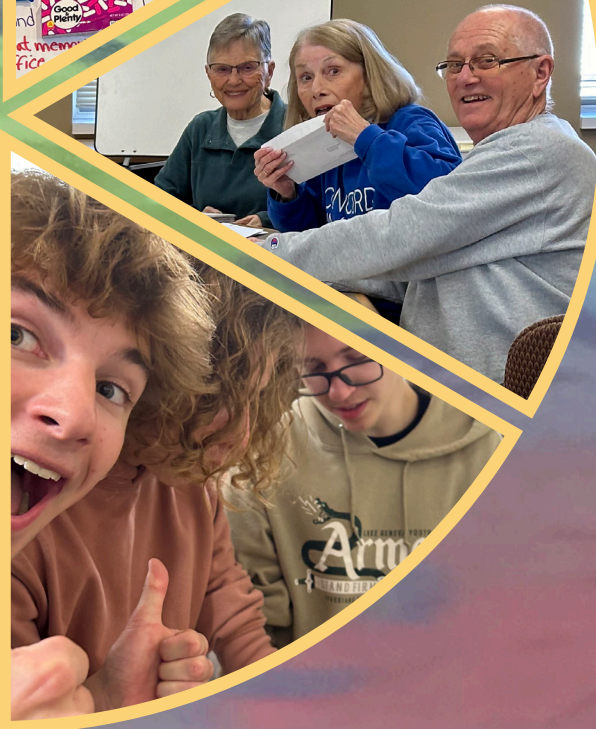
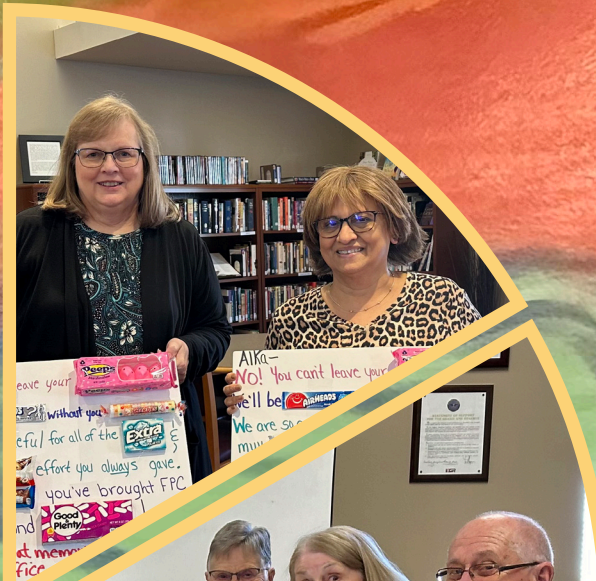


ANNUAL REPORT 2024



MEETING AGENDA

Introduction and Call to Order

Pastor Will Wilson, Moderator

—Book of Order of the Presbyterian Church,
USA G-1.0502 and G-1.0503

Opening Prayer

Pastor Will Wilson

Declaration of a Quorum (5%)

Elder Lolly Lawrence, Clerk of Session

An Opening Pastoral Message

Pastor Will Wilson

OUR PURPOSE TODAY

- To **recap** the FPC year just past and look back with thanksgiving.
- To **recognize** and thank those who have served faithfully.
- To **rejoice** in what God is doing in and through the life of His Church, and to look forward to the future!

Clerk's Report for 2024

Elder Lolly Lawrence, Clerk of Session

Questions, Comments, Suggestions or Commendations on any Ministry Reports from 2024

Report of the Finance Elder Looking at 2025

Alan Roberts, Finance Elder

Reporting the Session's Church Budget for 2025

Session Member

"The Session... has the responsibility and power... to establish the annual budget, determine the distribution of the Church's benevolence and order offerings for Christian purposes, providing full information to the congregation of its decisions in such matters."

—The Book of Order, G-3.0205

Motion to Adjourn

Pastor Will Wilson

Closing Prayer and the Lord's Prayer

Pastor Will Wilson

Our Father, who art in heaven; hallowed be Thy name. Thy kingdom come. Thy will be done, on earth as it is in heaven. Give us this day our daily bread. And forgive us our debts as we forgive our debtors. And lead us not into temptation; but deliver us from evil; for Thine is the kingdom, and the power, and the glory, now and forever. Amen.

REPORT OF THE CLERK

Elder Lolly Lawrence, Clerk of Session

MEMBERSHIP

480 as of December 31, 2023

Members Received:

Letter of Transfer	2
Confirmed	0
Reactivated Members	0
Profession of Faith/ Reaffirmation of Faith	10
Total Members Received	12

Members Lost:

Deaths	4
Tim Cullen	
Duane Gissel	
Joanne Price	
Betty Reed	
Letter of Transfer	3
Removed	17
Total Members Lost	24

468

AS OF DECEMBER 31, 2024

BAPTISMS

Children	4
Harper Fisher	
Logan Reed	
Willa Ripp	
Iris Wilson	

4

BAPTISMS IN 2024

FUNERALS

Tim Cullen	Paul Matt
Duane Gissel	Betty Reed
Loretta Holmen	Barbara Saturley

6

FUNERALS IN 2024

WEDDINGS

Amy & George Chavez

1

WEDDINGS IN 2024



A LETTER FROM OUR PASTOR

Rev. Will Wilson

Dear FPC, Waunakee Family,

Before discussing our life together as a family of faith, please permit me a moment of personal privilege. I want to begin by saying thank you for welcoming Abby, Iris, and me so well. The meals, gift cards, and help unloading our U-Haul made this major transition in our lives smooth and easy. From Iris's baptism to my installation service, you all have been over the top with your love and affection toward us. We will never forget it.

One of my favorite hymns is Isaac Watt's "Our God, Our Help in Ages Past." The hymn's title is also the first half of the first verse: "Our God, our help in ages past." Indeed, I have seen and heard about how God has been faithful to the First Presbyterian Church, Waunakee, in the past. God was faithful during the move from Fish St. to Highway Q through Kirk's exemplary ministry, Covid, and the pastoral transition. We are a vital, thriving congregation today because the Holy Spirit has worked through the many people who claim FPC, Waunakee, as their church home.

