

**First Presbyterian Church
Bismarck, North Dakota**

2010 Annual Report



Art by Ric Sprynczynatyk

**137th Annual Congregational Meeting
January 23, 2011**

Table of Contents

| | |
|---|----|
| Docket for 137 th Annual Meeting | 5 |
| 136 th Annual Congregational Meeting Minutes | 6 |
| Corporation Meeting Minutes | 8 |
| Session and Board of Deacons | 9 |
| Pastor-Head of Staff Report | 10 |
| Board of Deacons Report | 11 |
| Parish Nurse Report | 12 |
| Lay Preachers Report | 13 |
| Administrative & Personnel Committee Report | 14 |
| Business & Finance Committee Report | 15 |
| Worship & Music Committee Report | 17 |
| Child Care Center Board Report | 18 |
| Stewardship & Mission Committee Report | 20 |
| Property & Equipment Committee Report | 22 |
| Christian Education Committee Report | 24 |
| Membership Committee Report | 26 |
| Outreach Committee Report | 28 |
| Statistical Report | 30 |
| Fund Descriptions | 31 |
| Balance Sheet | 32 |
| Fund Balances | 34 |
| Endowment & Memorials Fund Balances | 35 |
| Merritt Trust Funds Balances | 36 |
| General Fund Actual vs. Budget | 37 |
| Child Care Center Fund Actual vs. Budget | 40 |
| 2011 General Fund Budget | 42 |
| 2011 Child Care Center Fund Budget | 46 |

Docket for the 137th Annual Meeting of the Congregation and Corporation

January 23, 2011

11:00 a.m. Ramstad Hall

Call to Order

Declaration of Quorum

Invocation

Congregational Business

- 2010 Minutes
- The Annual Report
- Election of At-Large Members of the 2011 Nominating Committee
- Recognition of Elders and Deacons in the Class of 2010
- Amended and Restated Bylaws
- Review of Ministers' Terms of Call

Corporation Business

- Election of Class of 2013 Directors
- Election of Assistant Trust Officer
- Adoption of Amended and Restated Articles of Incorporation and Bylaws
- 2010 Treasurer's Report
- Review of 2011 Budget

Adjournment

Benediction

Docket for the 137th Annual Meeting

136th Annual Congregational Meeting Minutes

The 136th Annual Congregational Meeting of the First Presbyterian Church, Bismarck, North Dakota was held in Ramstad Hall on Sunday, January 24, 2010 at 11:00 a.m.

Moderator Pastor Kincaid called the meeting to order. The clerk declared there was a quorum. Pastor Kincaid opened with prayer.

Minutes of the 2009 Annual Congregational Meeting and the 2009 reports from the various committees were referenced by Pastor Kincaid as available for review in the Annual Report. This Annual Report is provided for information. The minutes of the 2009 Annual Meeting had been approved by the Session and are provided for information.

Election of At-Large Members of the 2010 Nominating Committee took place after Pastor Kincaid reviewed the requirements and duties for membership on this committee. Kathy Fuhrer read the names of these volunteers: Ruth Beachey, Scott Stephens, Jack Lynch, Bill Jensen, Mary Magnusson, Jim Skaret, and Jae Reile. There were no other nominations, so a motion was made, seconded, and passed to elect these members. This committee also requires two Deacons and two Elders to serve.

Pastor Kincaid recognized the outgoing Class of 2009 Deacons and Elders, who have served a three-year term.

Keith Magnusson, chairperson of the Administrative and Personnel Committee, conducted the Review of the Ministers' Terms of Call for 2010. Salary and benefits packages for the ministers, which is a 4% increase, are proposed as follows:

| | Associate Pastor | Pastor—Head of Staff |
|-------------------------------|------------------|----------------------|
| Salary | \$30,124 | \$41,308 |
| Housing | \$15,079 | \$36,669 |
| Professional Expense | \$1,147 | \$1,762 |
| Continuing Education | \$1,500 | \$2,000 |
| Medical Insurance and Pension | \$14,239 | \$25,025 |
| Medical Reimbursement | | \$1,467 |
| SECA Allowance | \$3,199 | \$5,563 |
| Total | \$65,288 | \$113,794 |
| PC (U.S.A.) Effective Salary | \$45,203 | \$ 79,444 |

A motion to approve the Ministers’ Terms of Call was given and seconded. Pastors Kincaid and Rucker excused themselves from the meeting. Keith Magnuson provided explanations and clarifications to several questions from the congregational members. Patty Sandness, Clerk of Session, called for a vote on the motion, which was approved unanimously. Pastors Kincaid and Rucker returned to the meeting.

The members of the Congregation voted unanimously to rise and be reseated as members of the Corporation, with Bruce Bishop, President of the Corporation, presiding, and Patty Sandness, Corporation secretary.

After the Corporate meeting, Pastor Kincaid asked that the members of the Corporation rise and be reseated as members of the Congregation. This motion was made, seconded and passed.

Pastor Kincaid called attention to the end of the Capital Campaign. The refurbishments and renovations done to our facility were very much needed, and our members should be very proud of the contributions made through the years to make these improvements happen.

It was moved, seconded, and approved that the Annual Congregational Meeting be adjourned.

The members of the Congregation stood as Pastor Kincaid closed with prayer.

Respectfully submitted,
 Patty Sandness
 Clerk of Session

Corporation Meeting Minutes

January 24, 2010

Bruce Bishop, Corporation President, called the meeting to order.

The 2012 slate of Directors was presented: John Bjornson, Kim Christianson, Kim Hocking, Lisa McEvers, and Nanc Skaret. Approval of these Directors was moved, seconded, and passed.

Jodi Bjornson was presented as the nominee for the Assistant Trust Officer. It was moved, seconded, and approved.

Jay Fuhrer presented the 2009 Annual Treasurer's Report. Jay called attention to one correction in the amount given for 2009 Actual Adult Pledges. This report is provided for information.

Bruce Bishop presented the 2010 Budget and provided answers to several questions. The Budget, which has been approved by the Session, is provided for information.

Motion to adjourn was made, seconded, and approved. The meeting of the Corporation was adjourned.

Patty Sandness
Corporation Secretary

Session and Board of Deacons

Session

Moderator: Jake Kincaid
Clerk of Session: Patty Sandness

Class of 2011

Keith Magnusson
Alice Nix
* John Sakariassen
Patty Sandness
Jerry Wilson

Class of 2012

John Bjornson
Kim Christianson
Kim Hocking
* Nate Schroeder
Nanc Skaret

Class of 2013

* Laura Adair
* Alice Halling
* Michael Mahlum
* Dan Mayer
* Gregory Stites

* Newly Elected

Board of Deacons

Moderator: Gladys Cairns

Class of 2011

Ron Barks
Mary Bradford
Gladys Cairns
Adele Koenig
Letha Lewis
Jay Schultz

Class of 2012

Jane Beck
Jodi Bjornson
Pamela Helbling
Emily Johnson
Pam Lannoye
Beverly Patch-Larson
David Nix

Class of 2013

* Steve Adair
* Neva Carlisle
* JoAnn Jacobson
* Robert Kinnischtzke
* Phyllis Lindblom
* Wendy Skager

Pastor - Head of Staff

2010 continues to show signs of several important accomplishments in the life of First Presbyterian Church.

2010 exceeded 2009 in non-pledged income by \$32,879, although pledged income fell short by \$9,876. Conservative spending resulted in net income of \$20,673 in a year when a \$27,207 deficit was budgeted.

Current membership is approximately 610 adults and 130 children. The session removed from the active roll a number of members who have moved out of the area in the last ten years, including some children of members who long ago established themselves in other communities. Although a careful review of the active members' roll this year resulted in a significant numerical loss, it also produced a more accurate accounting of active members and a more realistic assessment of the church's true membership.

Work begun in 2009 to revise the church's accounting system and to implement simpler and more useable accounting formats has been completed. And all office staff positions were filled.

But 2010 has also presented challenges which will affect life in 2011. Total pledged income for 2011 reached \$360,486, \$50,581 less than received in 2010. Deaths and changes in circumstances among several of the church's most generous contributors account for the decrease. Ninety-seven households increased their pledges for 2011 by \$18,130, 23 households decreased their pledges by \$15,326, and 12 new pledges totaling \$9,860 were received. Clearly, increases are short of losses. The session has authorized a study of the church's resources, programs, and staff in response to a changing pattern in contributions. Per capita giving of members continues below the national average for Presbyterians.

Today, most congregations are concerned with two issues: members and money. First Presbyterian Church of Bismarck, perhaps, is no exception. The answers, experts agree are simple. Churches grow in membership when parishioners invite and bring guests. And their financial resources increase when current members regularly raise their own levels of giving. St. Paul wrote the Philippians, ". . . work out your own salvation . . ." Maybe that's our challenge, too; maybe, we are the solution.

Board of Deacons

In 2010, nineteen members formed the Board of Deacons and fulfilled the responsibility “to minister to those who are in need.” Jim McEvers served as moderator through July 2010. In August, Gladys Cairns as Vice Moderator assumed the position of Moderator due to Jim’s relocation to Fargo. Dave Nix was elected to the position of Vice Moderator. Bev Patch-Larson served as Secretary for the Deacons.

