

Building & Grounds Committee

Members: Dave Solper, Chair; Pete Blashka; Ken Solper; Kevin Kabacinski; Floyd Bucher; George Hubbard and Mary Belanger, staff.

The Building & Grounds Committee continued to act as building managers to monitor and maintain necessary up-keep of the church buildings and grounds. As such, B&G performed or authorized and arranged for minor electrical, plumbing, painting and other general repairs and maintenance work. Session approval was sought for major work items. Monthly meetings were held to identify, plan, authorize and review work.

Some maintenance / repair items arranged for or performed included:

- Boiler servicing;
- Elevator inspection / lubrication;
- Air conditioning servicing;
- Painting;
- Roof inspection / repairs;
- Sewer line cleaning
- Door / lock repairs

Additional recurring activities included:

- B&G budget preparation and monitoring
- Strategic objectives and goals review
- Sunday coffee hour hosting
- Security system alarm response
- Snow removal contracts oversight
- Church cleanup day assistance

Additional non-recurring activities included:

- Riding lawn mower replaced with donated funds
- Blower motor base rebuilt and motor re-installed
- Roof membrane repaired
- Carpet replacement support
- Respond to and work with Police regarding non-authorized building entry

Building and Grounds would like to thank all the volunteers who help to make our building and grounds beautiful!

Christian Education Committee

Members: Loni McCormick, Bobbi Holl, Kathleen Ford, Deb Gauthier (Session Representative), Brenda Hubbard, Lacy Schimmel, Ken Sann (Staff until October, 2017)

Children:

Sunday School continued to be held from October – December and from February – April with no Sunday School being held on the first Sunday of the month in order for the children to participate in the Sacrament of Communion during worship. Teachers were also recruited and committed to teaching for the whole month with the “All-In-One Sunday School” curriculum being implemented in Fall, 2017.

The Christian Education Committee also worked to revise the Liability Forms/Policy Revisions which were passed by Session.

Communion Training was held on April 1 with five children/youth participating with their First Communion being held on April 2 during worship in which they each received their own Bibles.

Nancy Siewert organized a “Summer Story Hour” held on Tuesday mornings throughout the month of August outside (weather permitting) which included story reading, craft projects, games and snacks.

Vacation Bible School was held on August 1-3 with the theme of “Hero Central” focusing on identified hero’s of the Bible along with local community hero’s which included visits from the Green Bay Fire Department, Mike Barlament and his excavating crane and a former Packer Player. Nineteen children along with seven youth helpers attended this three-day event.

The children of First Presbyterian Church also participated in the annual Christmas Pageant held during morning worship on December 24 organized by Mary Steeno with assistance from Amy Wittman and Jill Stenson.

Youth:

The Ungabunga Tribe continues to meet on Wednesday evenings from 6:30-8:00 p.m. led by Loni McCormick and Bobbi Holl. They participate in fellowship, study and mission activities throughout the year. Highlights/activities from 2017 include:

- Ski Trip to Ski Brule in January, 2017.
- Youth Service on February 19
- Participating in 30-hour Famine on April 21-22.

- Assisting with Vacation Bible School.
- Participated in the “Feed My Starving Children” Mobile Food Pack in October, 2017.
- Assisting in the Advent Workshop on November 26.
- Wrap-In-Lock In wrapping Christmas presents for the three families from Tank School on December 16.

Four High School graduates were recognized in worship on Graduation Sunday, June 11 with a gift from the Christian Education Committee.

Twelve youth began their Confirmation Study in October, 2017.

- Seven Confirmands attended the Winnebago Youth Camp in October, 2017.
- Confirmation Class also attended the Winnebago Presbytery Meeting in November, 2017.
- Preliminary plans were also started for the Confirmation Class to attend a Mission Trip to Montana scheduled for June, 2018.

Adult/Family/Community:

Adult Educational Opportunities for the congregation to participate in throughout 2017 included:

- Commoner – Meeting Thursday at 11:00 a.m. for study and lunch.
- Esther Circle – Presbyterian women meeting on the second Thursday of the month at 1:00 p.m. for dessert with their study taken from the “Horizon’s Bible Study” curriculum.
- Pres Folk – Meeting on the third Thursday of the month at 1:00 p.m. for fellowship and topic/community presentation. This group worked to coordinate their group with the equivalent group from First United Presbyterian Church in DePere.
- Men’s Breakfast – Gathering of men on the first Saturday of the month at 9:00 a.m. for breakfast, fellowship and Bible Study.
- All-Church Bible Study – Meets on the first Wednesday of the month at 6:30 p.m. for Bible Study.