In the four months I've had the honor of serving as your pastor, I've also encountered God's faithfulness. I've been encouraged by the vibrancy of our worship, commitment to service, and the eagerness of so many who hunger for the good news of the gospel and yearn to be a part of a Christian community. This is evidenced by the increased participation we've seen at Sunday morning

worship services, Christmas Eve, Light Team, Tuesday morning Bible Study, and the Wednesday night men's group.

The second half of the first verse of "Our God, Our Help in Ages Past" speaks of God as "our hope for years to come." Admittedly, holding on to hope can be challenging in a world of deep political divisions, war, and increasing secularization. Nevertheless, the hymn bears witness to the good news that the God who has been with us in the past will carry us into our future, no matter what is happening in the world. So, we move forward in hope. We move forward with Jesus Christ at the center of everything we do.

Thanks to all of you for your faithfulness and generosity in supporting the life and work of First Presbyterian Church, Waunakee, WI. Your efforts have made an enormous difference.

Grace and Peace,



ADULT NURTURE & SPIRITUAL GROWTH

Elder Jim Fitzgerald

Like many in our FPC fellowship, 2024 was a year of “change and growth” for the Adult Nurture & Spiritual Growth (ANSG) Ministry! I transitioned into the Eldership role in June/July by meeting with Christa Schmeelk, Director of Engagement and outgoing ANSG Elder Scott Legwold. Thank you to both for your past leadership and support in helping me transition into this new role! Thank you as well to ANSG Ministry Team of Lynda Bennin, Carolyn Harris, David Sliwicki, Clare Zaiman-Keen & Pam Knutson who have each helped steer/promote our growing number of Christian Adult Small Groups and church library resources!

At year-end, 2024 the ANSG Ministry Team oversaw and supported a total of (10) Christian Adult Groups at FPC. Each group our continued effort to help build on and enhance spiritual formation of our adult community at FPC as we fellowship together and to know and follow Jesus Christ!

General ANSG highlights for 2024 include the following Christian adult educational and fellowship activities:

- The FPC Men’s Group attended the “No Regrets Conference” at Elmbrook Church in Brookfield, WI in early February.
- A 5-week Lenten Devotional was led by Pastor Glen.
- The Ladies Light Team led by Lynda Bennin finished season one of “The Chosen” in June. During the Fall season the group watched two other video series “So Long Normal” by Laura Story and “Anxious for Nothing” by Max Lucado.

- Women’s Bible Study- Beth Stellmacher led a 7-week study around the Book of “Ruth” titled “Loss, Love & Legacy by Kelly Minter. This community wide group made up of women from FPC and surrounding area churches.

- Two different Adult Sunday School class options were offered for the Fall/Winter season. The “Foundations” class led by Carolyn Harris did a 10-week study on “Elijah” by David Jerimiha. The “Life Compass” class led by Jim Fitzgerald did an 8-week study on “Christian- It’s Not What You Think” by Andy Stanley.

- FPC Men’s Group studied/watched several video series during 2024 including “Love Does” by Bob Goff. This group also sponsored several “all-church” fellowship events during the year including a men’s barbecue and a Madison Mallards baseball game.

- Women’s Weekend Retreat: Held in Green Lake, WI in October was attended by (28) FPC women. Featured speaker was Natalie Handley who taught on theme of “Discovering Christ in our midst”.

- A 6-week Heavenly Stretch Yoga Class was led by Lolly Lawrence in the FPC Chapel during the fall.

- Adult Bible Study: Pastor Will led an 8-week study on Mark’s gospel on Tuesday mornings in the Fall at M-N-M’s Coffeehouse.

- Advent Bible Study: A 4-week study led by Pastor Will Wilson on the first four Sundays in December. The study centered on the book “The Forgotten Man of Christmas- Joseph’s Story” by Howard Edington.

A BIG thank you to our FPC Librarians Clare Zaiman-Keen & Pam Knutson for their huge effort in organizing our fiction, non-fiction, Christian resources, DVD’s & children’s libraries!



BUILDING AND GROUNDS

Elder R.J. Binau

2024 saw the Session and the Congregation approve the sale of a portion of our buffer land on the North and west side of our property to our neighbor Don Tierney. The sale was completed by the end of calendar 2024.

2024 saw the Grow Team and other volunteers continue our wonderful stewardship of the grounds of FPC. The group had a successful Spring Clean and worked throughout the summer on the grounds. So much was done that we didn't need a fall clean-up because the grounds were in such good shape. Thanks to all the Grow Team and the volunteers with Building and Grounds.

In the spring of 2024 R&G heating worked with us to inspect all the components of the church's HVAC system and much needed repairs were made as identified. Funding in the budget for 2025 continues this effort to maintain the HVAC system.

Looking ahead to 2025, Session is considering a potential campaign to complete the parking lot improvements started a few years ago. This project would pave the remaining unpaved areas and expand westward, adding more spaces and improving traffic flow.



CHILDREN'S MINISTRY

Elder Peter Bergmann

Looking back on 2024 there were 2 main themes for Children's Ministry: growth and transition. Like 2023, FPC was blessed as the post-Covid recovery continued into 2024 with increased attendance in Sunday School as well as growth in Vacation Bible School. In Sunday School the kids learned about The Heart of God and the theme for VBS was "Scuba" which saw kids diving into God's love. The Children's Nativity service showed some amazing talents from our kids as well as unbelievable cuteness from the participants while telling the story of Jesus' birth. Network 56 demonstrated their commitment to service by selling ornaments to raise money for Shelter from the Storm ministry in Sun Prairie.