The Deacons work is primarily accomplished through these committees:

- The Nursing Home and Homebound Visitation Committee made regular visits to members who are nursing home residents or are homebound, and any member who would appreciate the contact. These visits are appreciated by those receiving the visits, as well as gratifying for those making the visits. Members of the committee in 2010 were Priscilla Wilson, Pam Helbling, Al Hoberg, Adele Koenig, Letha Lewis and Jodi Bjornson.
- Waterford Meetings Committee made regular visits with a group at The Waterford. Emily Johnson, Jay Schultz and Carole Watrel shared in the group reading of several different books.
- Transportation Committee organized rides for members of our church needing rides to Sunday worship services. Mary Bradford worked with volunteer drivers to schedule the rides.
- The Communion Committee members prepared elements for Sunday services. Members serving on this committee were Jim Rambo, Nate Schroeder, Jane Beck, Bev Patch-Larson and Gladys Cairns.

Other work done by the Deacons included helping members of the congregation with yard work and miscellaneous household projects and providing lunch for the Habitat for Humanity workers. In December the Deacons prepared Christmas plates, and they were delivered to the members on the visitation list. Also in December the Deacons donated funds to the First Presbyterian Church Child Care Center, The Emergency Food Pantry and the Tree of Love.

The Deacons utilized the Gift of Giving Fund to provide financial assistance to families.

Gladys Cairns
Moderator

Parish Nurse

As Parish nurse for First Presbyterian Church I have continued to provide services to the elderly of our congregation in 2010. I made 306 contacts with members and their families, including personal visits (at homes, nursing homes, or hospital settings), phone calls, emails and letters.

During these visits I have been asked to provide referrals to Meals on Wheels, Transit, or medical care. I have provided blood pressure checks, distributed health care accessories, and assisted with referrals for alternative living arrangements. I have also attended doctor's appointments with members per their request. Most importantly, I am available to take the time to listen. I thoroughly enjoy my role as Parish Nurse for First Presbyterian Church and hope to continue to provide Parish nurse services as long as they are needed.

JuLann Wiseman

Lay Preachers

Lay Preachers from First Presbyterian Church have been filling pulpits in West Central North Dakota since the 1930's, but it wasn't until 1968 that the group was formally organized under the direction of Rev. Jim Butler. The mission of the organization then, as it is now, was to provide worship opportunities for congregations who have no pastor and to fill the pulpit of other churches when the regular pastor cannot be present. This year we have conducted 79 church services in Glencoe, Steele, Hazelton, Wilton, Mandan, and Bismarck. However, some of the members of the group have expanded this mission. Casey Chapman is now a certified lay pastor commissioned to serve Hazelton and Glencoe, conducting services in Hazelton on a monthly basis and leading a weekly Bible study in the Glencoe church. Nancy Legerski has done 38 services at St. Vincent's nursing home, St. Gabriel's community and the Terrace and will soon be commissioned to serve these communities.

The first Saturday of every month (except during the summer months) we met at 8:30 for breakfast, a time of study and fellowship. This year's study has focused on the book *The Good Book* by Peter Gomes. Pastor Ben Dove's excellent leadership has produced some stimulating discussions. We owe him a great debt of gratitude for the time and energy he has put into leading the group. These meetings have been a highlight of the month for many of us, and we all look forward to the time to get together.

Currently the Lay Preacher organization consists of nine men and women: Don Bigwood, Casey Chapman, Betty Day, Vernon Kersey, Karen Larson, Nancy Legerski, Suzy Pflieger, Katherine Satrom, and Jim Skaret. Even though the members of the group have dedicated many hours in sermon preparation and study, we all would agree that the hours have been worth it in terms of spiritual growth and the satisfaction of serving the spiritual needs of the outlying churches.

We are always looking for more members to join us. If you feel called to help serve the spiritual needs of rural people and at the same time grow in your own Christian faith, contact any of the current members and consider being our guest at one of our Saturday meetings.

Don Bigwood
Coordinator

Administrative & Personnel

The Administrative and Personnel Committee's role is to provide for the coordinated ministry of the Session, the pastors and the church staff through supervision and support of personnel and administrative functions of the church.

Members of the Administrative and Personnel Committee in 2010 were: Keith Magnusson (Elder and Chairperson), Doug Bradford, Jodi Bjornson, Paul Sandness, Scott Stephens, and Kevin Stewart.

First Presbyterian Church continues its mission and success. The pastors, staff and all those who volunteer and work here make this happen. A heartfelt thank you to all who give of yourselves, your time and your talent.

Key Activities and Accomplishments:

- Completed an updating of the Church Manual, containing policies and guidelines for the work of the Session, staff, and committees.
- Updated, amended, and restated the church Bylaws and corporation Articles of Incorporation and Bylaws.
- Worked with Endowment and Memorials Committee to continue to fund the Parish Nurse Program and to provide funds to assist with a portion of the wages for the Associate Pastor's position.
- Supervised the employment process, including recruiting and hiring and had direct involvement in the hiring of the key positions as listed below.
 - Gena Schwartz was hired as the new administrative assistant in June, replacing Janell Rath.
 - Paul Murphy was hired as a part-time membership services coordinator in September, replacing Elise Hocking.
- Monitored the human resource and administrative budget and activities that impact the budget.
- Completed annual performance reviews of all staff members, ordained and non-ordained.
- Reviewed national, local and regional wages and provided a recommendation to Session on a wage increase and an increase in expenses directly related to wages for pastoral and employed staff as part of the proposed budget for 2011.
- Submitted a proposed 2011 Administrative and Personnel budget to the Business and Finance Committee and Session.
- Recruited committee chairpersons from the 2011 list of Session members.

Keith Magnusson
Chairperson

Business & Finance

The primary goal of the Business and Finance Committee is to monitor the church revenues and expenditures and ensure that the church remains in sound financial condition. This goal is achieved by (1) preparing the annual budget recommendations for Session approval; (2) reviewing financial statements on a monthly basis and reporting to the Session; and (3) maintaining fiscal integrity by working closely with the church staff and treasurer.

2010 Financial Reports

The approved budget for 2010 projected a budget deficit of \$27,207. The church office also identified and verified a mistake with one of the 2010 pledges that potentially would add significantly to the expected deficit. However, because of reduced expenditures by church committees, especially in the Personnel and Administrative and Christian Education budgets, the Unrestricted General Fund Balance was increased to \$124,467, a gain of \$20,673 from December 31, 2009.

Objective 1: Recommend the annual budget to the Session

The Business and Finance Committee reviewed budgets from all the church committees and met on Monday, December 20 to discuss and finalize the 2011 budget. A slightly revised budget, based on updated information from the church staff, was approved by the Session at its December 28 meeting. The 2011 budget estimates total income of \$490,548. Total budgeted expenses for 2011 amount to \$529,603, resulting in a \$39,055 deficit budget for the year. The deficit 2011 budget was accepted because the General Fund balance projected for December 31, 2011 exceeds \$50,000, the agreed upon minimum. However, both the Business and Finance Committee and the Session recognize that deficit budgeting is not a sustainable practice and that immediate steps need to be taken to examine the levels of income and expenses and make adjustments to bring the church to a more sustainable path. It should also be noted that the approved budget does not allow for needed salary adjustments for church staff, and it is the intent of the Business and Finance Committee that mechanisms be explored to provide salary and benefit increases.

Objective 2: Review monthly financial statements

A new accounting system was implemented in 2010 which allowed church staff to prepare General Fund monthly financial statements that more accurately provided real-time information for both income and expenses. The Committee thanks the staff for their hard work on this and especially thanks Gwen Kincaid for her many hours of voluntary assistance with the new system. The

Business and Finance Committee reviewed the financial statements at their monthly meetings. Monthly disbursements were also reviewed. Meeting minutes and financial statements were submitted to Session and reported on at Session meetings.

Objective 3: Complete a financial review of accounting records

Approximately every three years the church has an accounting firm review their accounting records and procedures. In the intervening years, the Business and Finance Committee requests the assistance of church volunteers with accounting and financial backgrounds to do a less detailed review of church financial records. In 2010, Committee Chairperson, Kim Christianson, church Trust Officer, Keith Magnusson, and former church Treasurer, Bob Tonolli, reviewed the accounting records used to prepare both the 2008 and 2009 financial statements. Random months were selected for records examination. The records selected were examined to determine whether approved procedures were followed and whether transactions were accurately recorded into the accounting systems. The records examined were (1) accounts payable vouchers, invoices and checks, (2) bank reconciliations including deposits and cancelled checks, (3) payroll, and (4) the general ledger. The review committee had a very minor recommendation on payroll recordkeeping, but overall found the accounting records to be very well organized. The Business and Finance Committee thanks Keith Magnusson and Bob Tonolli for their assistance with the review. An accounting firm review is expected in 2011.

Objective 4: Annual meeting report

The 2010 financial statements and the 2011 budget are presented to the congregation at the annual meeting on January 23, 2011.

The 2010 Business and Finance Committee members included Kim Christianson (Chair), Bruce Bishop, Ron Carlisle, Lu Dunn, John Bjornson, and Jennifer Gladden; along with ex-officio members Treasurer Jay Fuhrer, Assistant Treasurer Laura Adair, Trust Officer Keith Magnusson, Assistant Trust Officer Jodi Bjornson, and Pastor Kincaid.

The Committee extends their appreciation to staff members Vickie Haas and Gena Schwartz for their help and support and especially to Pastor Kincaid for all of his assistance and guidance.

Kim Christianson
Chairperson

Worship & Music

The purpose of the Worship and Music Committee is to provide for growth of worship on Sundays and special services.

