

GROWING IN CHRIST, MAKING HIM KNOWN

# ANNUAL REPORT

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## LOOKING BACK AT 2022



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1pres.church

# NOEL ANDERSON, PASTOR

**I**n 2021, Gallup shared that church membership dropped below 50% nationally for the first time. Among Millennials (aged approx. 27-42), only 36% identified with a church. In 2022, American churches all awaited the post-covid Great Return—all the previous members coming back to church and doing church exactly as we did in 2019 and before. But not everyone is coming back, and this is true from coast-to-coast regardless of denominational affiliation.

Through 2022, the largest group to stop attending church was the Boomers [source: Barna Group]. Surprisingly, the generation that returned to church the fastest is the Millennials. For the first time, their population surpassed that of the Boomers, which has long been the largest population group in America.

In the face of lower in-person attendance, fewer regular volunteers, and weakened financial support, we have needed to re-think, reconfigure, re-staff, and otherwise reimagine ways to fulfill the Great Commission for our time and future.

**W**e are not the America we once were. We are not the church we once were. The Great Return didn't occur as leaders hoped or expected. Instead, we have become a hybrid church. Our online attendance numbers remained steady, even as many faithful people returned to normal church-going. Did we imagine the online-church-thing was just provisional—a temporary stop-gap for the covid lockdowns? If so, we were wrong. The Church of 2023 and beyond is one entangled with the digital

lifestyle. Still, some things never change for the Church and its mission:

1. We remain faithful to Scriptural authority and biblical principles to guide our lives.
2. We are a community—people matter—we need genuine relationships that digital life can't provide.
3. We remain deeply committed to children's, youth, and student ministries. These remain indispensable.
4. We provide genuine worship—Word and Sacrament—experiences that won't always translate online.
5. We prayerfully seek God's guidance in our studies, programming, and mission objectives.

Even as the covid bubble presented an enormous disruption to church life (through which our people nobly persevered!), we enter into 2023 with the requirement that we engage ministry in ways we may never have done before. The next stretch of our life together at First Pres demands reinvention and innovation if we are to be renewed and enabled to reach new generations of spiritual seekers and mature Christians at once.

We are all “new church developments” now. Every church that will flourish in the coming years will do so because they find ways to grow what is new in the midst of what is old. Your Session and Staff leaders are rightly aligned with the task. We are willing and eager to experiment with our practices—how to program both live and online simultaneously. We are committed to knowing our people and studying our community and culture. How else can we mindfully devise our outreach? Furthermore, we are prayerfully committed

to leading First Pres and our people where they need to go, which isn't always the same as where they might want to go. Remember, God's people in the wilderness wanted to return to Egypt, but through Moses and the Elders, God delivered them into the Promised Land.

I owe inestimable thanks to the First Pres staff; I can do nothing without them. Matt Shool again proves himself capable in every aspect of excellent church ministry—his hard work, thoughtful suggestions, and gentle corrections have contributed to a more robust staff and better practices. Erika Schlegel continues to own and grow our Children's ministry. She works well with everyone and believes in the importance of her work. Receptionist Gael Lecce, our longest-serving staff member, though not a member at First Pres, exhibits a commitment way ahead of many of our members. She is the best at what she does. Mark Read is more than Chief Custodian; he is a capable handyman, fixing all kinds of things around the church and eager to learn more. Finally, I would be negligent not to mention my wife Tara, who has filled in voluntarily as Office Manager since August, saving the church, to date, over \$18,000.00.

I've said it before, but credibility and commitment are hard-linked, and our new journey into 2023 and beyond is for the committed, the caring, and the cooperative. Through us, may God inspire First Pres to flourish!