While growth is great, change can be hard. With sadness we saw Patricia Coley - who guided the Children's Ministry program through the hard, lean years of Covid and the start of the rebuild post-Covid - retire after VBS in June. Since June, Lori Phelps has filled in on an interim basis as CM Director as the search for a full-time, rebranded, Children and Family Ministry Director continues.

The main themes for 2025 will be the same for Children's Ministry as they were in 2024: growth and change. Here is how you, the congregation, can assist us. With growth in the number of kiddos attending Sunday School and participating in VBS, we need more volunteers to help support and expand our impact on the youngest in our church and community. We also need you to get the word out on our search for a new Children and Family Ministry Director. You may not know the specific person for the role, but by talking to your friends and family about the vacant role, you will help to expand our network to find that right person.





FELLOWSHIP

Elder Krista Wallace

As I reflect on this past year at FPC my thoughts jump to lingering, laughter, smiles, and togetherness. It's been gratifying watching families gather once again and enjoying each other's company. As we move further away from COVID and settle into life with our new pastor, I feel a new sense of wholeness and completeness. It feels so fulfilling and nurturing to gather together on Sunday mornings as a church family. I can say over the past six months I feel renewed, refreshed, and energized after attending our weekly services.

Although we have had to say good bye to many staff and volunteers this past year (Pastor Glen, Patricia, Christa, ... to mention a few) I see a ray of hope and joy in our future. There is so much to look forward to in the life of FPC from baptisms and weddings to family gatherings and welcoming new families into our mist.

There is so much to be thankful for and to look forward to as I reflect on our Lenten dinners, pancake breakfast, fall kick off, and weekly coffee hour gatherings before and after church. I want to thank our FUN team for all their help in planning these events. As we move into the new year, the make-up of our FUN team planning members will be shaken up but the events offered will continue to be meaningful and will allow our church to thrive.

A special thank you goes out to all the coffee hour volunteers who make sure we have caffeine, treats and coffee before and after service! Thanks Beth Anderson for bringing Dave back to help us with this. Also thank you to everyone who has contributed by donating treats on Sundays.

Thank you FPC for allowing me and my family to serve you. It has truly been a blessing and a joy serving FPC, meeting new families, and growing in my faith. I'm eagerly awaiting another great year of food and fellowship with you all!



MISSION

Elder Julie Cable

As Jesus tells us to love thy neighbor and help those in need, the Bible also calls the church to provide for the poor in the world (see Numbers 18:26, Deuteronomy 26:12-13). Every year, your session determines a portion of FPC's budget that is dedicated to mission work and showing the love of Christ in this world. In 2024 that money has gone to support the following organizations and mission work:

Wauaukee Food Pantry	\$10,000
River Food Pantry	\$ 8,000
Student Mission Experiences	\$ 7,000
Porchlight Shelter	\$ 6,500
Outreach for World Hope	\$ 5,500
Wauaukee Neighborhood Connection	\$ 5,285
PCUSA Disaster Assistance (hurricane relief)	\$ 5,000
Presbytery Mission Support	\$ 5,000
The Beacon	\$ 4,000
Friends of the State Street Family	\$ 3,000
Shelter from the Storm	\$ 3,000
Choshen Farms	\$ 2,000
Food for Kidz	\$ 2,000
Rev. Moses' Ministry	\$ 2,000
Pres House	\$ 1,345
The Wycliffe Ministry (Williamson's)	\$ 1,000
Bethel Series (Tanzania)	\$ 500
Good News Kenya	\$ 500
PMI Missionaries (Doty's)	\$ 500

In addition to monetary support, volunteer engagement with our mission partners is an important component to our mission ministry at FPC. Many of our members give generously with their time to help these organizations serve God's people. As your mission elder, my goal is to continue to increase awareness, connection, and engagement with our mission partners. I want to ensure the missions we support are ones that connect with the hearts of FPC. We have a strong record of supporting our community and beyond. Let's continue to build on that and be a light in this world!



Love Dane – A multi-church weeklong event focused on serving needs in our community.



Fill the Bus – FPC hosted a bus focused on collecting needed school supplies for WNC.



WNC fall coat drive – 3 carloads collected!



Food for Kidz – 38 volunteers spent 2 hours packaging meals to be sent around the world.



Giving Trees at Christmas – provided gifts for 2 local families (12 people) and collected household items for SFTSM.



Wauaukee Food Pantry Holiday meal drive – raised \$2,838, providing meals for 120 families during the holiday season.



NEW MEMBER OUTREACH

Elder Wes Ray

FPC's 2024 New Member Outreach activities continue building strength as we continue with long-term ministry activities. Twelve (12) new members joined through the year, and we look forward to maintaining our pattern of quarterly All About FPC classes to share information about our faith and our church, and to invite others to join us. I am looking for two members to join me in teaching this simple yet meaningful class to inform guests about FPC and membership.

The greeting ministry team provides a warm welcome to members and guests who are first-time, periodic, or regular participants at FPC service. Rebekah Temple, our greeting ministry coordinator, and Wes welcome and even encourage members to talk with them and/or a greeting ministry team member to learn how easy it is to stand by the church door, wish others a good morning, and welcome them to church.

New member outreach efforts now include a mailer sent to people who have recently moved into and within Waunakee. As a member of the Waunakee Chamber of Commerce, FPC receives a monthly new mover list. Chris Drake sends an attractive postcard to people on the list to ensure FPC is among the first to welcome them to this community. In 2025, FPC will also create digital messages via ads on Google, Facebook, and Instagram. People will see our welcoming message based on geography and a number of characteristics, to introduce or increase awareness of FPC to a wide breadth of people in northern Dane County.

I continue to appreciate Kyle Halweg's terrific contributions as the Live Nativity coordinator. He helped bring this 28-year FPC tradition back to a robust two-night event with dinner for our dedicated cast of characters. Our building crew skillfully built the scenery and took it down and put it away on two cold Saturday mornings. A great number of volunteers filled the cast to share the Christmas story with the greater Waunakee Community.





