficulty identifying persons in non-vulnerable categories who would be available to serve the important, redefined role of ushers, and 2) the rise in case numbers in Gallatin County. At Rockhaven, a very small number of COVID-19 cases, spread over several different weeks of camp, led to two cautious single-day closures of camp, and one cancelled camp week. Children and families were very grateful for the outdoor experiences camp provided. PRT discussed outdoor worship possibilities, settling on establishing guidelines for "mini-gatherings" hosted by

church members outdoors at homes, parks, or at Rockhaven on Sunday afternoons. We enlisted Sally Broughton to recruit church members to host these mini-gatherings, which were well-received.

August was a time for reimagining church ministries, as it became clear that “normal” was not going to happen any time soon. PC(USA) issued guidelines for ordination and baptism during the pandemic, enabling planning for these rituals. Presby Cats resumed in mid-August, in a Zoom format for meetings, following MSU’s revised semester schedule. Scott Thrasher drew up plans for “UnCamp Play Days” at Rockhaven in the fall. PRT investigated several possibilities for using our building as alternative space for children’s education and care. Additional equipment was purchased to improve worship.

In September, many church activities resumed in remote format. The Gallatin City-County Health Department began publishing a weekly summary of public health statistics. This enabled PRT to propose five public health criteria for opening to in-person worship. These are:

- 7-day rolling average of number of new cases per day per 100,000 residents  $\leq 7$  cases
- 7-day rolling average of the percent of positive test results  $\leq 5$  percent
- Median number of days from collection to test results received  $\leq 3$  days
- Median number of days from test result to initiation of contact tracing  $\leq 1$  days
- Number of current hospitalizations in Gallatin County  $\leq 10$  people

Additional internal criteria included sufficient available ushers, the use of a reservation system, a maximum of 50 people, and accommodations for church staff health and safety. Session endorsed these criteria and a target date of October 4 was set for reopening to in-person worship.

To the disappointment of all, late September-October saw a resurgence in the virus in Gallatin County and across Montana. A new building use policy was adopted, setting parameters for groups to use various spaces in the church building. Several events/activities were planned, only to be switched to online due to illness, quarantines, and mounting concerns of health workers statewide about overwhelming the capacity of health care systems. PRT publicized the opportunity for individuals to access the sanctuary for prayer. PRT also investigated options for improving air flow in the sanctuary and other spaces in the building. A “Halloween Parade” of children in costumes, shown a week later in worship, included 30 children.

In November, county health metrics were at their highest (worst) in 2020. The congregation adapted. An All Saints Sunday slide show in worship remembered those who had died in the previous year. For many, there had been no public services. A team calling themselves the “Kitchen Elves” devised a plan to prepare and deliver Thanksgiving meals to those who might be the most isolated due to the pandemic. The meals were prepared following safety protocols, individually plated and wrapped, frozen overnight, and delivered by a crew of drivers on the day before Thanksgiving. Plans for Advent and Christmas were developing. The Session affirmed the priorities of the PRT: public health, the protection of the vulnerable, respect for those who work in the health care system, and care of the church staff.

In December, observing Advent and Christmas in the midst of a pandemic called for innovation, and the congregation responded. PRT established protocols for Baroque Music Montana to record a concert in the sanctuary for public release online. The *Messiah* recording from 2019 was remastered and interviews with musicians were added by Montana PBS for a public podcast. Children and their families created a virtual Christmas pageant for Christmas Eve, and children, youth, and adults contributed to virtual choir presentations. The Kitchen Elves coordinated a contact-free Cookie Exchange. And the last Sunday of the year featured an online Blessing of the Animals service.

Special thanks go to John Patterson, who represented the PRT nearly every Sunday of the year beginning in March, providing a PRT Report in worship. He educated us all with trustworthy information and his calm demeanor.

As 2021 gets underway, the pandemic is not yet under control, although vaccines provide a light at the end of this tunnel. We hope and pray for renewed health for our community, the nation, and the world. We look forward to gathering with one another in person. At the same time, we are grateful for the faithfulness of the congregation, the gifts of energy, intelligence, imagination, and love given by the congregation's leaders, the wisdom gained through trial, and the steadfast love and faithfulness of God!

Jody McDevitt, Co-Pastor and Pandemic Response Team Coordinator

**Team Members and Alternates:**

Nancy Bast & Alison Todd (Worship)

Larry Growney (Staff)

Kris Hall, Chuck Poremba (Personnel)

Debby Haynes, Laura Larsson (MSU liaison)

John Patterson, Suzanne Bratsky (Medical)

John Sacklin, Craig Miller (Deacons)

Scott Thrasher, Rachel Turner (Rockhaven)

Ric Tieman (Technology)

Dan Krebill (Co-pastor)

*Members of the congregation are always welcome at PRT meetings. Thank you to those who have attended.*

## **Board of Deacons 2020 Annual Report**

The Board of Deacons is pleased to bring you this 2020 report of our activities for and on behalf of the church and its members. As with most church activities, the move to on-line services in March dramatically changed the nature of the work of the Deacons as compared to previous years. However, our mission remained the same. In 2016, the Board of Deacons adopted a mission statement to provide compassion, witness and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress. The Board's first concern shall be to the congregation. Secondly our mission shall also extend outside of the church by the building of bridges between the church and community (February 4, 2016).