*Noel K. Anderson*



# GROW TEAM

**Members:** Erika Schlegel (Director of Children's Ministry), Matt Shool (Youth Director), Stephanie Fujiwara (Elder), Georgia Decker (Elder), Diana Deiss, Laura McMullen, and Jillian Salber

**Elevate Youth Group** (7<sup>th</sup> thru 12<sup>th</sup> grade) – Matt & Dana Shool, Lia Riccio

**Kids Zone** (pre-K thru 6<sup>th</sup> grade) – Erika Schlegel, Jillian Salber, Stephanie Fujiwara, Diana Deiss

In 2022, Grow Team tackled some big upgrades to our Nursery. We fully renovated the space making it a much safer and more welcoming place for our youngest members. We also upgraded our planning and payment systems by utilizing Planning Center for event registrations and payments. We've officially taken all of our events online! Finally, we re-branded our whole children's ministry program. Now Young Disciples, we have encompassed both our Sunday morning and Wednesday evening groups under one common name.

Under the leadership of Erika Schlegel and Matt Shool, the Grow team has hosted several very successful yearly events including the following :

- **February** – We hosted our Mother-Son Magical Night Out. Our boys were able to enjoy a special night of dinner, photo booth fun & magic with their favorite ladies. Our magician performed a stage show for a full house of over 90 people!
- **March** - We spent every weekend in March holding bake sales for our 4-5-6 Camp Fund. The congregation wowed with their generosity *and* baking skills. We were able to send multiple students on scholarships. Our Jr. High & Sr. High attended Winter Camp at Camp Pondo in March. Matt was able to take his group of kids for a fun-filled weekend in the snow.
- **April** – April brought a beautiful Easter celebration. The Young Disciples filmed a movie retelling the Easter story in their own words. We followed our Easter Sunday service with the annual egg hunt on the front lawn. I think it's safe to say that we broke the record for the most eggs hidden!
- **June** – We “Made Waves” at VBS this year. We had over 80 kids participate and more than 30 volunteers from the congregation and Elevate! This is always a great example of the church coming together to create unique and memorable experiences to bring the kids to Christ.
- **July** - Our older Elementary kids spent the week of the Fourth of July at camp at Forest Home. The kids were able to tune out the distractions of everyday life and focus on building their relationship with God. (And splash around at the lake!) Elevate enjoyed a summer full of beach days & pool parties.
- **August** - Elevate headed to Forest Home in August. They joined another church in a long weekend of fun, games, & worship. Matt also took his kids to Los Angeles on the Metrolink for his annual I Love LA trip.
- **September** – We returned to Young Disciples & Elevate! We had a strong turnout for our kick-off night in both groups, with several new kids joining the programs this year.
- **October** – The Grow team hosted Trunk-or-Treat, and we had a night of non-stop kids & candy! We were able to reach almost 400 kids! We had volunteers from Elevate passing out candy, from the Gather Team making cupcakes and popcorn, and teachers from the preschool decorated their cars- once again, we all came together to reach out to the community and show what a great FPCU family we have.
- **November** – We sold out Father-Daughter Ball once again. This year's 'Night in Wonderland' brought in 135 guests who were able to eat, dance, and enjoy a surprise visit from Alice herself.
- **December** – We had a busy December, we teamed with the Gather Team for Brunch with Santa, the kids performed Christmas carols for the congregation in their Nativity Pageant, and we celebrated Jesus' Birthday at Young Disciples.

Matt and Erika have the kids meeting on Wednesday nights for dinner and fellowship at Young Disciples & Elevate. Sunday School lessons for the children take place each week, and our newly remodeled nursery has reopened. We'd like to thank all of our Sunday School volunteers!

# GATHER REPORT

**Members:** Sue Frazee (elder), Charlene Finley, Stephanie Fujiwara, M.E. Fuzzard, Gloria Geiger, Pamela Kathol, Shawn Kathol, Barbara Pennell, Kim Righetti, Paul Sindelar, Sue Sindelar, and Donna Strowger

The responsibilities of the Gather Team include adult and intergenerational fellowship, hospitality, and All-Church events. You can usually find us in the kitchen! We worked to bring back face-to-face fellowship in 2022, but it was no easy task. As we crawled out of the isolation caused by, Covid we began to feel safer meeting in person.

In January, we provided pizza and soda at the Annual Congregational Meeting. By March we were feeling a little more confident and prepared a traditional St. Patrick's Day meal of Corned Beef and Cabbage. On Father's Day, we prepared and served a BBQ lunch to a large crowd.

Many of our members worked to feed the children at VBS. Then in August, we arranged for a large group from FPCU to attend a Quakes game, what a fun evening out that was!