PERSONNEL

Elder Amy Chavez

2024 was a year of significant transitions for our church staff. At the end of February, we bid farewell to Sue Gade, our Church Business Administrator for 25 years, and Alka Van Haren, our Pastors' Assistant for 10 years. We are deeply grateful for their dedicated service.

On April 1, we welcomed Kristina Maher as our new Church Business Administrator. Additionally, in April, our Pastor Nominating Committee (PNC) recommended Pastor Will Wilson as our new Senior Pastor, a decision confirmed by the congregation's vote.

In June, we said goodbye to interim Pastor Glen Reichelderfer, Children's Ministry Director Patricia Coley, and Kingdom Kids Director Danielle Kalscheur. Pastor Glen retired from ministry, while Patricia left to spend more time with her family. In December, Christa Schmeelk, who served in various roles for over five years, also stepped down from her staff position.

Special thanks to Pastor Ben Ehrets for his faithful leadership as head of staff during the transition between Pastor Glen and Pastor Will, and to Lori Phelps, who has been serving as interim Children's Ministry Director since Patricia's departure.

At the end of December, we hired a new Nursery Assistant, Michelle Malek, who will start in January 2025. And we are actively recruiting for a full-time Children and Family Ministry Director.

Welcoming Pastor Will Wilson

We were blessed to welcome Pastor Will Wilson, who began his Senior Pastor duties on September 2, 2024. Pastor Will joined us from First Presbyterian Church in Kilgore, TX, along with his wife,

Dr. Abby Bruxvoort, and their daughter, Iris, born in July 2024. This marks our first time onboarding a new senior pastor in over 30 years.

Pastor Will has been getting to know our staff, Session Elders, Deacons, and the congregation. To facilitate this, we held six listening sessions, allowing over 60 members to meet Pastor Will in a more informal setting and share their thoughts. In addition, Pastor Will attended many small groups, Bible study groups and committee meetings to get to know members.

Administrative Work

The Personnel Committee undertook several important administrative tasks this year. We added Long-Term Disability to our employee benefits package, reviewed and updated numerous policies, and revised the staff performance review template with input from staff. Additionally, we conducted a market analysis of compensation and benefits for church staff positions to ensure competitiveness and fairness.

Community and Fellowship

To foster community and fellowship, we organized a joint luncheon for staff and Session in the first half of the year. We also held several staff luncheons to celebrate departing staff members and to welcome Pastor Will Wilson.

In conclusion, 2024 was a year of significant change for our church staff. We are grateful for the dedication and hard work of all our staff members and look forward to continuing to serve our congregation, for His glory, in the coming year.



DISCOVER

GOD LEADS, WE FOLLOW

STEWARDSHIP **Elder Barb Cash**

During my second year as Stewardship Elder, as we waited for our Senior Pastor, Will Wilson, to take the reins here at FPC, Christa Schmeelk and I collaborated on the theme for the fall pledge campaign. Our proposed slogan was neatly distilled by Chris Drake, becoming “God Leads, We Follow,” and Chris quickly designed the perfect image for print.

With Kristina Maher on board as our Church Business Administrator, she and I followed the schedule that longtime CBA Sue Gade had provided for my first year. I interviewed Lori Phelps, and later Steve & Vicki Doty, inquiring about their giving experiences. As the pledges began coming in for 2025, Kristina sent out weekly spreadsheets showing the number of pledging units, donation amounts that increased, stayed the same, or decreased, and how many new pledges were received relative to those for 2024.



STUDENT MINISTRY

Elder Emily Bauer

While our program grows and evolves, our purpose stays consistent: FPC Student Ministry exists to help middle school and high school students KNOW God, GROW in their relationship with God, and GO serve others in Jesus' name.

This past year was a year of growth for Student Ministry, and our students demonstrated their true belief in and enthusiasm for our purpose. Their drive to help others and live this mission was exhibited in the energy they brought to their meetings, outings, and service events.

In 2024:

A team of dynamic leaders led Wednesday night youth group throughout the year, where we considered how to incorporate Jesus into our daily lives through bonfires, games, and collaboration. The student worship band, led by Christa Schmeelk, was an exciting addition this year! Our Sunday School team enjoyed meaningful discussion while studying the Bible. Students also stocked FPC's freezer with meals for pastors, deacons, and elders to share with anyone who might need it, and prepared dinner for UW students at the Pres House after joining their worship service.

In February, a group of our students ventured to Lake Geneva for our annual Winter Camp with other congregations, where they participated in winter activities, enlightening conversations, music, and fun.

Our 2024 Confirmation Class consisted of six students who grew in their love and commitment to God. Each student was paired with an adult mentor from the congregation who supported them in this journey. On Confirmation Sunday in April, the students shared their powerful testimonies with the congregation and officially became members of the Church.

In June, several students joined a week-long mission trip to the Marquette neighborhood in Milwaukee to serve and learn. There, they participated in a poverty simulation and connected with neighborhood residents to understand the culture of poverty.

We are tremendously grateful for the prayers and involvement of our congregation members who support our students through their journey of faith formation, and we look forward to a 2025 full of spiritual growth and continued impact!





WORSHIP AND MUSIC

Elder Amy Lewis

I started my time as the Music and Worship Elder here at FPC in July of 2024. One of the reasons I accepted the role was because I was excited to be a part of this monumental change and hopeful growth here at FPC.

I am so thankful for Liz Weller's big fat binder of everything "music and worship" to help get me started. I spent the first few months of my Eldership reading the binder of information, and talking with people to help me better understand my role. New things constantly pop up and I am still learning.

I started a music and worship committee and we meet once a month. My committee members are: Angela Himegarner, Clare Zaiman-Keen, Carolyn Scherer, Sue Halweg and Ryan Horst.

One of the first things we did was bring back the passing of the offering plates and shortly after that we brought back the usher role. Our committee has talked about ways to add more contemporary music into our worship, you may have already noticed some changes in that area (thanks Jamison and Sam!).