The Deacons help members in a variety of ways, and visitation is one of the most direct ways we bring the church to the congregation. With the advent of Covid-19 and the discontinuance of in-person worship services, the Deacons also stopped in-person visitation. Instead, the Deacons supported the church's Pandemic Response Committee, which initiated a telephone web as a means of helping reach out to the congregation as the pandemic-related shutdowns began.

We maintained our mission to support members of the church through food and caring meals to families who were locked down because of Covid (or Covid exposure) and to those that needed some help during times of illness and death. Sympathy cards continued to be sent to families who had lost loved ones during the year.

The Deacons discontinued after church coffee and cookies in March at the same time we moved to on-line church services. However, the Deacons continued to manage the kitchen on behalf of the church, including clean-ups and donating food (and disposing of outdated things). In September, we donated tubs of Elliot's Cookie dough, bags of purchased cookies, and some food to the Gallatin Valley Food Bank. We made the remainder of the homemade cookies available to the Presby Cats and Youth Group for their luncheons. Much of the Elliot's dough had been purchased in late-2019 to support the Youth Group's 2020 mission trip fundraiser. Cookie stocks will need to be rebuilt once we return to in-person services.

Our work for the community continued, although with different approaches. The Easter and Thanksgiving food baskets are one example. Instead of coming together at the Senior Center to organize and deliver boxes of food to struggling families in the community, the Deacons substituted gift cards from local grocery stores. At Easter, the Deacons sent 27 families cards valued at \$60 each from Heeb's Fresh Market. As Thanksgiving approached, 65 families were sent \$60 gift cards to Town and Country Foods. We shifted to Town and Country because they offered a card that could not be used to purchase tobacco or alcohol products. Sixty dollars is the approximate amount that had previously been spent on each box of food. At Easter, Thrive and Monforton School families were provided help. By Thanksgiving, we had expanded, and Thrive, Love, Inc., and Gallatin Gateway and Monforton schools identified those in need. We combined the leftover Easter money to help increase the number of cards at Thanksgiving.

The warm clothing project is another example of how we help the community. The Deacons worked with Gallatin Gateway and Monforton schools to deliver jackets, snow pants and boots to children. Also, Sally Broughton knitted scarves and hats that were distributed with the clothing. Thank you Sally! This year, 47 kids were helped, and a total of \$2,473 was spent. With JC Penny going out of business, we shifted to Kohls, Target, and Walmart.

One direct way we help people in need is through vouchers for food, gas, or occasionally, rent assistance. Before the church building closed in March due to Covid, people would come to the office looking for help, and their requests would be screened and shared with other churches to help ensure appropriate aid is being provided. Most of that stopped in March, but we were able to help members with grocery and gas needs and a few people in the community with food, gas, and propane. Assistance totaled about \$446.

The Deacons have helped the school nursing programs at Monforton and Gallatin Gateway schools for over a decade, covering one-third to one-half of the program costs. In 2020 the Deacons provided \$1,500 for the Gallatin Gateway School nursing programs, and in early-summer, when Covid appeared to be ebbing, we visited with the new Superintendent and business manager and talked about the nursing, warm clothing, and Easter and Thanksgiving programs as well as other one-time assistance efforts. As the 2020-2021 school year started, we provided a Gallatin Gateway first grade teacher with hula hoops so that she could help her students understand social distancing better. Monforton School has a new school nurse, and with Covid shutdowns and other challenges, funding of the Monforton program did not occur. We expect \$3,000 will be provided in early 2021 to Monforton.

Finally, in March the Deacons also helped the Human Resource Development Council with \$2,600 in funding. Although the Deacons normally designate which programs we wish to fund with our money, because of the rapidly changing community needs, the Deacons directed HRDC to spend our money on their most critical projects.

In addition to our regular budget items, in 2020 the Deacons made some one-time expenditures, totaling \$5,000. These included \$2,000 early in the year to the Presby Cats for their mission trip to Cuba in the spring (which will remain in their account for a post-Covid trip). Other one-time expenditures were made in December when the Deacons financial picture became clearer. A total of \$3,000 (\$500 each) were provided to six organizations: Gallatin County Sheriff's Department Chaplain; Bozeman Schools Homeless Student Program; Salvation Army Angel Tree; St. James Episcopal Church utility costs for Family Promise; Child Care Connections for their emergency relief program; and Fork and Spoon.