Members: Jody Bachmeier, Jan Candee, Gail Christianson, Kathy Fuhrer, Jack Lynch, Lisa McEvers, Nanc Skaret, Jake Kincaid, ex-officio. Nanc Skaret took over as chairperson following Lisa McEver's move to Fargo.

Specific objectives which were accomplished this year include:

- Prepared and worked within the guidelines of the annual budget.
- Scheduled lay readers, communion servers, and families for the Advent candle lighting.
- Provided decorations for the Christmas season.
- Provided an opportunity for musicians to participate during Sunday services.
- Provided and maintained instruments including tuning of piano and organ and purchasing needed items to enhance services.
- The worship and Music Committee continues its work to enhance the vitality of First Presbyterian Church worship services by creating opportunities for members and newcomers to participate and achieve a fulfilling and meaningful worship experience.

The committee expresses our sincere thanks to all who have shared their time and talents to provide new possibilities for expanded praise.

Nanc Skaret
Chairperson

Child Care Center Board

The Child Care Center is a mission of First Presbyterian Church of Bismarck, North Dakota. It exists to provide safe loving care for infants and toddlers in a climate of racial, ethnic, and socioeconomic diversity. We strive to provide a creative, nurturing, and stimulating environment in which to learn and grow. Our licensed, nonprofit infant/toddler child care center welcomes families from a variety of racial ethnic backgrounds and families who may need financial assistance in order to enroll their children. The Child Care Center of First Presbyterian Church celebrated its 16th birthday in 2010. The quality daycare provided by this Center continues to be an important mission of the church.

2010 Goals

- Balance the budget for fiscal year 2010.
- Provide quality care for the infants and toddlers using current research based methodology.
- Provide opportunities for church members and parents to show support and involvement in the church's mission.
- Reach out into the community for support and business and financial guidance.
- Retain quality staff and provide incentives.
- Participate with the Child Care Enhancement Project for Centers which will focus on providing training opportunities, implementing quality improvement process and offering support work on a business plan.
- Three staff members will receive full scholarships to earn a Child Development Associate Credential (CDA).
- The CCC Director will participate in an Aim for Excellence Program.
- Continue to manage the Fair Trade Project.
- Examine the infrastructure of the Child Care Center Board and make positive changes.
- Three board subcommittees will look at Child Care Enhancement, Board Structure, and Salary Administration.

The board requested \$46,000 from the Endowment and Memorials Committee for the 2010 budget from the Merritt External Ministry account from the Merritt Trust. The CCC Board is very grateful for the committee's support. The Child Care Center Endowment Fund principal has been given by members and surpassed its goal of \$200,000 with a current balance of \$250,476. No transfers were made from the fund in 2010

The CCC Board worked on board policy and structure throughout the year. Three new board members were elected to begin service in 2011. All staff members were given wage increases, and child care fees were increased accordingly. Scholarship rates were not increased. The CCC Director received a new

laptop computer and a new telephone system was installed in the center.

Throughout the year, 40 to 50 percent of the infants and toddlers attending the Child Care Center were served by scholarships or Department of Human Resources programs. One child participates through the Prime Time Program and two children participate through the Cross Roads Program. The Center has been approved to participate with the Child and Adult Care Food Program for the next year.

The Child Care Center managed a booth for the Fair Trade Project during the City Street Fair in September.

The congregation supported the Child Care Center in the following ways:

- Dave Nix offered note cards he created for sale with profits going to the Child Chare Center.
- Presbyterian Women turned the Fair Trade Project over to the Child Care Center Board.
- A birthday celebration, special offering and staff appreciation in October.
- Donations of money and supplies.
- Gifts and donations of money for the Child Care Center Christmas party.
- Gift of money from the Deacons.
- Donations to the Child Care Center families through the Tree of Love.
- Gifts to the Child Care Center Endowment and Memorials Fund.
- Serving as Child Care Center Board members.
- Computer access point, washer and dryer, and telephone system purchased through Property and Equipment.
- Jennifer Gladden assisted the Board by making recommendations for Board policy and procedures.

Liz Lucas
Chairperson

Stewardship & Mission Interpretation

The purpose of the Stewardship and Mission Interpretation committee is to inform the congregation about the spiritual discipline of stewardship in time, talent and money for the sake of supporting the mission of the church locally and globally. Members of the 2010 Stewardship and Mission Interpretation committee were, Al Hoberg, Jim Skaret, Carole Watrel, Don Bigwood, Steve Adair and Valerie Sturlaugson. The chairperson for 2010 was Valerie Sturlaugson.

Monthly Meetings were conducted from January to May and from September to December. The meeting was held in the conference room on the first Thursday of the month. Communication to committee members was via email.

The 2010 Stewardship Drive results were completed with a total of 204 households pledging for a total of \$399,818.36. It was reported that nonpledged income by people who usually pledged was continuing to come in at the same amount as the year before. The end of year results for 2010 as of December 30th showed that pledged income was \$9,875.71 less than budget but the nonpledged income came in at \$29,005.70 above what was budgeted. Discussion occurred throughout the year about the fact that contribution levels are below budget. This committee may have to look at a couple of campaigns in a year in order to balance budget needs or other expenses that may occur.

The committee also conducted special offerings throughout the year. Below are the outcomes for each offering.

| | |
|---------------------------|-------------|
| Per Capita | \$12,080.71 |
| One Great Hour of Sharing | \$4,198.68 |
| Pentecost | \$345.00 |
| Crisis Ministry | \$1,525.07 |
| Peacemaking | \$1,525.00 |
| Christmas Joy | \$2,207.00 |

The Peacemaking offering and Pentecost offering were again combined and sent to a couple agencies. The Abused Adult Resource Center and Teen Challenge each received a check totaling \$721.25. Both agencies were very appreciative of the donations.

Crisis Ministry was clarified as to who is in charge of its distribution. The money in this account is distributed at the discretion of the church office. We will continue as a committee to do a yearly minute for mission to keep money available for this type of fund.

It was decided that the Per Capita offering would always be scheduled four weeks

before One Great Hour of Sharing. The chairperson will have to look at the yearly schedule of special offerings in order to determine when the Per Capita letter and minute for mission will be given. This is due to the fact that many years the two requests seemed too close to each other.

The committee also decided that yearly on Wills Sunday, a minute for mission will be presented at that worship service. It was felt that it would be important to remind the congregation of how the church benefits by being included in a will.

We also felt that a monthly reminder about the gift of giving could be placed in the Here and Now. This would be a very short note or quote somewhere within the Here and Now.

The committee decided that the best time for asking the congregation to fill out Time and Talent surveys was the Sunday that volunteers are recognized. The surveys would be included in the church bulletin and could be placed in the offering. The results from these surveys can be retrieved at the church office by the chairperson of each committee.

The 2011 annual Stewardship Drive was held on November 21st, 2010. The guest speaker chosen was Dr. Robert Badal the President of Jamestown College. Attendance was not as high as in other years, but the feeling was that due to the poor weather the day before affected attendance on Sunday. The households that did pledge on that day had increased their pledges from the previous year, so that was a positive outcome. It was decided that in order for the Congregation to keep up to date with the results of the Stewardship Drive that a visual aid was needed in the Church. We decided to go with the theme "Growing for Tomorrow". As pledges came in a leaf was added to the tree for every \$2,500.00 pledged. This concept will be used in the future, but we will try to improve on the chart so that it is easier for the congregation to understand.

This is the end of my three years as Session member on this committee and I want to thank all of my committee members and Pastor Jake who made this less stressful for me. I appreciate all your help over the years and I know that I could not have done this without each and every one of you.

Valerie Sturlaugson
Chairperson

Property & Equipment

Committee Members: Jerry Lindblom (chairperson), Ron Barks, Dick Belisle, Jay Cofell, Neil Cofell, Don Cross, Rosemary Hill, Dale Hoerauf, Jim Rambo, Sue Sorlie, and Vern Spitzer.

The committee meets in the church conference room on the first Tuesday of each month, with exceptions as determined by the committee at large. Usually, there are no meetings scheduled in July or August.

Committee Goals:

- Operate within the current budget.
- Maintain church property and equipment to quality standards.
- Coordinate with the session and committees as required.
- Maintain a calendar with forecasted repairs and maintenance.
- Undertake special projects as the budget allows.
- Respond to suggestions from church members.
- Plan for repair and replacement of major items.
- Special projects: Kitchen - replace tile floor in Ramstad Kitchen and select a new telephone system.

Projects Completed:

- Made minor revisions for year's work calendar.
- Made general fix/repairs.
- Completed refinishing and/or replacing of baseboards on main floor.
- Reviewed projects that are bid as they are scheduled, including lawn treatments, snow removal and waste management.
- Completed furnishings in the Narthex.
- Had tile floors stripped and waxed as needed.
- Completed the recovering of sanctuary pew cushions as needed.
- Established a cleaning schedule for the kitchen.
- Purchased and had a new telephone system installed in the entire building.
- Planted flowers in the planters around the exterior of the Church.
- Removed grates and planted a ground cover around boulevard trees.
- Installed alarms on exterior Child Care Center doors.

On-going Projects:

- Building condition evaluations by area subcommittees.
- Review and update insurance limits and secure necessary endorsements.
- Clean stains on rock on the south side of building.
- Refurbishing woodwork where needed.