We have some fun ideas for 2025 as well....stay tuned! The committee has also started discussions around what adding a second service will look like in the future. We have no definite plans, but we wanted to brainstorm ideas so when the time is right, we are ready!

Thank you for your patience and support.





DEACONS

**Marcia Chase
Kate Dietry
Kristy Drewry
David Good**

**Jannina Killian
Paul Larson
Lisa Lerdahl
Cindy May**

**Sharon Mikkelson
Beth Mueller
Lori Phelps
Maeline Schall**

The Deacons strove to support the Congregation throughout 2024, utilizing specific areas of ministry as well as providing *ad hoc* care to those in need. Coordinated outreach events included the annual Fall tradition of providing Care Packages to our students and military and the Loaves of Love initiative.

Hammers with Halos continued to have an extremely active year, helping with several members' relocations within the Waunakee area, as well as providing help with maintenance, technology, and other domestic tasks.

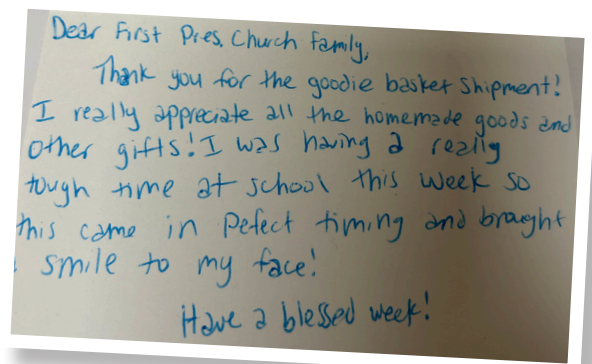
Care for Caregivers continues to serve as a support group for those who know the burden of caring for a loved one.

The Deacons also remained faithful servants to the Congregation in the more traditional ministries, often serving as one of the main points of contact for those seeking support in times of hardship, including primary responsibility of assembling the Prayer List, along with the constantly active Card Ministry. The Deacons also supported members in one of their times of greatest need, helping to coordinate Funeral luncheons, while we were able to share in the greatest joy through our Birth Recognition ministry.

We were also blessed in 2024 to team up with Ezra and the Youth at an event where we pre-cooked and then froze many dinners in order to help us further expand our ministry of providing Meals to those in need.

The Prayer Shawl/Quilt Ministry remained active, offering tangible expressions of our Congregation's love to members going through certain trials, providing not only physical warmth, but each receiving a blessing from the Deacons and Pastor Ben, seeking to provide a sense of spiritual comfort, as well.

As we move into 2025, the Deacons look forward to continually improving how we provide care and minister to our Congregation.





STEPHEN MINISTRY

Tryg Knutson, Stephen Minister Moderator

Stephen Ministry is thriving at FPC. We have 14 current trained Stephen Ministers. 10 of them are currently serving care receivers in a caring relationship. We are also training 4 more Stephen Ministers through our 50 hour training program. Kristin Sliwicki, Clare Zaiman-Keen, Carol Pulsfus from our congregation, and Michelle Jolly who was referred to us by Jeff Quinto are meeting weekly with rotating teachers Jill Umlauf, Tryg Knutson and Carol Bleifield. We keep our eyes open for people to serve both within our congregation and in the community. A reminder to folks - you can recommend someone to be approached by us for care, or anyone can reach out to us if they have the need for care. We are here to serve others in the name of Christ.

HELP
HOPE
HEALING



FINANCE INFORMATION

2025 BUDGET DETAIL

If you would like a copy of the church's 2025 budget detail, please contact Kristina Maher, FPC Church Business Administrator, at kmaher@myfpc.org or (608) 949-9453.

PDF versions of this report are available by email or download from myfpc.org. Additionally, if you have questions regarding the budget or any topics below, please address your questions to Alan Roberts, Finance Elder (608-695-9028 or billbarilko51@gmail.com) or Kristina Maher, our Church Business Administrator.

2025 BUDGETING APPROACH

The following factors drove Session's 2025 FPC Budget:

Increase in pledges: \$577,116 thus far for 2025 vs. \$520,046 pledged for 2024 (10.97% increase).

Projected significant year-end 2024 surplus in the General Fund. Projected 2024 year-end balance was \$70,000; actual year-end 2024 balance is \$75,580. This was driven by Actual 2024 General Fund spend of \$806,805 vs. 2024 Budget spend of \$891,297.

Using available Special (Designated) Funds to offset budgeted General Fund expense where appropriate. We have only planned for use of Special Funds where we can do so while still generally honoring donor intent, i.e. same ministry areas.

In several recent years FPC has adopted a "faith budget," which assumes an ambitious ministry plan commensurate with our call to preach the gospel and spread Christ's love. The faith part is the belief that General Fund and other giving will exceed your aggregate pledges and fully support what God is calling us to do. It also recognizes that with unplanned personnel vacancies and the actual speed of initiatives that FPC generally underspends its projected General Fund plan each calendar year. Session has again approved a faith budget, with a total 2025 General Fund spend of \$976,370 and a projected 2025 deficit of (\$180,370). This projected deficit is partially offset by our January 1, 2025, General Fund balance of \$75,580, leaving a potential General Fund overall deficit of (\$104,790) at 12/31/25. Session reviews FPC's financial progress each month and will adjust spending if needed based on actual results.

PARKING LOT RESURFACING

Thanks to your generosity, the Building and Grounds team executed a resurfacing of our parking lots in 2022. In order to facilitate this project a loan of \$300,000 was obtained from One Community Bank. (The actual incurred spend on the project was \$288,420, although resurfacing of certain small areas of the lot was deferred in order to live within the congregational mandate). This loan is being repaid through pre-existing and current gifts to the parking lot fund as well as receipts against 2022 parking lot pledges over a three-year period. We do have hopes to resurface the upper and lower parking lots in 2025, as well as create a turnaround lane in the upper lot.

Thus far \$154,852 has been pledged to the parking lot project, \$158,327 of those monies pledged have been received so far, and \$124,727 in original principal has been repaid to the bank. The outstanding loan balance at 12/31/24 is \$175,273.