The Christian Education Committee organized a Lenten Book for the congregation and sponsored two movie nights during Lent, the first movie being “Miracle for Heaven” on March 5 and the movie “Risen” on April 22. They also offered an Easter craft for those attending the Easter Breakfast.

Pastor Randy held an adult education class in March, 2017 in his home for those interested focusing on what church membership means.

The Christian Education Committee also held another “Souper Bowl of Caring” Soup contest/luncheon on February 5 to benefit the Presbyterian Pantry and a “Casserole Cookoff” on September 17 to benefit “Feed My Starving Children”.

The Christian Education Committee also sponsored a “Nibble & Paint with Patcee” event on May 20 led by artist Patcee Bucher.

Two members from the congregation attended Synod School in Iowa in July, 2017.

The Christian Education Committee also held another outdoor movie night for the neighborhood on September 23 featuring the movie, “Finding Dory”.

The Christian Education Committee also organized the Advent Workshop on November 26 after worship with a luncheon, music, crafts, cookie decorating and wreath making.

2018 Christian Education Goals

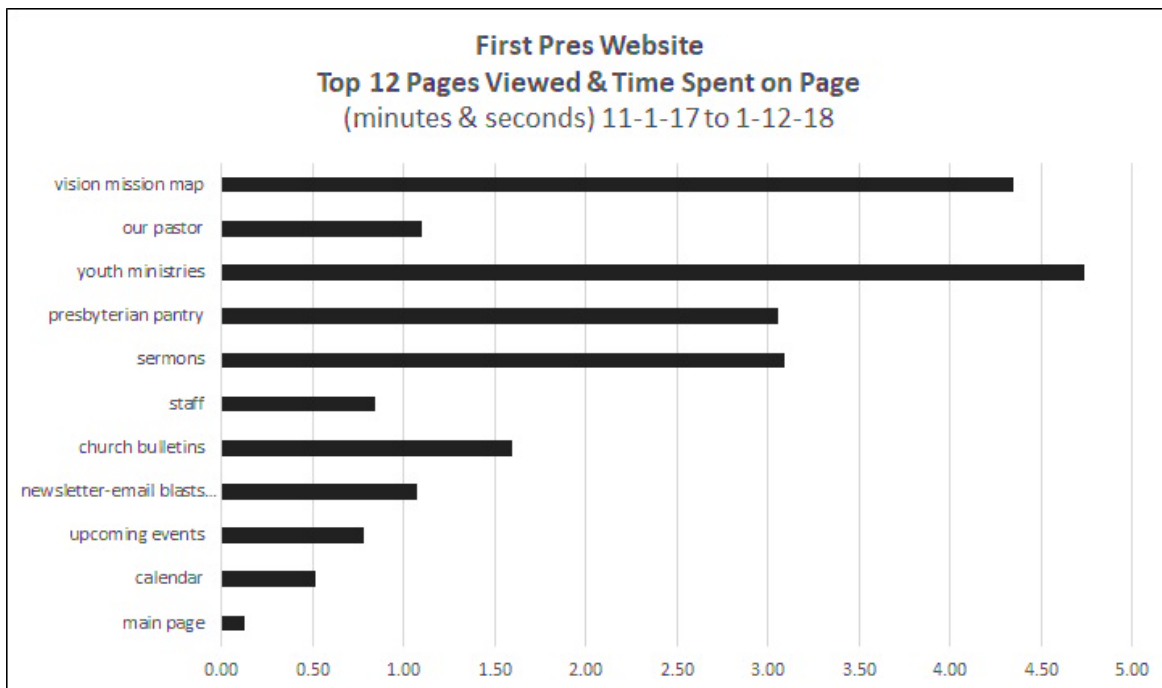
1. Continue to enhance individual/couples/family opportunities for Christian Education and fellowship
2. Continue to be more inviting within the neighborhood by encouraging more use of our facilities and working with Building & Grounds Committee to install outdoor seating.
3. Continue to promote connections/coordinate activities with other churches to include working with churches in Montana as the Confirmation Class plans for their mission trip in June, 2018.