Several additional projects were completed this year and the committee was still able to finish the year within budget. This was due in large part to the many volunteer hours committee members contributed to complete the projects. Their time and efforts are greatly appreciated.

Jerry Lindblom
Chairperson

Christian Education

The Christian Education Committee provides programs for children, youth, and adults. Our mission is to guide and nurture the church family on their faith journey.

The committee meets on the first Tuesday of each month. Members include: Alice Nix, Kim Hocking, Linda Chapman, Peggy Hoge, Conna Cook, Tara Bitz, Dave Massey, Judith Libby, and Jan Gilchrist. The Adult Faith Formation subcommittee includes: Kim Hocking, Jim Skaret, Casey Chapman, Dave Nix, Karen Larson, and Will Beachey. Pastor Rucker is an ex-officio member of both.

Sunday mornings the Faith Village rotation workshops are available for children in K-6. Classes are also held for preschool children, youth and adults. Wednesday night programs include PresbyAdventure Club (PAC) for grades 1-6, Presbyterians for grades 7-12, and Confirmation for 9th grade youth. Following a survey of parents in the spring and much discussion by the committee, it was decided to revamp activities for children on Wednesday evenings. The PresbyAdventure Club (PAC) for children in grades 1 -6 began this fall, replacing the LOGOS program. Family Vacation Bible School was held in August. Two young people attended camp at Clearwater Forest; no youth attended Montreat Youth Conference. The children's Christmas program was held December 5. PAC children and Presbyterians went Christmas caroling at the Waterford December 8.

Presbyterians entered a video in the contest sponsored by the Presbyterian Foundation. They continued to participate in "Souper" Bowl Sunday. Fundraising for Montreat and other youth activities was done through the Herberger's Community Days coupon books. Graduating seniors and confirmation "graduates" were recognized with gifts.

The committee assisted Jon Briggs of Troop #6 with his Eagle Scout project to paint a stage backdrop and rebuild the puppet stage. A special Pentecost program ended the church school rotation in May. New materials were purchased for the preschool classroom.

Adult education classes included guest speakers, Bible study on Acts, PresbyReaders, hot topics, end-of life topics, and discussion/DVD programs titled, "Enough" and "Living the Questions 2.0."

Recruiting volunteers to help with all Christian Education programs is a major responsibility of committee members. It takes over 65 volunteers to staff Christian Education programs throughout the year! Thanks to all who volunteered time and talents to make these programs a success. They could not happen without your help.

Alice Nix
Chairperson

Membership

The purpose of the Membership Committee of First Presbyterian Church is to promote an environment in our Church and its programs which will allow both members and visitors to feel welcome and to encourage new members as well as old to be active participants in the life of the Church.

Membership Committee Members: Jerry Wilson, Larry Hoge, Phyllis Lindblom, Emily Johnson, Jan McCallum, Delores James, Patty Sandness, Yvonne Schneider, and Vicki Rucker (ex-officio).

Goals for 2010 included recruiting and assimilating new members as well as support the retention of current members in order to provide vitality, spiritual growth and increased diversity in the life of our Church.

Objectives to accomplish these goals included:

Recruitment

- Advertised our Church services and programs in local media and advertising outlets, including the Dex Directory, City Guide, Bismarck Tribune, and the newly reestablished Life Lines.
- Staffed the visitors table with volunteers and reviewed the visitors book and attendance cards after services each Sunday to identify visitors and make personal phone calls to first-time guests, with subsequent contact being made by the Pastor after that initial call.
- Assigned “public relations” person in the Congregation who will see that programs and activities happening in our Church are included in the newspaper and other media so the community knows we are an active and vibrant Congregation. Karen Ehrens currently has this role.

Assimilation

- Increased efforts to involve new members in the life of the Church by assigning them mentors. The mentors make personal calls to invite them to functions and activities.

- The LCD monitor in the Narthex is a valuable addition to our church. Pictures of new members are featured as well as upcoming events.

Retention

- The friendship committee has disbanded so we took over their function of hosting social events. We hosted the following events:
 - January—Annual Meeting
 - February—Dinners for Eight
 - March—Potluck
 - May—Turkey BBQ
 - July—Outdoor Service and Picnic
 - September—Pumpkin Patch and Hayride
 - October—Potluck
 - December—Fellowship Meal

Jerry Wilson
Chairperson

Outreach

The 2010 Outreach Committee Members were Paul Ronningen (Chairperson), Ruth Beachey, Neva Carlisle, Joe Satrom, Lynne Dodge, Bernie Schue and Kathy Wachter.

The Outreach Committee's purpose is to provide leadership and guidance for the congregation's ministries of compassion, both locally and in the wider world.

Nationally, the committee coordinated a mission trip to Louisiana in October to assist with the clean up efforts following Hurricane Katrina. This is the fifth such trip for First Presbyterian Church. Members participating in this mission trip included: Kathy Wachter, Jim Rambo, Ron Barks, Casey Chapman, Barb Satran, Stacy Stephens, and Pastor Vicki Rucker. Pastor Vicki coordinated the arrangements and participated with this disaster relief effort. This hands-on experience touched our lives and left a lasting impression each of us! The Committee is now planning for a 2011 adventure, possibly in North Dakota, the upper Midwest or back to Louisiana.

Other Outreach activities include:

- Preparing and serving The Banquet at Trinity Lutheran Church on two occasions. On each occasion, between 320-350 individuals were served meals through this community outreach program.
- In addition, a food drive was conducted in the church collecting food for Ruth Meiers Hospitality House and the Bismarck emergency Food Pantry.
- Volunteers were recruited to serve meals on the first Wednesday of every month at the Ruth Meiers Hospitably House.
- The committee also collected back-to-school supplies in August, which were distributed to students in the Bismarck/Mandan area.
- Additionally, bag lunches were purchased for midday drop-ins at the Church.
- Meals on Wheels volunteers were recruited to deliver meals to the homes of individuals needing a hot lunch in Bismarck. These meals were delivered during the month of December.
- 22 Fry Bread Kits were collected at the church and delivered to Tokio.
- Also in December, the Tree of Love project provided many gifts for the needy families associated with BECEP, Neighbor's Network, Charles Hall and the First Presbyterian Child Care Center.

The Outreach Committee is also responsible for supporting the Church web page, and for awarding college scholarships to active church members. In May 2009 the scholarship subcommittee awarded 11 scholarships and a gift to Jamestown College.

The Outreach Committee is grateful for the outstanding work of all our volunteers in the church. It is a pleasure to work with each of you in a spirit of love and giving!

Paul Ronningen
Chairperson

Statistical Report

During the year there were 2 baptisms, 3 weddings, and 14 funerals. Those baptized were Annabelle Jean Wohl and Grant Layne Strandemo. The following Church members died in 2010:

- William Mailloux
- Robert Orr
- Fred Westerlind
- Helen Sorlie
- Jeanette Vedvick
- Duncan Perry
- Mary Lommen
- Omer Johnson
- Blanche Blair
- Theo Carlson
- Verner Peterson
- Edna Moses
- Leona Owen

We are grateful to God for their lives and service among us and commend them to God’s eternal loving kindness.

Membership as of December 31, 2010

| Month | Declared Inactive | Deaths | Dismissals | Reinstated | Transfers | Profession of Faith | Active Membership |
|--------------|-------------------|-----------|------------|------------|-----------|---------------------|-------------------|
| Beginning | | | | | | | 676 |
| January | | | 2 | 1 | | | 675 |
| February | | 2 | | | | | 673 |
| March | | 1 | 1 | | 2 | | 673 |
| April | | 1 | | | | | 672 |
| May | | | | | 1 | 5 | 678 |
| June | | 2 | 7 | | | | 669 |
| July | 1 | | 4 | | | | 664 |
| August | | 2 | 1 | | | | 661 |
| September | | 1 | | | | | 660 |
| October | | | 3 | | | | 657 |
| November | | | | | | | 657 |
| December | 43 | 4 | | | | | 610 |
| Total | 44 | 13 | 18 | 1 | 3 | 5 | 610 |

Fund Descriptions

The church currently holds and accounts for income and expense in five funds. The funds are similar to separate businesses, all owned and operated by First Presbyterian Church.

General Fund. The General Fund is the income and expense budgeted for Church business each year. If income is greater than expense, the General Fund retains the fund's earnings in the General Fund Balance. If expense is greater than income at the end of the year, the loss is deducted from the General Fund Balance. The cash balance in this fund is held in checking accounts.

Child Care Center Fund. The Child Care Center Fund is the income and expense budgeted for operation of the Child Care Center each year. If income is greater than expense at the end of the year, the Child Care Center Fund Balance retains earnings. If expense is greater than income at the end of the year, the loss is deducted from the Child Care Center Fund Balance. The cash balance in this fund is held in checking accounts.

Building and Equipment Fund. The Building and Equipment Fund represents the value of property, land, and equipment. Depreciation of fixed assets is recorded in the Building and Equipment Fund. No cash value, only asset value, is represented.

Fine Arts Festival Fund. The Fine Arts Festival Fund includes all income and expense incurred in the operation of the Fine Arts Festival. Monies in this fund are held in checking accounts.