By September life was returning to normal. We prepared and served more BBQ on Kickoff Sunday. In October, we hosted the first evening event since 2020. The Chili Cook-off and square dance wasn't as well attended as we had hoped, but it was so much fun it might become an annual event. Our members also made popcorn for the children at Trunk or Treat. In November we had a well attended and successful Thanksgiving Feast. Finally, in December you found us in the kitchen flipping hundreds of pancakes for the annual Brunch with Santa.



# FIRST PRES PRESCHOOL

Being your Preschool Director these past seven years has been a joy and privilege. Here we are in January already. It is an excellent time to reflect on 2022. It was another fantastic year as we continued to minister to over 180 families at the preschool. We are so thankful for the opportunity to partner with the Church to provide early childhood education in a Christian environment for the young children in our beautiful community. I also know God has great things for us in the months ahead. I am already asking myself, "What can we do differently or better to improve First Presbyterian Preschool even more?"

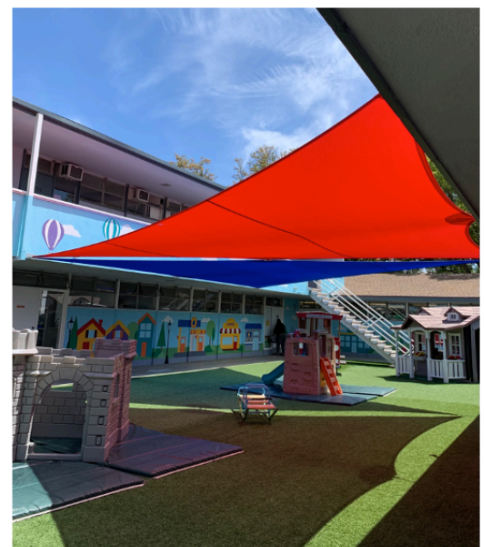
There is so much for which to be grateful. At the top of my list is my wonderful, loving staff year after year; we have families returning to our school because of these passionate teachers and the love and care they show to all the children and their families. Each year we look forward to meeting and connecting with new families and reconnecting with our returning families. I'm grateful to all who continued their support, especially our dedicated Preschool Board members: **Sue Fredendall, Sarah Richardson, Lynne Barker, Linda Wilson, Carol Griffin, and Ebbe Fogle.**

Our Preschool had a great time at all our annual celebrations, such as our First Pres Pumpkin patch, Halloween Parade, Thanksgiving Feast, and our Beautiful Christmas Program, Open house, and End year Promotion Program. We are proud to say all these events were well-attended by preschool families. Our summer program was also successful, with over 160 students enrolled. It's a four-week program with fun activities like a petting zoo, a Bubble show, face painting, and a fantastic water slide! It is a joy to help children share the word of God through songs and stories in our weekly chapel. This past year our family attendance in Chapel has grown tremendously; it is such a pleasure to see preschool parents attending Chapel consistently.

We know that to provide the best experience possible for our families, it is essential to maintain and support improvements to our campus. After fundraising for the entire school year, we installed beautiful permanent shade structures in our central courtyard that complements our preschool mural replica of our lovely city of Upland. Maintenance of the campus is always an ongoing project.

I want to thank the staff, board members, congregation, and friends of the preschool for their continued friendship and support. Through God's love, we will build strong, healthy relationships with our families here at First Presbyterian Preschool, just as we have for over 50 years!