Communications and Marketing Committee

Pastor Randy, Phil Mikulsky, Chair; Teresa Schoffelman, and Connie Greenawald (Taylor Wittman participated as a member until she began college, 9-17). The CMC budget was administered for 2017. A communication and marketing director was hired mid-year 2016 (Connie Greenawald) and served FPC all of 2017.

2017 Notables:

- Director of Communications and Marketing position was expanded to 15 hours/week in 2017.
- Phil Mikulsky is the Session representative and chair of the CMC. Pastor Argall serves as "advisor" to the group. Teresa Schoffelman serves as Committee expert. Connie Greenawald is Director of C&M. Obviously, this Church effort can always use additional volunteer help.
- The CMC prioritized and progressed upon "experiments" in 2017:
 - Church Newsletter electronically (and hard copy) distributed every two months with targeted emails sent between newsletters
 - Church Website redesign and update (large and successful effort)



- Developing Church print material/pamphlet
- Supported communication of Church Values effort.
- Expanded Church Social Media "presence"

2018 Efforts/Experiments will include:

- Conclude Church print material/pamphlet
- Dynamic maintenance of Church Website and social media
- Research and Recommendations of Experiment with Video Equipment for worship

Significant "developmental" progress occurred for C&M in 2017. Communication maintenance ongoing. Goal of CMC is to enhance both the communications and marketing of/for FPC.

Deacons

Kevin Kabacinski, Chair; Sue Mikulsky, Co-Chair; Brenda Hubbard, David Young, Sandy Deadman, Russ Christensen, Linda Michael, Holly Gehri, Brandt Schoffelman, Devin Wellner, Judy Exl, Lisa Solper

The Deacons continue to be active in ministering to the congregation and members of the community. Our regular and on-going accomplishments include:

- Regularly visit our “persons of special concern”, many of whom are homebound
- Preparing for monthly communion and assisting Pastor in serving communion for the homebound
- Conduct communion table training for children preparing for their first communion
- Sending greeting cards including birthday cards to those aged 80 or above, baby, anniversaries of 50 years or more, sympathy, get well, and thinking of you cards
- Writing Christmas cards for our pantry patrons
- Sending care packages to our college students and military personnel in the fall
- Coordinating meals to deliver to members with temporary special needs
- Coordinating the “Job Jar” which matches volunteers **with members** who have an occasional chore that needs to be done
- We are available to assist with funeral meals if requested
- Facilitating all aspects of the Augusta Jeffery Memorial Award
- Provide and serve two dinners for guests at St. John the Evangelist Homeless shelter
- Involvement in Feed My Starving Children campaign
- Welcoming visitors and new members
- Creating several tie blankets for Christmas Prayer Basket recipients
- Initiated a ride share program to provide rides to Sunday worship for those who cannot drive
- New member pair-up, support

Our Goals for 2018 include continuing the above services, also our 2018 Committee Goals.

2018 Committee Goals

Deacons

Priority	Goal, Stated as a Desired Outcome Be Specific!	What are the key supporting actions for how the goal will be accomplished?	What would be the observable signs of success?	When do you intend for this to be accomplished?
#1	Offer support to new members	“pair-up” a new member with a Deacon who will provide reminders of upcoming events and make them feel welcome	New members join in events that are offered and interact with other members at coffee hour	ongoing
#2	Increase involvement in FMSC efforts	Fundraising effort with multi-level increments	Increased donations	By the FMSC mobile pack date
#3	Increase awareness and success of ride share program	Intermittently add announcements in bulletin and newsletter recruiting riders and ride givers	Successful matching up of riders and ride givers	ongoing
#4	Pantry and FMSC fundraiser	Brat fry at Festival Foods. Proceeds split between pantry and FMSC.	Raise \$250 or more for each	Fall 2018

Fellowship Committee

Nancy Siewert joined the Fellowship Committee in 2017 so our committee members currently are Nancy, Roberta Brand, Bruce Deadman, Loni McCormick, and Ann Argall.

In 2017 the Fellowship Committee sponsored a Fat Tuesday Party and planned the Easter Breakfast. We helped to plan and facilitate the Seymour Park Neighborhood picnic, which was a new event last year and replaced our usual church picnic. The neighborhood picnic seemed to go well and was well received by the several churches involved, as well as by the neighborhood folks, so we plan to be involved with it again for 2018. The picnic will be held on a Saturday this year (it was on a Sunday last year) so we will see how that change will impact attendance and involvement.