Endowment and Memorials Fund. Endowment and Memorials Fund is the Church's investment fund. The fund is constituted by gifts and bequests. Included are three endowments: the General Fund Endowment, the Child Care Center Endowment, and the Building Fund Endowment. These accounts retain the principle balance, and only income is spent. The Endowment and Memorials Fund also includes memorial gifts. Some memorials are restricted for particular purposes to provide scholarships or support particular programs; others are unrestricted. Income from the Merritt Trust is also included in the Endowment and Memorials Fund. All monies in the Endowment and Memorials Fund are invested according to investment policies established by the Endowment and Memorials Committee and approved by the Session. The cash balance in this fund is invested in stock and bond mutual funds, and money market funds.

Balance Sheet

Dec 31, 2010

| CURRENT ASSETS | |
|--|---------------------|
| Checking/Investments | |
| 10110 · US Bank Checking | 35,568.62 |
| 10210 · General Fund Petty Cash | 100.00 |
| 10220 · Child Care Center Petty Cash | 20.00 |
| 10320 · Stifel, Nicolaus Mutual Funds | 1,124,484.88 |
| 10340 · Cornerstone Bank | 218,111.19 |
| Total Checking/Investments | 1,378,284.69 |
| Accounts Receivable | |
| 12425 · Child Care Center Invoices | 1,612.08 |
| 12430 · Parking Renter Receivable | -60.00 |
| Total Accounts Receivable | 1,552.08 |
| Other Current Assets | |
| 13510 · General Fund Prepaid | 18.99 |
| Total Other Current Assets | 18.99 |
| Total Current Assets | 1,379,855.76 |
| Fixed Assets | |
| 14610 · Church Building | 300,000.00 |
| 14620 · Parking Lots | 84,500.00 |
| 14630 · Phase 1 Project | 766,646.95 |
| 14640 · Phase 2 Project | 313,361.41 |
| 14650 · Furniture & Equipment | 108,075.00 |
| 14660 · Handbells & Cases | 7,340.00 |
| 14670 · Depreciable Property | 100,992.86 |
| 14690 · Accumulated Depreciation | -74,193.50 |
| Total 14600 · Land, Building, Fixed Assets | 1,606,722.72 |
| Total Fixed Assets | 1,606,722.72 |
| TOTAL ASSETS | 2,986,578.48 |

Balance Sheet

Dec 31, 2010

| LIABILITIES & EQUITY | |
|--|---------------------|
| Liabilities | |
| 20115 · General Fund Prepaid Pledges | 5,400.00 |
| Total Liabilities | 5,400.00 |
| Equity | |
| 31200 · Retained Earnings/Fund Balances | 2,658,413.89 |
| 33000 · Dedicated -- Administration | |
| 33100 · D- Chancel Flowers | -55.59 |
| 33300 · D - Parish Nurse | 9,186.26 |
| Total 33000 · Dedicated -- Administration | 9,130.67 |
| 34000 · Dedicated -- Christian Education | |
| 34100 · D - PAC (LOGOS) | 1,769.56 |
| 34200 · D - Montreat | 300.00 |
| 34300 · D - Presbyteens Fundraising | 12,240.01 |
| Total 34000 · Dedicated -- Christian Ed | 14,309.57 |
| 35000 · Dedicated -- Outreach | |
| 35100 · D - Adult Mission Trip | 882.79 |
| 35200 · D - Sack Lunch Ministry | 415.29 |
| 35400 · D - Tree of Love | 710.90 |
| Total 35000 · Dedicated -- Outreach | 2,008.98 |
| 36000 · Dedicated -- Property & Equipment | |
| 36100 · D - Parking Lot | 12,350.82 |
| 36150 · D - Parking Rent | 220.00 |
| 36200 · D - Maintenance&Repairs Reserve | 1,074.98 |
| 36900 · D - Kitchen Cleaning | -50.00 |
| Total 36000 · Dedicated -- Property&Equip | 13,595.80 |
| 37000 · Dedicated -- Deacons | |
| 37100 · D - Deacons Ministry | 85.68 |
| 37200 · D - Deacons Crisis Ministry | 2,471.47 |
| 37300 · D - Deacons Gift of Giving | 341.52 |
| Total 37000 · Dedicated -- Deacons | 2,898.67 |
| Net Income | 280,820.90 |
| Total Equity | 2,981,178.48 |
| TOTAL LIABILITIES & EQUITY | 2,986,578.48 |

Balance Sheet as of 12/31/2010

Fund Balances

| Funds | Beginning Fund Balance as of 1/1/2010 | Net Income as of 12/31/2010 | Ending Fund Balance as of 12/31/10 |
|-----------------------------|--|------------------------------------|---|
| General Fund | 103,793.30 | 20,673.46 | 124,466.76 |
| Child Care Center Fund | 59,276.63 | 18,377.81 | 77,654.44 |
| Fine Arts Festival Fund | 4,018.51 | 1,887.48 | 5,905.99 |
| Phase 2 Fund | (76,908.55) | 76,908.55 | 0.00 |
| Building & Equipment Fund | 1,604,481.49 | 2,241.23 | 1,606,722.72 |
| Endowment & Memorials Funds | 963,752.51 | 160,732.37 | 1,124,484.88 |
| Total | 2,658,413.89 | 280,820.90 | 2,939,234.79 |

Endowment & Memorials Fund

Endowment & Memorials Fund Balance

| Funds | Beginning Fund Balance as of 1/1/2010 | Net Income as of 12/31/2010 | Ending Fund Balance as of 12/31/2010 |
|--------------------------------|---------------------------------------|-----------------------------|--------------------------------------|
| Endowment Funds | | | |
| General Fund Endowment | 248,286.33 | 138,925.55 | 387,211.88 |
| Building Fund Endowment | 102,976.64 | 9,013.42 | 111,990.06 |
| Child Care Center Endowment | 228,953.74 | 21,522.21 | 250,475.95 |
| Scholarship Funds | | | |
| Scholarship Fund | 1,256.63 | 109.38 | 1,366.01 |
| Church Vocation Fund | 12,467.76 | 1,085.05 | 13,552.81 |
| Sorlie Scholarship Fund | 24,132.17 | 955.50 | 25,087.67 |
| Bachman-Snortland Scholarship | 10,891.91 | 947.93 | 11,839.84 |
| Program Funds | | | |
| Christian Education Fund | 6,505.29 | 175.08 | 6,680.37 |
| Church Mission Fund | 320.46 | (320.46) | 0.00 |
| Child Care Center Mission Fund | 1,356.28 | (1,356.28) | 0.00 |
| Music Fund | 214.90 | 5,296.46 | 5,511.36 |
| Lovering Fund | 4,011.14 | 349.11 | 4,360.25 |
| Richter-Chapman Fund | 3,731.46 | 324.77 | 4,056.23 |
| Memorial Fund | 10,553.35 | 1,069.49 | 11,622.84 |
| Miscellaneous Funds | | | |
| Orth Fund | 10,689.08 | (8,602.57) | 2,086.51 |
| Otis Fund | 11,021.89 | 959.25 | 11,981.14 |
| Robinson Fund | 86,031.95 | 4,049.40 | 90,081.35 |
| Manse Fund | 4,682.60 | 407.55 | 5,090.15 |
| Merritt Trust Fund | 195,668.93 | (14,178.47) | 181,490.46 |
| Total | 963,752.51 | 160,732.37 | 1,124,484.88 |

Merritt Trust Fund

| Merritt Trust Funds | | Beginning Balance as of 1/1/2010 | 2010 Annual Distribution | Net Income as of 12/31/2010 | Ending Balance as of 12/31/2010 |
|--------------------------|-----|----------------------------------|--------------------------|-----------------------------|---------------------------------|
| Trust Income | | 72,918.89 | (72,918.89) | 75,151.72 | 75,151.72 |
| External Ministry Fund | 50% | 0.00 | 36,459.45 | (36,100.00) | 359.45 |
| Internal Ministry Fund | 30% | 0.00 | 21,875.66 | (20,000.00) | 1,875.66 |
| Capital Improvement Fund | 15% | 16,315.10 | 10,937.84 | 0.00 | 27,252.94 |
| Accumulation Fund | 5% | 106,434.94 | 3,645.94 | (33,230.19) | 76,850.69 |
| Total | | 195,668.93 | 0.00 | (14,178.47) | 181,490.46 |

*Note: Change in portfolio value, dividend distributions, and investment fees are recorded in the Accumulation Fund.

On 3/28/2010, \$43,194.91 was withdrawn from the Accumulation Fund and wired to Wells Fargo to pay off the Phase 2 loan.