Sincerely,  
Misty Wren, Preschool Director



# 2023 APPROVED BUDGET

## Expenses

<b>200 · SALARY, EXECUTIVE, ADMIN., ETC.</b>	
<b>201 · Payroll Expenses</b>	18,400.00
<b>202 · Pastor's Salary</b>	62,000.00
<b>203 · Pastor's Manse Allowance</b>	42,000.00
<b>204 · Pastor's Study Leave</b>	2,100.00
<b>205a · Pastor's Professional Expenses</b>	3,400.00
<b>205b · Pastor's Medical FSA</b>	2,750.00
<b>205c · Pastor's Discretionary Fund</b>	2,500.00
<b>206 · Pastor's Mileage Reimbursement</b>	0.00
<b>207 · Pastor's Pension</b>	32,976.00
<b>216 · Dir. Coms./Office Mgr./Fin. Sec</b>	22,500.00
<b>218 · Secretary Payroll</b>	19,062.00
<b>219 · Youth Director</b>	61,770.00
<b>219 a · Youth Director Professional Exp</b>	0.00
<b>220 · Sanctuary Choir Director Salary</b>	24,064.51
<b>221 a · Section Leaders &amp; Musicians</b>	18,000.00
<b>222 · Assistant Choir Director</b>	17,685.00
<b>224 · Custodian/Gardner Pay. &amp; Med.</b>	38,720.40
<b>224a · Assistant Custodian</b>	5,500.00
<b>227 · Children's Ministry Coordinator</b>	39,152.40
<b>228 · Media Technician</b>	12,500.00
<b>229 · Child Care Worker's Payroll</b>	600.00
<b>230 · Contingency Wages</b>	0.00
<b>Total 200 · SALARY, EXECUTIVE, ADMIN., ETC.</b>	425,680.31

<b>250 · ADMINISTRATION</b>	
<b>251 · Per Capita Apportionment</b>	2,500.00
<b>252 · Office Supplies</b>	5,000.00
<b>253 · Postage</b>	1,500.00
<b>254 · Internet/Telephone</b>	3,500.00
<b>255 · Office Machine Lease</b>	21,321.60
<b>257 · Advertising</b>	7,000.00
<b>258 · Miscellaneous Resources</b>	5,000.00
<b>259 · Office Equipment Replacement</b>	1,000.00
<b>260 · Church Website</b>	2,000.00
<b>261 · Stewardship Expense</b>	500.00
<b>262 · All Call System</b>	2,000.00
<b>263 · Coffee Shop Supplies</b>	1,500.00
<b>264 · Accounting</b>	13,440.00
<b>265 · Staff Development</b>	0.00
<b>356 · Online Banking Charges</b>	960.00
<b>362 · Fingerprinting/Live Scan</b>	200.00
<b>Total 250 · ADMINISTRATION</b>	67,421.60
<b>300 · INSURANCE</b>	
<b>301 · *Insurance - Master &amp; Umbrella</b>	18,187.00
<b>302 · *Insurance - Worker's Comp.</b>	10,257.60
<b>Total 300 · INSURANCE</b>	28,444.60

# 2023 APPROVED BUDGET CONT.

Expenses			
<b>350 · TRUSTEES/SESSION</b>		<b>700 · SERVE TEAM</b>	
351 · Session Contingency	0.00	701 · General Benevolences	2,700.00
366 · Capital Prog Loan Payment	20,531.00	703 · Inland Valley Hope Partners	2,000.00
<b>Total 350 · TRUSTEES/SESSION</b>	<b>20,531.00</b>	705 · Habitat for Humanity	0.00
<b>400 · GATHER TEAM</b>		706 · Discretionary Serve Funds	300.00
401 · Major Church Events	4,500.00	722 · NEWMA Ministries (Peru)	2,800.00
453 · Additional Receptions	5,250.00	723 · WMC Ministries (India)	3,300.00
454 · Kitchen Needs	2,000.00	724 · MCSHP Ministries (Kenya)	3,300.00
<b>Total 400 · GATHER TEAM</b>	<b>11,750.00</b>	725 · Welcome/Bridges to Home	2,500.00
<b>500 · WORSHIP TEAM</b>		734 · InterVarsity Christian Fellow	2,300.00
502 · Music - Choir	1,000.00	<b>Total 700 · SERVE TEAM</b>	<b>19,200.00</b>
503 · Resources & Supplies	700.00	<b>800 · GROW TEAM (Children's Min.)</b>	
504 · Instrument Maintenance	2,000.00	801 · Grow Team Special Events	5,000.00
505 · Worship Expense	400.00	802 · Curriculum (Sunday School)	1,000.00
506 · Special Events	3,000.00	804 · Curriculum (VBS)	2,500.00
508 · Handbell Music & Workshops	0.00	805 · Nursery Supplies	1,000.00
509 · Children/Youth Choir Music	0.00	820 · Kids Zone	6,000.00
510 · Music (Licensing Fee, etc.)	600.00	<b>Total 800 · GROW TEAM (Children's Min.)</b>	<b>15,500.00</b>
512 · Sound & Technology Equip.	3,000.00	<b>840 · GROW TEAM (Jr/Sr High)</b>	
514 · Music Enrichment	0.00	841 · Curriculum (Jr & Sr High)	1,000.00
516 · Sanctuary Choir Director	0.00	845 · Resources & Equipment	2,000.00
<b>Total 500 · WORSHIP TEAM</b>	<b>10,700.00</b>	<b>Total 840 · GROW TEAM (Jr/Sr High)</b>	<b>3,000.00</b>
<b>600 · DEACONS</b>		<b>870 · GROW TEAM (Adult Min.)</b>	
603 · Support for Parish members	100.00	871 · Curriculum	750.00
605 · Memorial Committee Expenses	1,000.00	875 · Women's Ministries	1,000.00
<b>Total 600 · DEACONS</b>	<b>1,100.00</b>	<b>Total 870 · GROW TEAM (Adult Min.)</b>	<b>1,750.00</b>