Our committee also sponsors Church Chix, which is a monthly gathering of women at various local restaurants, facilitated mainly by Leah Mott. And we sponsor the church softball team, coached in recent years by George Hubbard. Thank you Leah and George!

Our committee is responsible for supplying the church kitchens with paper products, coffee, lemonade, sugar and creamer. We are absolutely missing the presence of Ginney Amen in that regard, as she quietly and graciously took care of stocking the kitchens for many years. We have been on a quest to eliminate the use of Styrofoam cups and plates in the building. We are asking coffee hour committees to use the china cups and plates whenever feasible, but we also intend to have a supply of recyclable paper products to use as needed. This is a work in progress! Thank you Committees for your help with this!!

We are also planning to change the 2018 "Easter Breakfast" to Palm Sunday this year, calling it the "Spring Breakfast". This is just a trial but it seemed to us that many people have plans with their families on Easter Sunday, and it gets somewhat hectic to add one more event to the mix on that day. Once again, if anyone would care to join the committee or make themselves available to help in any way possible, please contact Ann Argall (920-309-2762) or Loni McCormick (920-655-8258).

Finance & Administration Committee

Members: Beth Ryder, Chair; Jim Jansen, Mary Steeno, Greg Dietzen, Mary Barlament, Lynne Nelson (Financial Secretary)

2017 Accomplishments:

- The Finance & Administration Committee met on a regular basis to monitor and record all church receipts and expenditures. Income statements and balance sheets were approved by both the committee and Session. The committee also reviewed all endowment expenses and designated accounts. In addition, the committee monitored administration expenses.
- Monthly financial information was submitted to the church newsletter to enhance communication with the congregation.
- Endowment Funds were dispersed to provide the Augusta Jeffery Award, college scholarships and several CE events including the ski trip, the outdoor movie night and youth fall camp. Endowment funds for targeted ministry budget expenses were also used. (2017 approved ministry budget contained \$68,215.00 of Endowment Funds and actual amount used was \$50,445.24).
- Reviewed the asset allocation of the Endowment accounts. We are at 60% equities, 30% bonds, 10% cash and other.
- Transitioned the Financial Secretary Position from Carol Houston to Lynne Nelson.
- Prepared the Annual Report for the Congregation.
- Assisted the Stewardship committee in their annual campaign
- Assisted in the preparation of the 2018 Budget.

Outreach Committee

Members: Deb Shober, Chair; Stephanie Fahringer, Mary Ginnebaugh, Jane Bies, Lisa Solper

The Outreach Committee continued to support the following local mission opportunities in 2017:

- Cozy Coats for Kids – FPC’s congregation collects hats, mittens & gloves, coats, lip balm, Kleenex, etc. to help Tank School provide warmth and comfort through the coldness of the Wisconsin winters.
- 2 for 2 at the “U” is an amazing program FPC sponsored in the spring and fall of 2017. It is a program at the Mauthe Center every Tuesday night at 5:30 p.m. We served a full meal for only \$2 per person. Proceeds are donated to those who live on less than \$2 a day. FPC volunteers provided a taco bar in the spring and chili in the fall plus all the good stuff that goes with it as well as awesome deserts.
- Project Friendship – This is FPC’s outreach to our neighborhood every July where we provide a picnic of hot dogs, burgers, chips, salads and of course more yummy deserts. This is in collaboration with our friends at Trinity Lutheran Church and hosted by Cup-O-Joy Christian Coffee House. We have games & prizes for the kids as well as music and good conversation for adults.
- Back to School – FPC’s congregation supports the needs of Tank school by collecting school supplies, lip balm, Kleenex and many other items so that the children have what they need to succeed!
- Christmas Prayer Baskets – We adopt three families from Tank school each holiday season and provide them with gifts and a Christmas dinner. Many of the families at Tank are single parent or parents that are unemployed and unable to provide the family with anything special for Christmas. FPC has always supported this community outreach with glad and giving hearts.
- Habitat for Humanity – Outreach committee and the Deacons provided 6 lunches for habitat workers who were building a home on Ashland Ave across the street from the church parking lot.
- Presbyterian Pantry of Green Bay – During these challenging economic times our pantry has been fortunate enough to be able to continue to provide grocery and personal care items to +100 families every second and fourth Tuesday of each month. We continue to receive funding donations through Stock the Shelves Program that is administered through Feeding America as well as local

food drives sponsored by organizations such as the Boy Scouts of America and Letter Carriers of the USPS. Some funding is also provided each year through donations from our generous FPC congregation, First United Presbyterian and Wequiock Presbyterian.