Actual vs. Budget

2010 General Fund Actual vs. Budget

| General Fund | Actual 2010 | Budget 2010 |
|---|-------------------|-------------------|
| Income | | |
| 40100 · Offerings | | |
| 40110 · Pledged Income | 411,067.29 | 420,943.00 |
| 40120 · Nonpledged Income | 52,251.70 | 23,246.00 |
| 40130 · Postpaid Pledges | 3,112.50 | 4,064.00 |
| 40140 · Church School Offerings | 75.85 | 518.00 |
| 40150 · Per Capita Income | 12,080.71 | 11,000.00 |
| 40160 · Loose/Miscellaneous Offerings | 3,794.23 | 4,286.00 |
| Total 40100 · Offerings: | 482,382.28 | 464,057.00 |
| 40200 · Other General Fund Income | | |
| 40210 · Church Use/Miscellaneous Income | 4,068.91 | 1,248.00 |
| 40220 · General Fund Interest&Dividends | 1,589.85 | 632.00 |
| 40230 · Food & Kitchen | 20.00 | 198.00 |
| 40240 · Taylor Income | 18,237.93 | 18,000.00 |
| Total 40200 · Other General Fund Income: | 23,916.69 | 20,078.00 |
| 40300 · Transfers to General Fund | | |
| 40320 · CE Scholarships Transfer | 360.00 | 6,000.00 |
| 40330 · Salary Support Transfer | 23,830.84 | 27,000.00 |
| 40340 · Outreach Scholarship Transfer | 3,500.00 | 3,500.00 |
| Total 40300 · Transfers to General Fund: | 27,690.84 | 36,500.00 |
| Total Income | 533,989.81 | 520,635.00 |
| Expense | | |
| 50100 · Personnel | | |
| 50110 · Ministerial Salaries | 71,431.93 | 71,432.00 |
| 50111 · Housing Allowances | 51,748.06 | 51,748.00 |
| 50112 · Head-of-Staff Insurance/Pension | 25,024.92 | 25,025.00 |
| 50113 · Assoc Pastor Insurance/Pension | 14,238.96 | 14,239.00 |
| 50114 · Head-of-Staff Health FSA | 1,467.00 | 1,467.00 |
| 50116 · Head-of-Staff Travel/Prof | 1,762.00 | 1,762.00 |
| 50117 · Assoc Pastor Travel/Prof | 1,147.00 | 1,147.00 |
| 50118 · Head-of-Staff Continuing Ed | 2,000.00 | 2,000.00 |
| 50119 · Assoc Pastor Continuing Ed | 1,445.20 | 1,500.00 |
| 50120 · SECA Allowance | 8,761.92 | 8,762.00 |
| 50130 · Staff Salaries | 121,910.45 | 133,568.00 |
| 50131 · Staff Social Security Tax | 7,631.40 | 8,281.00 |
| 50132 · Staff Medicare Tax | 1,784.78 | 1,937.00 |
| 50140 · Staff Pensions | 2,165.84 | 2,789.00 |
| 50145 · Staff Medical Benefit | 12,448.28 | 9,882.00 |
| 50150 · Staff Continuing Education | 75.00 | 2,183.00 |
| 50160 · Parish Nurse Travel/Prof | 0.00 | 970.00 |
| 50170 · Contract Services | 0.00 | 528.00 |
| 50180 · Workforce Safety Insurance | 3,371.34 | 1,769.00 |
| 50190 · Musicians Prof Membership | 0.00 | 310.00 |
| Total 50100 · Personnel: | 328,414.08 | 341,299.00 |

Actual vs. Budget

| General Fund | Actual 2010 | Budget 2010 |
|--|------------------|------------------|
| 50200 · Administration | | |
| 50210 · Copier Maintenance Contract | 10,034.49 | 8,730.00 |
| 50220 · Postage | 3,685.78 | 4,850.00 |
| 50230 · Supplies & Repairs | 9,089.67 | 8,245.00 |
| 50240 · Telephone | 3,579.44 | 2,328.00 |
| 50250 · Audit & Professional Services | 2,538.44 | 3,880.00 |
| 50255 · Bank Charges & Fees | 167.74 | 0.00 |
| 50260 · Administration Miscellaneous | 25.00 | 146.00 |
| Total 50200 · Administration: | 29,120.56 | 28,179.00 |
| 50300 · Benevolences | | |
| 50310 · Per Capita | 29,239.15 | 29,365.00 |
| 50320 · Presbytery | 14,928.00 | 14,928.00 |
| 50330 · Synod | 4,976.04 | 4,976.00 |
| 50340 · General Assembly | 4,976.04 | 4,976.00 |
| Total 50300 · Benevolences: | 54,119.23 | 54,245.00 |
| 51100 · Christian Education | | |
| 51110 · Curriculum & Supplies | 3,584.42 | 6,305.00 |
| 51120 · Adult Education | 912.75 | 1,940.00 |
| 51130 · Youth Ministry | 1,396.92 | 1,455.00 |
| 51140 · Confirmation | 645.11 | 1,164.00 |
| 51150 · PAC (LOGOS) | 977.74 | 1,940.00 |
| 51160 · Summer Programs | 754.22 | 2,425.00 |
| 51170 · Conference Scholarships | 360.00 | 5,820.00 |
| 51180 · Library & Multimedia | 589.02 | 970.00 |
| 51190 · Workshops & Conferences | 0.00 | 1,940.00 |
| Total 51100 · Christian Education: | 9,220.18 | 23,959.00 |
| 51200 · Membership | | |
| 51210 · Advertising | 1,263.92 | 1,843.00 |
| 51220 · Fellowship | 1,347.36 | 1,795.00 |
| 51230 · Membership Ministry | 0.00 | 340.00 |
| Total 51200 · Membership: | 2,611.28 | 3,978.00 |
| 51300 · Outreach | | |
| 51310 · Outreach Ministry | 573.54 | 1,940.00 |
| 51320 · Web Page | 1,055.98 | 698.00 |
| 51330 · Outreach Scholarships | 3,500.00 | 3,500.00 |
| Total 51300 · Outreach: | 5,129.52 | 6,138.00 |
| 51400 · Property & Equipment | | |
| 51410 · Building Repairs & Maintenance | 20,646.02 | 14,550.00 |
| 51420 · Insurance | 11,874.00 | 13,469.00 |
| 51430 · Utilities | 36,380.01 | 42,195.00 |
| 51440 · Real Estate Taxes & Specials | 2,999.52 | 3,000.00 |
| 51450 · Custodial Supplies | 5,495.55 | 3,880.00 |
| Total 51400 · Property & Equipment: | 77,395.10 | 77,094.00 |

Actual vs. Budget

| General Fund | Actual 2010 | Budget 2010 |
|---|-------------------|-------------------|
| 51500 · Stewardship & Mission | | |
| 51510 · Annual Budget Campaign | 1,389.47 | 2,425.00 |
| 51520 · Stewardship Miscellaneous | 0.00 | 0.00 |
| Total 51500 · Stewardship & Mission: | 1,389.47 | 2,425.00 |
| 51600 · Worship & Music | | |
| 51610 · Acolyte Training | 0.00 | 194.00 |
| 51620 · Chancel Supplies | 705.69 | 1,455.00 |
| 51630 · Guest Programs & Events | 300.00 | 485.00 |
| 51640 · Holiday Decorations | 0.00 | 485.00 |
| 51650 · Instrument Repairs/Maintenance | 1,623.68 | 1,940.00 |
| 51660 · Music | 434.67 | 873.00 |
| 51670 · Worship & Music Miscellaneous | 585.71 | 291.00 |
| Total 51600 · Worship & Music: | 3,649.75 | 5,723.00 |
| 51900 · Other General Fund Expenses | | |
| 51910 · Food & Kitchen | 1,542.22 | 3,201.00 |
| 51920 · Session | 315.81 | 243.00 |
| 51930 · Presbytery Meeting Travel | 409.15 | 1,358.00 |
| Total 51900 · Other General Fund Expenses: | 2,267.18 | 4,802.00 |
| Total Expense | 513,316.35 | 547,842.00 |
| Net Income | 20,673.46 | -27,207.00 |

2010 General Fund Actual vs. Budget

Actual vs. Budget

| Child Care Center Fund | Actual 2010 | Budget 2010 |
|---|-------------------|-------------------|
| Income | | |
| 42100 · Child Care Center Fees | | |
| 42122 · Inf-Tod Fee 6.25 over (no disc) | 38,760.25 | |
| 42121 · Inf-tod Fee 3.25-6 Hrs (no disc) | 5,876.00 | |
| 42120 · Inf-Tod Fee 0-3 Hrs (no disc) | 459.00 | |
| 42111 · Inf-Tod Fee 0-3 Hrs | 2,085.00 | |
| 42112 · Inf-Tod Fee 3.25-6.00 Hrs | 27,498.50 | |
| 42113 · Inf-Tod Fee 6.25-over Hrs | 106,175.00 | |
| 42114 · Inf-Tod Single Disc 0-3 Hrs | -59.00 | |
| 42115 · Inf-Tod Dbl Disc 0-3 Hrs | -90.00 | |
| 42116 · Inf-Tod Single Disc 3.25-6 Hrs | -3,896.00 | |
| 42117 · Inf-Tod Dbl Disc 3.25-6.00 Hrs | -1,416.00 | |
| 42118 · Inf-Tod Single Disc 6.25-over | -11,324.00 | |
| 42119 · Inf-Tod Dbl Disc 6.25-over Hrs | -6,261.00 | |
| 42125 · Inf-Tod Fee Written Off | 0.00 | |
| 42110 · Infant and Toddler Fees - Other | 0.00 | 123,600.00 |
| Total 42110 · Infant and Toddler Fees | 157,807.75 | 123,600.00 |
| 42150 · Meal Fee | 8,189.25 | 7,400.00 |
| 42160 · Supply Fee | 1,978.00 | 1,823.00 |
| 42170 · Drop-in Fee | 6,638.75 | 0.00 |
| 42180 · Late Fee | 230.00 | 0.00 |
| Total 42100 · Child Care Center Fees | 174,843.75 | 132,823.00 |
| 42200 · CCC Government Subsidies | | |
| 42210 · Human Services Adjustments | 424.00 | 25,000.00 |
| 42220 · Government Food Subsidies | 9,866.20 | 11,800.00 |
| Total 42200 · CCC Government Subsidies | 10,290.20 | 36,800.00 |
| 42300 · Other Child Care Center Income | | |
| 42310 · Child Care Center Donations | 5,845.97 | 0.00 |
| 42320 · CCC Interest Income | 0.00 | 150.00 |
| 42330 · CCC Miscellaneous Income | 10.00 | 0.00 |
| 42350 · Fair Trade Sales | 3,122.00 | 0.00 |
| Total 42300 · Other Child Care Center Income | 8,977.97 | 150.00 |
| 42400 · Transfers to Child Care Center | | |
| 42410 · CCC Endowment Transfer | 0.00 | 5,000.00 |
| 42420 · Merritt Trust Transfer | 32,600.00 | 32,600.00 |
| 42430 · Memorial Fund Transfer | 4,200.00 | 4,200.00 |
| 42440 · Orth Fund Transfer | 9,200.00 | 9,200.00 |
| 42450 · CCC Donations Transfer | 7,298.55 | 400.00 |
| Total 42400 · Transfers to Child Care Center | 53,298.55 | 51,400.00 |
| Total Income | 247,410.47 | 221,173.00 |