Your continuing gifts are appreciated!

FPC ENDOWMENT

In 2020 Session approved an Endowment Fund (current balance \$19,328) as a giving vehicle for general memorials and bequests. The Endowment Fund Charter directs that the Fund's income (and limited amount of principal in extraordinary cases) be used for the long-term sustenance of FPC – for buildings and grounds maintenance, sanctuary and other equipment and seeding (but not long-term sustenance – that is up to the FPC flock) of new ministry initiatives and personnel. The Fund is managed by four trustees elected by Session (two Session members and two at-large members).

Upon successful closure of the pending limited land sale, net proceeds shall be invested in the fund, increasing its value tenfold. From this jumping off stage the trustees are striving to build the Endowment balance to \$1 million by 2030. Given the size of FPC's physical plant and ministry scope, a healthy long-run endowment balance would be in the \$2-\$4 million dollar range. As we grow the trustees aim to support and expand FPC's reach – whether it be with additional parking spaces or unique and evolving tools for delivering God's Word and love in Waunakee and beyond

No gift is too small in furthering Christ's mission. We encourage you to consider joining several other FPC members already including the Endowment Fund in their memorial gifts and estate planning.

WISH LIST

If you would like to gift an item on the church's Wish List, you can view our current Wish List at myfpc.org/treasure/wish-list

GENERAL FUND BUDGET SUMMARY

Account Name	2024 Actual	2024 Budget	2025 Budget	% of 2025 Budget	% Change of 2024 Actual vs. 2025 Budget	\$ Change of 2024 Actual vs. 2025 Budget
General Fund Income						
Pledged Income	\$ 541,619.70	\$ 520,000.00	\$ 604,000.00	75.9%	11.52%	\$ (62,380.30)
Unpledged Income	\$ 212,449.67	\$ 200,000.00	\$ 163,000.00	20.5%	-23.28%	\$ 49,449.67
Loose Offering	\$ 8,543.59	\$ 5,000.00	\$ 5,000.00	0.6%	-41.48%	\$ 3,543.59
Total Regular Income	\$ 762,612.96	\$ 725,000.00	\$ 772,000.00	97.0%	1.23%	\$ (9,387.04)
Christmas Offering - GF	\$ 1,605.00	\$ 2,500.00	\$ 3,000.00	0.4%	86.92%	\$ (1,395.00)
Building Rental Income	\$ 7,015.48	\$ 6,000.00	\$ 6,000.00	0.8%	-14.47%	\$ 1,015.48
Interest Income	\$ 17,065.74	\$ 14,500.00	\$ 15,000.00	1.9%	-12.10%	\$ 2,065.74
Stock Gain/Loss	\$ (1,513.13)	\$ -	\$ -	0.0%	-100.00%	\$ (1,513.13)
Total Other Income	\$ 24,173.09	\$ 23,000.00	\$ 24,000.00	3.0%	-0.72%	\$ 173.09
Total General Fund Income	\$ 786,786.05	\$ 748,000.00	\$ 796,000.00	100.0%	1.17%	\$ (9,213.95)
General Fund Expense						
People Doing Ministry	\$ 559,529.39	\$ 607,061.00	\$ 684,698.00	70.1%	22.37%	\$ (125,168.61)
Building and Grounds	\$ 111,798.03	\$ 128,351.00	\$ 106,800.00	10.9%	-4.47%	\$ 4,998.03
Worship and Music	\$ 3,152.27	\$ 6,465.00	\$ 8,988.00	0.9%	185.13%	\$ (5,835.73)
Stewardship	\$ 7,087.96	\$ 7,000.00	\$ 7,510.00	0.8%	5.95%	\$ (422.04)
New Member Outreach	\$ 2,969.12	\$ 3,500.00	\$ 3,145.00	0.3%	5.92%	\$ (175.88)
Fellowship	\$ 1,362.81	\$ 2,520.00	\$ 3,200.00	0.3%	134.81%	\$ (1,837.19)
Children's Ministry	\$ 3,272.62	\$ 7,300.00	\$ 4,100.00	0.4%	25.28%	\$ (827.38)
Adult Christian Education	\$ 821.12	\$ 3,800.00	\$ 4,700.00	0.5%	472.39%	\$ (3,878.88)
Church Office	\$ 58,547.67	\$ 66,500.00	\$ 72,429.00	7.4%	23.71%	\$ (13,881.33)
Family Ministry	\$ -	\$ -	\$ -	0.0%	N/A	\$ -
Student Ministry	\$ -	\$ -	\$ -	0.0%	N/A	\$ -
Student Mission	\$ 7,000.00	\$ 7,000.00	\$ 11,940.00	1.2%	70.57%	\$ (4,940.00)
Mission	\$ 50,500.00	\$ 50,500.00	\$ 67,660.00	6.9%	33.98%	\$ (17,160.00)
Deacon Ministry	\$ 763.82	\$ 1,300.00	\$ 1,200.00	0.1%	57.11%	\$ (436.18)
Total Expense	\$ 806,804.81	\$ 891,297.00	\$ 976,370.00	100.0%	21.02%	\$ (169,565.19)
			This doesn't include \$38,592 of budgeted Special Funds			
Difference (Income - Expense)	\$ (20,018.76)	\$ (143,297.00)	\$ (180,370.00)			
Plus Jan 1 Gen Fund Balance	\$ 95,598.56	\$ 95,598.56	\$ 75,579.64			
Net Difference	\$ 75,579.80	\$ (47,698.44)	\$ (104,790.36)			

FINANCE INFORMATION

2024 PLEDGE INFORMATION

Pledged for 2024 from 2023 Annual Report	\$519,406.00
Additional Pledges Received for 2024	\$640.00

Total Pledges for 2024	\$520,046.00
Total Amount Received - 2024 Pledges	\$541,619.70
Percent of 2024 Pledges Received	104.1%

* Includes 2024 pledges prepaid in 2023.