# 2023 APPROVED BUDGET CONT.

## Expenses

<b>900 · BUILDINGS AND GROUNDS</b>		
903 · Building Supplies		3,000.00
904 · Janitorial Supplies		5,000.00
905 · Equipment Repairs/Building		10,000.00
913 · Sanitary Supplies		1,200.00
914 · Services		22,800.00
920 · Manse Repairs		2,000.00
<b>925 · UTILITIES</b>		
907 · Electricity		43,200.00
908 · Natural Gas		1,860.00
909 · Water-Refuse		14,400.00
921 · Manse Utilities		9,000.00
<b>Total 925 · UTILITIES</b>		68,460.00
<b>Total 900 · BUILDINGS AND GROUNDS</b>		112,460.00
<b>Grand Total Expenses</b>		717,537.52

## Income

<b>1100 · BUDGET ACCOUNTS</b>		
1101 · Pledge Commitments		328,000.00
1102 · Non-Plge/Loose Off.		112,800.00
1105 · Pre-School		56,832.00
1107 · Per Capita Apportionment		2,500.00
1108 · Church Space Rental		56,260.00
1109 · Manse Income		42,000.00
1110 · Vacation Bible School		2,250.00
1116 · Facility Fees		2,400.00
1119 · Grow Team Special Events		2,400.00
1141 · SBA Communications lease		17,578.00
1146 · Miscellaneous Income		1,000.00
1263 · Coffee Shop Supplies		400.00
<b>Total 1100 · BUDGET ACCOUNTS</b>		624,420.00

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93,117.52

# LIFE AT FIRST PRES



# FIRST PRES LEADERSHIP 2023

## Trustees

Roy Ames, Assistant Treasurer  
 Gary Custer, President  
 Carlos Garcia  
 Herb Joiner, Vice President  
 Musa Mba, Treasurer  
 Robert Whitmore, Secretary