Actual vs. Budget

| Child Care Center Fund | Actual 2010 | Budget 2010 |
|---|-------------------|-------------------|
| Expense | | |
| 52100 · Child Care Center Personnel | | |
| 52110 · Director Salary | 33,114.42 | 32,007.00 |
| 52111 · Director Social Security Tax | 2,135.21 | 2,000.00 |
| 52112 · Director Medicare Tax | 499.37 | 500.00 |
| 52113 · Director Pension | 1,321.40 | 1,280.00 |
| 52115 · Director Medical Benefit | 5,104.59 | 4,500.00 |
| 52120 · Staff Continuing Education | 178.00 | 200.00 |
| 52130 · Care Provider Salaries | 145,615.12 | 137,442.00 |
| 52131 · Care Provider Social Security | 9,166.29 | 8,521.00 |
| 52132 · Care Provider Medicare Tax | 2,143.73 | 1,993.00 |
| 52140 · Care Provider Pensions | 2,229.45 | 2,000.00 |
| 52150 · Care Provider Medical Benefits | 7,343.69 | 7,000.00 |
| 52160 · Employee Screening | 70.00 | 300.00 |
| Total 52100 · Child Care Center Personnel | 208,921.27 | 197,743.00 |
| 52200 · Child Care Center Administration | | |
| 52210 · Advertising | 177.33 | 1,400.00 |
| 52220 · Copies & Printing | 290.91 | 300.00 |
| 52230 · Office Equipment & Supplies | 1,378.42 | 1,760.00 |
| 52240 · Postage | 0.00 | 30.00 |
| 52250 · Telephone CCC | 583.37 | 540.00 |
| 52260 · Child Care Center Miscellaneous | 217.84 | 0.00 |
| Total 52200 · Child Care Center Administration | 2,647.87 | 4,030.00 |
| 52300 · Child Care Center Operations | | |
| 52310 · Arts & Crafts | 491.86 | 500.00 |
| 52320 · Consumable Supplies | 2,334.50 | 3,500.00 |
| 52330 · Food & Beverage | 12,074.89 | 13,000.00 |
| 52340 · Nonfood Items | 168.20 | 0.00 |
| 52350 · Center Necessities | 444.72 | 700.00 |
| 52360 · Center Equipment | 225.02 | 1,200.00 |
| 52370 · Carpet Replacement | 0.00 | 500.00 |
| 52390 · Fair Trade Purchases | 1,724.33 | 0.00 |
| Total 52300 · Child Care Center Operations | 17,463.52 | 19,400.00 |
| Total Expense | 229,032.66 | 221,173.00 |
| Net Income | 18,377.81 | 0.00 |

2011 General Fund Budget

| Income | | |
|--|------------------------|-------------------------------------|
| Offerings | 2010 Budget | 2011 Proposed Budget |
| 40110 · Pledged Income | 420,943.00 | 375,211.00 |
| 40120 · Nonpledged Income | 23,246.00 | 29,700.00 |
| 40130 · Postpaid Pledges | 4,064.00 | 2,000.00 |
| 40140 · Church School Offerings | 518.00 | 100.00 |
| 40150 · Per Capita Income | 11,000.00 | 12,000.00 |
| 40160 · Loose/Miscellaneous Offerings | 4,286.00 | 4,337.00 |
| 40100 · Offerings - Other | 0.00 | 0.00 |
| Total Offerings | 464,057.00 | 423,348.00 |
| Other General Fund Income | | |
| 40210 · Church Use/Miscellaneous Income | 1,248.00 | 1,000.00 |
| 40220 · General Fund Interest&Dividends | 632.00 | 475.00 |
| 40230 · Food & Kitchen | 198.00 | 0.00 |
| 40240 · Taylor Income | 18,000.00 | 17,000.00 |
| 40200 · Other General Fund Income - Other | | |
| Total Other General Fund Income | 20,078.00 | 18,475.00 |
| Transfers to General Fund | | |
| 40310 · General Fund Endowment Transfer | | |
| 40320 · CE Scholarships Transfer | 6,000.00 | 5,800.00 |
| 40330 · Salary Support Transfer | 27,000.00 | 24,421.00 |
| 40340 · Outreach Scholarship Transfer | 3,500.00 | 3,500.00 |
| 40350 - Lifelines Transfer from Orth Fund | | 557.00 |
| 40360 - Lifelines Transfer from Manse Fund | | 4,447.00 |
| 40370 - Merritt Accumulation Fund | | 10,000.00 |
| 40300 · Transfers to General Fund - Other | | |
| Total Transfers to General Fund | 36,500.00 | 48,725.00 |
| Total Income | 520,635.00 | 490,548.00 |

2011 General Fund Budget

2011 General Fund Budget

| Expense | | |
|---|-------------|----------------------|
| Personnel | 2010 Budget | 2011 Proposed Budget |
| 50110 · Ministerial Salaries | 71,432.00 | 72,860.64 |
| 50111 · Housing Allowances | 51,748.00 | 52,782.96 |
| 50112 · Head-of-Staff Insurance/Pension | 25,025.00 | 25,525.50 |
| 50113 · Assoc Pastor Insurance/Pension | 14,239.00 | 14,523.78 |
| 50114 · Head-of-Staff Health FSA | 1,467.00 | 1,496.34 |
| 50116 · Head-of-Staff Travel/Prof | 1,762.00 | 1,797.24 |
| 50117 · Assoc Pastor Travel/Prof | 1,147.00 | 1,169.94 |
| 50118 · Head-of-Staff Continuing Ed | 2,000.00 | 2,040.00 |
| 50119 · Assoc Pastor Continuing Ed | 1,500.00 | 1,530.00 |
| 50120 · SECA Allowance | 8,762.00 | 8,937.24 |
| 50130 · Staff Salaries | 133,568.00 | 136,239.36 |
| 50131 · Staff Social Security Tax | 8,281.00 | 8,446.62 |
| 50132 · Staff Medicare Tax | 1,937.00 | 1,975.74 |
| 50140 · Staff Pensions | 2,789.00 | 2,844.78 |
| 50145 · Staff Medical Benefit | 9,882.00 | 10,079.64 |
| 50150 · Staff Continuing Education | 2,183.00 | 2,226.66 |
| 50160 · Parish Nurse Travel/Prof | 970.00 | 989.40 |
| 50170 · Contract Services | 528.00 | 538.56 |
| 50180 · Workforce Safety Insurance | 1,769.00 | 1,804.38 |
| 50190 · Musicians Prof Membership | 310.00 | 316.20 |
| Total Personnel | 341,299.00 | 348,124.98 |
| 50200 · Administration | | |
| 50210 · Copier Maintenance Contract | 8,730.00 | 8,730.00 |
| 50220 · Postage | 4,850.00 | 4,850.00 |
| 50230 · Supplies & Repairs | 8,245.00 | 8,245.00 |
| 50240 · Telephone | 2,328.00 | 2,328.00 |
| 50250 · Audit & Professional Services | 3,880.00 | 3,880.00 |
| 50260 · Administration Miscellaneous | 146.00 | 146.00 |
| Total Administration | 28,179.00 | 28,179.00 |

2011 General Fund Budget

50300 · Benevolences

| | | |
|--------------------------|-----------|-----------|
| 50310 · Per Capita | 29,365.00 | 28,578.00 |
| 50320 · Presbytery | 14,928.00 | 8,928.00 |
| 50330 · Synod | 4,976.00 | 2,976.00 |
| 50340 · General Assembly | 4,976.00 | 2,976.00 |
| Total Benevolences | 54,245.00 | 43,458.00 |

51100 · Christian Education

| | | |
|---------------------------------|-----------|-----------|
| 51110 · Curriculum & Supplies | 6,305.00 | 3,889.00 |
| 51120 · Adult Education | 1,940.00 | 1,086.00 |
| 51130 · Youth Ministry | 1,455.00 | 1,615.00 |
| 51140 · Confirmation | 1,164.00 | 652.00 |
| 51150 · PAC (LOGOS) | 1,940.00 | 1,372.00 |
| 51160 · Summer Programs | 2,425.00 | 1,000.00 |
| 51170 · Conference Scholarships | 5,820.00 | 5,800.00 |
| 51180 · Library & Multimedia | 970.00 | 543.00 |
| 51190 · Workshops & Conferences | 1,940.00 | 0.00 |
| Total Christian Education | 23,959.00 | 15,957.00 |