In addition to the above, the Outreach Committees 2017 budget supported contributions to the following non-profit organizations in 2017: UWGB Mauthe Center, St John's Homeless Shelter, YMCA Strong Kids Campaign, NEW Resource Fly-a-kite, The Outreach Foundation supports missionaries Allan and Ellen Smith and our own FPC Pantry.

The Outreach Committee also facilitates information sharing for the four "special" offerings throughout the year. These offerings are:

- One Great Hour of Sharing (April-during Lent) which supports the Presbyterian Hunger (36%), Disaster Assistance (32%), and Self-Development of People programs (32%).
- Pentecost Offering (May-Day of Pentecost) which supports congregational ministries with children at risk (40%), General Assembly ministries with youth and young adults (50%), and Child Advocacy at the national level (10%).
- Peacemaking Offering (Oct-World Communion Sunday) which supports Congregational peacemaking ministries (25%), Presbytery and Synod peacemaking efforts (25%), Presbyterian peacemaking ministries of the General Assembly Mission Council (50%).
- Christmas Joy Offering (Dec-4th Sunday of Advent) which supports the assistance programs of the Board of Pensions (50%), Ethnic/Racial education at PCUSA related schools and colleges (50%).

The Outreach Committee 2018 budget also supports the blessed work done by the General Assembly, Synod, and local Winnebago Presbytery by providing monthly contributions.

Finally, the Outreach Committee drafted a proposal (approved by session) to include two members of the Feed My Starving Children group to serve on Outreach and to have a budget line in 2018 to support the efforts of this valuable international mission.

2018 Outreach Committee Goals

- Continue to support the Pantry's effort to become sustainable
- Promote support for longstanding mission activities that include Tank School, our church neighborhood and the UWGB Mauthe Center
- Support the Seymour Park Picnic
- Support and participate in a local Faith Habitat Build
- Support an annual inter-generational & inter-congregational mission trip
- Collaborate more with Deacons for outreach opportunities in the community

Personnel Committee

Members: John Early, Chair; Jay Rietz, Judy Knutzen-Nerad left the Committee to pursue other service opportunities. We appreciate Judy's contribution and wish her well.

Carol Houston, our Office and Finance Manager, had to retire because of health reasons. We appreciate Carol's 4 years of service. Along with Carol we lost her husband, Tom. Tom has been volunteering his time to support our IT system needs. In order to replace Carol, we reconfigured the job responsibilities and changed the title to Financial Secretary. After months of searching, we were blessed, with God's help, to recruit Lynne Nelson to the position of Financial Secretary. Lynne has been a wonderful addition to our staff. To replace Tom Houston we contracted Jim Campbell of Titledown Technology.

Jenny Solper also retired as Choir Accompanist. Jenny has volunteered to accompany our choir for many years and we greatly appreciate her service. In the interest of experimentation, Session agreed to replace the choir one Sunday per month with an inter-generational contemporary choir.

In September of 2014, Ken Sann, stepped up as an interim CE Director. After being ordained and after 3 years of service, Ken resigned his CE position to take on bigger challenges. Thanks Ken for your service. We reconfigured the position description and posted the job on numerous websites. All of our efforts to recruit a replacement proved unsuccessful.

We contracted The Rev. Sarai Schnucker Rice to help Session assess our organization and make recommendations for improvement.

Loni McCormick and Bruce Deadman prepared an employee policy manual for Session review.

The Personnel Committee Strategy for 2018 is as follows:

Goal:

Staff the organization for success

Stewardship Committee

Members: Tom Schoffelman, Nancy Kwaterski, Kirke Ryder, Ross Early, Matt Gehri

This has been a time of transition for the Stewardship Committee and Pastor Randy has been temporarily acting as the Chairperson.

In May, Pastor Randy attended a week-long class on Religious Fundraising at Luther Seminary and brought back a proposal for identifying our values. Those who give to support the vision and mission of the church ask questions like:

What value will my giving address?