2025 PLEDGE INFORMATION

Total Number of Pledges Received To Date	129
Total Amount Pledged for 2025 To Date	\$577,116.00

Stewardship Elder: Barb Cash
Finance Elder: Alan Roberts

PARKING LOT FUND SUMMARY

Parking Lot Fund Income	
Donations Received Prior to 2022	\$ 13,135.99
Loan Proceeds Received in 2022	\$ 300,000.00
Donations Received in 2022	\$ 124,495.00
Donations Received in 2023	\$ 21,089.00
Donations Received in 2024	\$ 18,787.71
Total Parking Lot Fund Income	\$ 477,507.70
Parking Lot Fund Expense	
Parking Lot Repaving Expense in 2022	\$ 288,420.39
Loan Closing Costs (2022)	\$ 1,966.00
Parking Lot Loan Payments in 2022	\$ 71,004.00
Parking Lot Loan Payments in 2023	\$ 62,008.00
Parking Lot Loan Payments in 2024	\$ 22,008.00
Total Parking Lot Fund Expense	\$ 445,406.39
12/31/24 Parking Lot Fund Balance	\$ 32,101.31
Parking Lot Loan Summary	
Parking Lot Loan Amount	\$ 300,000.00
Principal Paid To-Date	\$ 124,726.73
Interest Paid To-Date	\$ 32,127.27
12/31/24 Parking Lot Loan Balance	\$ 175,273.27

2024 BALANCE SHEET

Balance sheet as of December 31, 2024

ACCOUNT #	ACCOUNT NAME	YTD BALANCE	PREVIOUS YEAR BALANCE	AMOUNT DIFF YTD	% DIFF YTD
Assets					
1.01.00	Checking Account	36,920.37	67,684.79	(30,764.42)	45
1.02.00	Sweep Account	311,238.01	329,181.43	(17,943.42)	5
1.03.00	Stock	1.23	0.66	0.57	86
1.04.00	Petty Cash	0.00	300.00	(300.00)	100
1.05.00	A/R Account	25.00	N/A	25.00	-
1.42.00	Accounts Receivable/Clients	0.00	0.00	0.00	-
1.50.00	Thrivent Investment Account	9,929.17	N/A	9,929.17	-
	Total Assets	\$358,113.78	\$397,166.88	(\$39,053.10)	10
Liabilities					
2.00.00	Accounts Payable/Vendors	0.00	0.00	0.00	-
2.01.00	Federal Taxes Payable	0.00	0.00	0.00	-
2.02.00	State Taxes Payable	0.00	0.00	0.00	-
2.03.00	403B Pension Payable	0.00	0.00	0.00	-
2.04.00	Flexible Spending Account	0.00	0.00	0.00	-
2.05.00	Staff Tithe via Payroll	0.00	0.00	0.00	-
2.06.00	Next Year Prepaid Pledge Income	10,625.00	26,900.00	(16,275.00)	61
	Total Liabilities	\$10,625.00	\$26,900.00	(\$16,275.00)	61
Fund Balance					
3.01.00	General Fund	75,579.64	95,598.56	(20,018.92)	21
	Total General Fund	\$75,579.64	\$95,598.56	(\$20,018.92)	21
3.20.00	Pastor's Benevolence Fund	13,881.15	13,190.15	691.00	5
3.22.00	Per Capita Fund	415.00	825.40	(410.40)	50
3.26.00	N. Parsons Memorial Fund	1,000.00	5,650.00	(4,650.00)	82
	Total Session Special Funds	\$15,296.15	\$19,665.55	(\$4,369.40)	22
3.31.10	Christmas Offering - Staff Fund	50.00	0.00	50.00	-
3.31.20	Pastoral Onboarding Fund	0.00	2,285.00	(2,285.00)	100
3.31.21	Nursery Assistant Salary Fund Balance	4,680.00	N/A	4,680.00	-
3.31.31	B. Ehrets Cont. Ed. Fund	1,050.00	1,050.00	0.00	0
3.31.32	Bus. Admin. Cont. Ed. Fund	375.40	539.80	(164.40)	30
	Total Personnel Special Funds	\$6,155.40	\$3,874.80	\$2,280.60	59
3.25.00	S. Schall Memorial Fund- For Interior Improvements	5,220.00	5,220.00	0.00	0
3.32.00	Capital Improvement Fund	70,426.52	44,788.69	25,637.83	57
3.32.10	Parking Lot Fund	32,101.31	35,321.60	(3,220.29)	9
3.32.20	Building Rental Deposit Fund	0.00	0.00	0.00	-
	Total Bldg & Grounds Spec Fund	\$107,747.83	\$85,330.29	\$22,417.54	26