## Staff

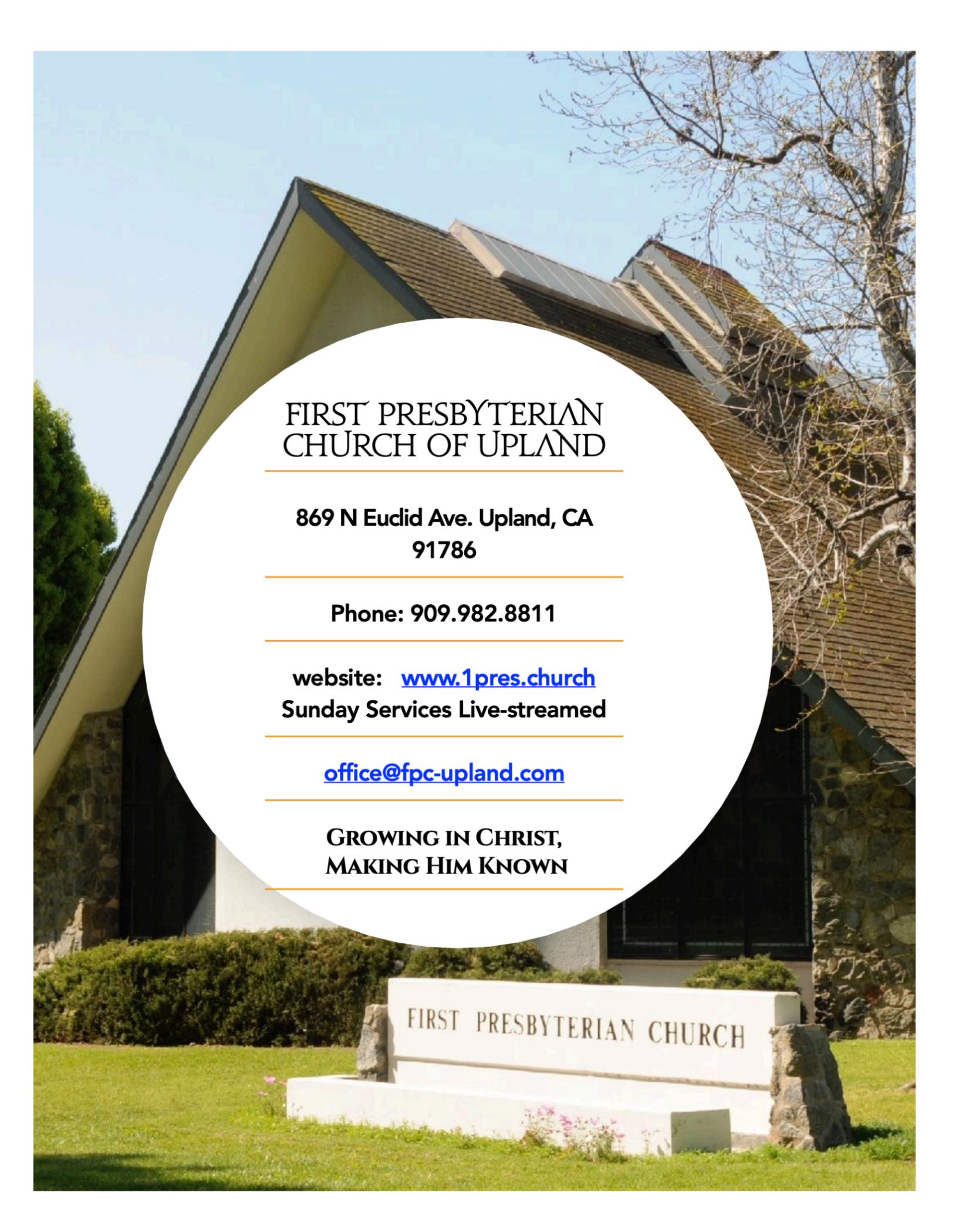
Noel Anderson  
 Pastor/Head of Staff  
 Matt Shool  
 Director of Youth Ministries  
 Erika Schlegel  
 Director of Children's Ministries  
 Rosemary Kiertzner  
 Interim Choir Director  
 Gael Lecce  
 Receptionist  
 Mark Read  
 Head Custodian  
 Gustavo Gonzalez  
 Custodian

## Deacons

Carol Diess  
 Charlene Finley  
 Sandra Forney  
 Sue Fredendall  
 Gloria Geiger  
 Janet Hunt  
 Florence Lutz  
 Gerri Mowrey  
 Margaret Pilcher  
 Pat Pilcher  
 Mark Polchow  
 Sue Sindelar  
 Dean Smith  
 Kate Vosburg  
 Kim Williamson

## Elders

Pastor Noel Anderson, Moderator  
 Roy Ames  
 Susan Anguka  
 William Anguka  
 Gary Custer  
 Georgia Decker  
 Sue Frazee  
 Carlos Garcia  
 Nina Jelinek  
 Herb Joiner  
 Musa Mba  
 Mike Nunez  
 Jim Smirl  
 Bob Whitmore, Clerk



FIRST PRESBYTERIAN  
CHURCH OF UPLAND

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91786

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