What is precious and of value to me and my community?

Why am I doing this?

As a community of faith, we must be clear about what we value, what we want to be known for, and what stirs us and causes us to act. The Stewardship Committee launched a process of discernment over the summer to identify and define our values, which we then used in the fall stewardship campaign. Stewardship is a way for us to join together to spread the values that we share: mission, strong relationships, meaningful worship, acceptance and active faith.

The Stewardship Committee looks forward to promoting our values throughout the year. In addition, we are committed to learning best practices and are open to trying “experiments.” We will continue to lift up the convenience and effectiveness of online giving.

We now have 26 families who give online. If you would like to try this option, you can sign up on our website. Go to the “Giving History and Profile” tab in the upper right corner of the church’s homepage. You will need to create a password and then input your bank account’s routing number and your account number (this is done in an encrypted way and remains confidential). You can then enter how much, how often, and for how long you wish to give. If you need assistance, feel free to contact our Finance Secretary, Lynne Nelson.

A final word about our per capita giving. In 2017, our per capita payment, based on 262 members, was \$9,590. What we actually received from those who designated their contribution was \$4,111. Thus we received about 43% of what we actually paid. We make up the difference from other income sources. This has been a long-term pattern but we are slowly improving. We remind all members that per capita in 2018 is **\$35.43** and is due in March. Paying per capita is the Presbyterian thing to do—it makes our system of governance and ministry work for all of us!

Worship Committee

Members: Amy Wittman, Chair; Nancy Siewert, Mary Steeno, Patcee Bucher, Allan Russell (staff), Bob Nickel (staff), and Pastor Randy (staff)

The Worship Committee ministered to the spiritual growth and well-being of members and friends of First Presbyterian Church by promoting an uplifting, nurturing worship experience. The following highlight our actions and accomplishments in 2017:

- Communion was held the first Sunday of each month. The Deacons prepared communion each month and assisted Pastor Randy in serving communion to the homebound. A special emphasis was placed on World Communion Sunday which highlighted different countries around the world.
- At the end of May Jennifer Solper retired as the choir accompanist. The Worship Committee is very grateful for her many years of faithful service. In lieu of hiring a new pianist to accompany the choir on Bob's Sunday off, a variety of alternative music, such as an intergenerational choir, string ensemble, and children's choir is replacing the anthem one Sunday per month.
- A Time with the Young Church was implemented during the Worship service on the first Sunday of each month.
- In addition to regular Sunday worship, there were additional worship services held on Maundy Thursday, Good Friday, and Christmas Eve. We also participated in a joint Thanksgiving Eve worship service with First United Presbyterian Church. This service was held at First Presbyterian in 2017.
- Special emphasis was given to Gifts of Women Sunday (February 26th), Presbyterian Men Sunday (June 18th), and Children's Sabbath Sunday (October 22nd). Each of these Sundays were celebrated with a variety of activities during worship.
- On Palm Sunday a Passion of Christ drama was presented during worship.
- The Ultimate Question intergenerational musical was performed during Worship on May 7.
- We participated in an evening pipe organ concert series during the summer with other downtown churches. The concert was very well received and there are plans to hold it again in 2018.
- We were blessed with an abundance of wonderful music during worship throughout the year. The chancel choir sang stirring anthems during the school

year, our intergenerational choir, children's choir, and string ensemble also performed during worship. In the spring we welcomed First United Presbyterian Church's handbell choir to a service. In addition, during the summer there were many talented individuals who shared their musical abilities in worship. During Advent and the Christmas season we were treated to the Christmas Cantata by the Chancel Choir, the Christmas Pageant by the Cherub Choir, and a brass band during the Christmas Eve service.

- Patcee Bucher gave the sanctuary a fresh look with new seasonal arrangements.

Leah Mott continues to support the Worship Committee by scheduling greeters, readers, and audio during each worship service.