51200 · Membership

| | | |
|-----------------------------|----------|----------|
| 51210 · Advertising | 1,843.00 | 1,843.00 |
| 51220 · Fellowship | 1,795.00 | 1,795.00 |
| 51230 · Membership Ministry | 340.00 | 340.00 |
| 51240 · Lifelines | | 5,000.00 |
| Total Membership | 3,978.00 | 8,978.00 |

51300 · Outreach

| | | |
|-------------------------------|----------|----------|
| 51310 · Outreach Ministry | 1,940.00 | 1,940.00 |
| 51320 · Web Page | 698.00 | 698.00 |
| 51330 · Outreach Scholarships | 3,500.00 | 3,500.00 |
| Total Outreach | 6,138.00 | 6,138.00 |

2011 General Fund Budget

51400 · Property & Equipment

| | | |
|--|-----------|-----------|
| 51410 · Building Repairs & Maintenance | 14,550.00 | 14,550.00 |
| 51420 · Insurance | 13,469.00 | 13,469.00 |
| 51430 · Utilities | 42,195.00 | 37,195.00 |
| 51440 · Real Estate Taxes & Specials | 3,000.00 | 3,550.00 |
| 51450 · Custodial Supplies | 3,880.00 | 3,880.00 |
| Total Property & Equipment | 77,094.00 | 72,644.00 |

51500 · Stewardship & Mission Interpretation

| | | |
|--------------------------------|----------|----------|
| 51510 · Annual Budget Campaign | 2,425.00 | 2,425.00 |
| Total Stewardship & Mission | 2,425.00 | 2,425.00 |

51600 · Worship & Music

| | | |
|--|----------|----------|
| 51610 · Acolyte Training | 194.00 | 194.00 |
| 51620 · Chancel Supplies | 1,455.00 | 1,455.00 |
| 51630 · Guest Programs & Events | 485.00 | 485.00 |
| 51640 · Holiday Decorations | 485.00 | 485.00 |
| 51650 · Instrument Repairs/Maintenance | 1,940.00 | 1,940.00 |
| 51660 · Music | 873.00 | 873.00 |
| 51670 · Worship & Music Miscellaneous | 291.00 | 291.00 |
| Total Worship & Music | 5,723.00 | 5,723.00 |

51900 · Other General Fund Expenses

| | | |
|-----------------------------------|----------|----------|
| 51910 · Food & Kitchen | 3,201.00 | 3,201.00 |
| 51920 · Session | 243.00 | 243.00 |
| 51930 · Presbytery Meeting Travel | 1,358.00 | 1,358.00 |
| Total Other General Fund Expenses | 4,802.00 | 4,802.00 |

| | | |
|----------------------|-------------------|-------------------|
| Total Expense | 547,842.00 | 536,428.98 |
|----------------------|-------------------|-------------------|

| | | |
|-------------------|-------------------|-------------------|
| NET INCOME | -27,207.00 | -45,880.98 |
|-------------------|-------------------|-------------------|

2011 Child Care Center Fund Budget

| Income | | |
|---------------------------------------|-------------------|-------------------|
| Child Care Center Fees | 2010 Budget | 2011 Budget |
| 42110 · Infant and Toddler Fees | 123,600.00 | 163,040.00 |
| 42150 · Meal Fee | 7,400.00 | 8,336.00 |
| 42160 · Supply Fee | 1,823.00 | 2,416.00 |
| 42170 · Drop-in Fee | 0.00 | 4,400.00 |
| 42180 · Late Fee | 0.00 | 0.00 |
| Total for Child Care | 132,823.00 | 178,192.00 |
| CCC Government Subsidies | | |
| 42210 · Human Services/Prime Time | 25,000.00 | 435.00 |
| 42220 · Government Food Subsidies | 11,800.00 | 9,268.00 |
| Total for Government Subsidies | 36,800.00 | 9,703.00 |
| Other Child Care Center Income | | |
| 42310 · Child Care Center Donations | 0.00 | 1,779.00 |
| 42320 · CCC Interest Income | 150.00 | 0.00 |
| 42330 · CCC Miscellaneous Income | 0.00 | 0.00 |
| 42350 · Fair Trade Sales | 0.00 | 2,915.00 |
| Total for Other Income | 150.00 | 4,694.00 |
| Transfers to Child Care Center | | |
| 42410 · CCC Endowment Transfer | 5,000.00 | 5,000.00 |
| 42420 · Merritt Trust Transfer | 32,600.00 | 35,435.45 |
| Total for Transfers | 51,400.00 | 40,435.45 |
| Total Income | 221,173.00 | 233,024.45 |

2011 Child Care Center Fund Budget

2011 Child Care Center Fund Budget

| Expense | | |
|--|-------------------|-------------------|
| Child Care Center Personnel | 2010 Budget | 2011 Budget |
| 52110 · Director Salary | 32,007.00 | 34,932.00 |
| 52111 · Director Social Security Tax | 2,000.00 | 2,252.00 |
| 52112 · Director Medicare Tax | 500.00 | 529.00 |
| 52113 · Director Pension | 1,280.00 | 1,397.00 |
| 52115 · Director Medical Benefit | 4,500.00 | 5,176.00 |
| 52120 · Staff Continuing Education | 200.00 | 200.00 |
| 52130 · Care Provider Salaries | 137,442.00 | 149,445.00 |
| 52131 · Care Provider Social Security | 8,521.00 | 9,410.00 |
| 52132 · Care Provider Medicare Tax | 1,993.00 | 2,202.00 |
| 52140 · Care Provider Pensions | 2,000.00 | 2,263.00 |
| 52150 · Care Provider Medical Benefits | 7,000.00 | 6,827.00 |
| 52160 · Employee Screening | 300.00 | 300.00 |
| Total for Child Care Personnel | 188,443.00 | 214,933.00 |

| Child Care Center Administration | | |
|--|-----------------|-----------------|
| 52210 · Advertising | 1,400.00 | 1,200.00 |
| 52220 · Copies & Printing | 300.00 | 500.00 |
| 52230 · Office Equipment & Supplies | 1,760.00 | 1,760.00 |
| 52240 · Postage | 30.00 | 30.00 |
| 52250 · Telephone CCC | 540.00 | 800.00 |
| 52260 · Child Care Center Miscellaneous | 0.00 | 0.00 |
| Total for Child Care Administration | 4,030.00 | 4,290.00 |

| Child Care Center Operations | | |
|--|------------------|------------------|
| 52310 · Arts & Crafts | 500.00 | 500.00 |
| 52320 · Consumable Supplies | 3,500.00 | 3,500.00 |
| 52330 · Food & Beverage | 13,000.00 | 13,000.00 |
| 52340 · Nonfood Items | 0.00 | 200.00 |
| 52350 · Center Necessities | 700.00 | 700.00 |
| 52360 · Center Equipment | 1,200.00 | 1,200.00 |
| 52370 · Carpet Replacement | 500.00 | 0.00 |
| 52390 · Fair Trade Purchases | 0.00 | 2,000.00 |
| Total for Child Care Operations | 19,400.00 | 21,100.00 |

| | | |
|----------------------|-------------------|-------------------|
| Total Expense | 221,173.00 | 240,323.00 |
|----------------------|-------------------|-------------------|

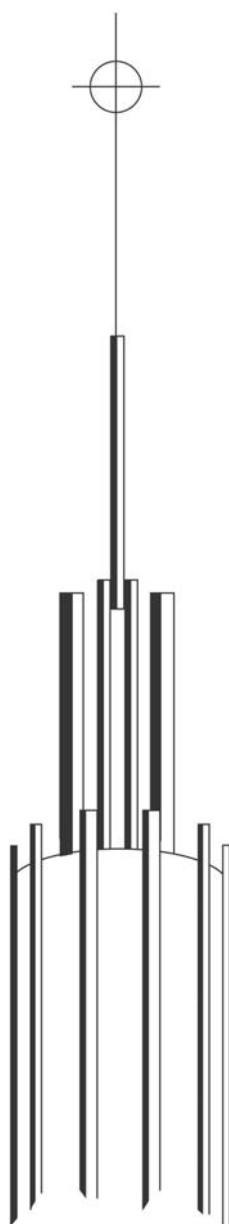
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|-------------------|-------------|------------------|
| NET INCOME | 0.00 | -7,298.55 |
|-------------------|-------------|------------------|

First Presbyterian Church

214 East Thayer Avenue
Bismarck, ND 58501

Phone: 701-223-6091
Fax: 701-255-7344
E-mail: genas@fpcbismarck.com

www.fpcbismarck.com



Sunday Worship Schedule

Education Hour: 9:00 a.m.
Worship: 10:00 a.m.

Office Hours

Monday thru Friday
8:00 a.m.—12:00 noon
1:00 p.m.—5:00 p.m.

Church Staff

| | |
|----------------------------|---------------------------|
| Pastor-Head of Staff | Rev. Dr. Jacob L. Kincaid |
| Associate Pastor | Rev. Vicki J. Rucker |
| Business and Finance | Vickie Haas |
| Program and Communication | Gena Schwartz |
| Organist | Jan Candee |
| Choir Director | Debi Rogers |
| Bell Choir Director | Lael Hoerauf |
| Custodian | Les Hornbacher |
| Child Care Center Director | Shawn Stettner |
| Parish Nurse | JuLann Wiseman |
| Membership Services | Judy Lentz |
| Membership Services | Paul Murphy |