Exact end-of-year 2020 financial numbers were not available as of this report writing. However, we did have figures available as of late December, so these numbers should be close. Offerings to the Deacons were about \$1,247 below the \$22,000 budget projection (income was about \$20,743). Expenditures were well below expenses, and totaled about \$13,356. As noted in several places in this report, the Deacons took a conservative approach to expenditures, some of expected outlays (emergency assistance, for example) were way down, and the Monforton School money was not spent. The difference (about \$8,463) will be carried over to 2021 and will be allocated to Monforton and one-time projects early in the year.

The people who accomplished the activities summarized in this report are the 2020-2021 Board of Deacons, which includes Julie Small, Rosemary Lee, Shalani Gentry, Sue Crawford, Celinda Williams, Ashley and David Driscoll, Craig Gilbert, Bruce and Jay Pontius-Backman, Joann and Roger Robbins, Cyn Frye, Mike Marjanen, Mary and Scott Thompson, Linda and Craig Miller, Mary Hektner and John Sacklin, and Bill Anderson. In addition, Chris and Gary Shanafelt, Jim and Bernie Mitchell, Betty Knutson, Mimi and Mike Roser, and Marilyn Lockhart, also accomplished many of these activities until they finished their terms on the Board of Deacons in June. Many thanks to all of you!

A tremendous thank you is in order for the members of this congregation who continued to support the Deacons in 2020, despite the challenges of the pandemic. Your continued faith in the work of the Deacons is truly appreciated.

Respectfully Submitted,  
John Sacklin, Moderator

## Presbyterian Women 2020 Annual Report

Presbyterian Women is an association of women within the church providing fellowship in their gatherings to nurture their faith through Bible Study and prayer, to work for justice and peace, and to build a caring community of women who strengthen the church and support the worldwide mission of PC(USA).

PW is comprised of two circles that meet for fellowship and Bible study. Circle A meets in members' homes on the third Wednesday morning of the month September through May. However, because of the Pandemic of 2020 we met with masks and social distancing at the Bozeman Ponds Park because not all of our members could do our meetings thru Zoom. After October we moved indoors when more people were able to use the Zoom platform. Campus Circle meets once a month on Monday evening using Zoom. The Bible studies we use are nine lessons published each year by Presbyterian Women's *Horizon's Magazine*. September through December of 2019, we began the study: "*Love Carved in Stone*", by Eugenia Anne Gamble and completed it, with interruptions in September. In October we began the *Horizons Bible* study: "Into the Light, Finding Hope through Prayers of Lament". We will complete the study in May.

*Horizons: The Magazine for Presbyterian Women* is published every two months and is available by subscription or digital edition online at [www.pcusa.org/horizons](http://www.pcusa.org/horizons). An excellent resource about mission, justice and peace for church women, *Horizons* also provides additional information and study helps about the current Bible study.

PW is open to all women of the church congregation. You are cordially invited to join in our fellowship, study and fun. Offerings are taken monthly and our special offerings for Thank Offering, Least Coin and Birthday Offerings are collected throughout the year. Simply contact one of the officers named below to become involved.

Moderator Suzanne Bratsky	406-539-0211	<a href="mailto:suzbratsky@gmail.com">suzbratsky@gmail.com</a>
Treasurer Judy Patterson	406-587-9722	<a href="mailto:tdbear972@aol.com">tdbear972@aol.com</a>

Respectfully submitted,  
Suzanne Bratsky  
Moderator, PW of the Congregation (PWC)

### Presbyterian Women's Treasurer's Report 2020

Beginning balance - \$3,018.04

Income - \$1,107.00

Expenses - \$2,183.22 (Includes \$1,500.00 sent to HRDC)

Ending Balance - \$2,061.82

Prepared by Judy Patterson, Treasurer, PW of the Congregation

**2021 TERMS OF CALL FOR THE CO-PASTORS  
RECOMMENDED BY THE SESSION  
FOR APPROVAL BY THE CONGREGATION**

Each co-pastor to serve in a 3/4 time capacity, and each to receive:

Cash salary of:	\$35,475
Housing allowance of:	\$20,000, making an effective salary of \$55,475
Pension & Health dues:	\$20,526 (37% of effective salary)
Retirement Savings:	\$1,296
Mileage allowance of:	\$940
Study allowance:	\$1,500
Total budgeted cost:	\$79,737 each, or a total of \$159,474 for the two.

Session approved and budgeted to implement phase 3 of a 5-year plan to move our pastors' compensation toward the median salary of pastors with comparable experience within the Synod of the Rocky Mountains.

Other benefits:

5 weeks of vacation (including 5 Sundays)

2 weeks of study leave (including 2 Sundays) cumulative to 6 weeks in 3 years.