FIRST PRESBYTERIAN CHURCH STRATEGY

Vision Statement: *God Nourishes All to Grow*

Mission Statement: *Inspiring All to Love and Serve with Christ*

2017 M.A.P. (Missional Action Plan)

1. A **staffing** pattern that best serves our missional church emphasis
2. Build upon current efforts to collaborate in **outreach and mission**
3. Faith development and ministry involvement of **young families**
4. **Good stewardship** of ministry income and endowment funds in carrying out our mission

2017 M.A.P. (Missional Action Plan)

1. A **Staffing** Pattern that Best Serves our Missional Church Emphasis
 - A. Participate in a Session retreat on staffing led by a consultant.
 - B. Move from an interim to a permanent Director of Christian Education. Personnel and Christian Education Committees to revise the position description. Search for and hire a successful candidate.
 - C. Communications and Marketing Committee to evaluate the increased time and workload of the Director of Communications.
 - D. Worship Committee to build/expand the Music and Arts program by recruiting directors/volunteers for one time or occasional performances (e.g., an intergenerational contemporary choir, youth instrumental ensembles, youth dance and/or drama).
2. Build Upon Current Efforts to Collaborate in **Outreach and Mission**
 - A. Enhance our efforts with the Presbyterian Food Pantry.
 - B. Transition the Feed My Starving Children committee into our system of governance.
 - C. Outreach Committee plans an intergenerational mission trip.
 - D. Session reps collaborate with counterparts from First United Presbyterian Church in De Pere to plan a joint mission project.
3. Faith Development and Ministry Involvement of **Young Families**
 - A. Each committee to make a special effort to include young families in their activities and experiments.
 - B. Worship and Christian Education Committees to revisit the value of children's sermons during worship.
4. **Good Stewardship** of Ministry Income and Endowment Funds in Carrying Out our Mission
 - A. Stewardship Committee continues the "Pay It Forward" theme (e.g., raising funds for sanctuary carpeting).
 - B. Session to explore a budgeting process more connected to committee goals and the church's mission.
 - C. Session to undertake a discernment effort on the use of endowment funds.

FIRST PRESBYTERIAN CHURCH "SUMMARY STRATEGY"

Vision Statement: *God Nourishes All to Grow*

Mission Statement: *Inspiring All to Love and Serve with Christ*

Values Statement: We value *Mission, Strong Relationships, Meaningful Worship, Acceptance, Active Faith*

2018 Session Missional Action Plan (MAP)

1. Strengthen our **mission** of feeding the hungry and serving the needy
2. Build **strong relationships** with a focus on young families
3. Continue to enhance the **worship** experience
4. Demonstrate **acceptance** in our congregation and neighborhood
5. Practice an **active faith** that grows through study and discernment
6. Revisit the budget process and resolve ongoing **endowment** question regarding appropriate use of endowment funds

2018 MAP EXPLANATION

1. Strengthen our **mission** of feeding the hungry and serving the needy
 - A. Support the Presbyterian Food Pantry to move it toward long-term sustainability
 - B. Conclude the transition of the Feed My Starving Children committee into our system of governance
 - C. Support the youth mission trip to Montana
 - D. Support the collaborative and intergenerational mission trip to St. Louis
2. Build **strong relationships** with a focus on young families
 - A. Each committee includes young families in their activities and experiments
 - B. Hire a Director of Children, Youth and Family Ministries
 - C. Plan a session retreat on MAP #2 (invite additional representation from the Christian Education Committee)
3. Continue to enhance the **worship** experience
 - A. Build/Expand the Music & Arts Program (e.g. an intergenerational contemporary choir, youth instrumental ensembles, liturgical dance, drama)
 - B. Define and fill a leadership position in Music and the Arts
 - C. Collaborate with Presbyterian churches in De Pere, Wequiock and Robinsonville on music, pulpit exchanges, VBS and combined worship services
4. Demonstrate **acceptance** in our congregation and neighborhood
 - A. Participate in the Seymour Park summer picnic with the city of Green Bay, area churches, and the Seymour Park Neighborhood Association
 - B. Continue to serve the diverse students and needs at Tank Elementary School
 - C. Increase neighborhood participation in VBS
 - D. Pursue fellowship and ministries with the Hispanic Church that shares our building
5. Practice an **active faith** that grows through study and discernment
 - A. Encourage participation in committee-wide, session-wide and congregation-wide studies
6. Revisit the budget process and resolve ongoing **endowment** question regarding appropriate use of endowment funds
 - A. Rethink the budget process and make changes where helpful
 - B. Engage in study and discernment to resolve the question regarding the appropriate use of endowment funds in our budgeting process
 - C. Bring our Presbyterian Foundation representative to meet with the Stewardship Committee, the Finance Committee, and the Session