2024 BALANCE SHEET

Balance sheet as of December 31, 2024

ACCOUNT #	ACCOUNT NAME	YTD BALANCE	PREVIOUS YEAR BALANCE	AMOUNT DIFF YTD	% DIFF YTD
3.33.00	Worship & Music Fund	312.55	0.00	312.55	-
3.33.10	Music Ministry Fund	2,971.44	3,138.26	(166.82)	5
3.33.15	Joyful Noise Fund	1,946.36	210.00	1,736.36	827
3.33.20	Choir Fund	500.00	0.00	500.00	-
3.33.30	Organ Maintenance Fund	12,417.00	11,267.00	1,150.00	10
3.33.40	Sound System Fund	0.00	3,457.38	(3,457.38)	100
	Total Worship & Music Funds	\$18,147.35	\$18,072.64	\$74.71	0
3.36.00	Fellowship Fund	14,845.59	16,950.89	(2,105.30)	12
3.36.50	New Horizons Fund	121.40	171.40	(50.00)	29
	Total Fellowship Spec. Funds	\$14,966.99	\$17,122.29	(\$2,155.30)	13
3.37.00	Children's Ministry Fund	1,049.17	2,524.99	(1,475.82)	58
3.37.50	Network 56 Mission Fund	0.00	250.00	(250.00)	100
	Total Childrens Min Spec Funds	\$1,049.17	\$2,774.99	(\$1,725.82)	62
3.38.10	Small Groups Fund	404.98	244.37	160.61	66
	Total Adult Ed. Special Funds	\$404.98	\$244.37	\$160.61	66
3.40.00	Family Ministry Fund	4,188.21	8,793.10	(4,604.89)	52
3.40.50	MOPS Fund	2,807.88	3,109.69	(301.81)	10
	Total Family Ministry Funds	\$6,996.09	\$11,902.79	(\$4,906.70)	41
3.41.00	Student Ministry Special Fund	21,937.42	29,561.95	(7,624.53)	26
3.41.10	Winter Retreat Fund	375.00	1,240.00	(865.00)	70
	Total Student Ministry Special Funds	\$22,312.42	\$30,801.95	(\$8,489.53)	28
3.42.00	Students Doing Mission Fund	55,195.65	52,793.52	2,402.13	5
	Total Student Mission Funds	\$55,195.65	\$52,793.52	\$2,402.13	5
3.43.00	Mission Special Fund	2,324.26	17,164.73	(14,840.47)	86
3.43.40	Rev. Moses Kenya School Fund	0.00	N/A	0.00	-
3.43.50	Food For Kidz Fund	0.00	0.00	0.00	-
3.43.60	Soar Kenya Academy Fund	0.00	N/A	0.00	-
	Total Mission Team Spec. Funds	\$2,324.26	\$17,164.73	(\$14,840.47)	86
	Total Mission Special Funds	\$57,519.91	\$69,958.25	(\$12,438.34)	18
3.44.00	Deacons Special Fund	1,114.34	1,079.34	35.00	3
3.44.10	Deacon Food Angels Fund	870.27	958.99	(88.72)	9
	Total Deacon Special Funds	\$1,984.61	\$2,038.33	(\$53.72)	3
3.50.00	FPC Endowment	19,328.24	12,882.07	6,446.17	50
	Total Endowment Fund	\$19,328.24	\$12,882.07	\$6,446.17	50
	Total Funds	\$347,488.78	\$370,266.88	(\$22,778.10)	6
	Total Liabilities and Fund Balance	\$358,113.78	\$397,166.88	(\$39,053.10)	10

2024 AUDIT OF FINANCES

2024 Audit of Finances

First Presbyterian Church – Waunakee, WI

Oct. 16, 2024

Auditor: Ryan Horst, Church Member, Civil Engineer, Strand

Interviewees: Kristina Maher, Church Business Administrator (“CBA”)

Alan Roberts, Finance Elder

Background:

Auditor was provided 2023 and 2024 actual financial statements (balance sheet and income statement) and the approved detailed 2024 Budget. The Audit lasted for two hours.

Questions and Responses:

Q1: The Capital Improvement fund is one of the largest funds in the balance sheet – why so and please provide detail? Further, the balance in this fund shrunk considerably in 2023 – why?

A1: \$30,000 was spent from this fund in 2023, including:

1,800 – LED bulbs

1,000 - dimmable spotlight

4,000 - LED lighting fixture conversions

7,600 – sanctuary AV upgrade

5,000 – outdoor stair repair after a minor auto crash

4,000 – sanctuary sound board

Q1A: Did we look at grants to support the lighting improvements? Did Session approve this spend?

A1A: Not sure about grants and rebates – will follow up. Session did review and improve the sanctuary improvements and the stair repair.

Auditor Recommendation: Check for utility and government grants more rigorously for future improvements like lighting and HVAC (Focus on Energy). Consider a comprehensive energy audit of the site.

Q2: How is spending approved?

A2: Spend on routine, recurring, budget items are approved by the elder responsible for the ministry area and Finance Elder. One-off or large items are presented to Session for review and approval. This was the case with sanctuary improvements.

The Endowment has four dedicated trustees that authorize spend within trust document limits (for example, no more than 20% of the principal can be used over any two-year period)

Auditor Recommendation: Maybe endowment should have tighter limits on principal spend – 20% over 2 years seems too high. Also consider a policy for what General and Special Funds (excluding Endowment) spend requires Session approval. Also consider absolute dollar thresholds by transaction and annual vendor or expense change thresholds (YOY spend with a vendor increased by X%) that requires a second bid or an RFP.

2024 AUDIT OF FINANCES

Q3: Where do we invest our cash balances?

A3: Excess cash above projected disbursements are swept into a Money Market Account at One Community Bank, presently paying 5.23% per annum. Endowment Funds are invested in a Thrivent account and the Vanguard S&P 500 US Index Fund.

Q4: Should we be seeking to minimize fees with credit card donors.

A4: The CBA is setting up an option for people to cover their credit card fees related to their donation. But Credit Card Giving is higher maintenance work than checking account deductions, as credit cards are more frequently hacked and change numbers, resulting in more work for the CBA.

Auditor: Show and promote checking account deduction as the preferred way on online giving. Or blame the vendor and mandate a fee with any credit card giving.

Q5: Mission expenses – how are these allocated. Such as the \$2,000 to Haitian children. There also seems to be a disproportionate amount given to Kenya.

A5: 10% of General Fund givings is the target for Mission Spend each year (sometimes actuals come in a bit lower as Q4 spend is only based on General Fund receipt estimates). Spending is determined by the Mission Elder and Mission Committee. Generally 10-15% of overall Mission Spend is spent on Student Missions. The new Mission Elder is working on balanced split – local vs. national vs. international. Also supporting firsthand ministries vs. just check writing.

Q6: What is the Pastor's Benevolence fund?

A6: It is for special individual and family needs (utilities, food, medical, rent, etc.) known by or expressed to the pastor by the beneficiary or a third party. The spending decision and amount are at the Pastor's discretion. The current policy states that requests must go through a Deacon to provide a second layer of authority and control. But this policy is not being followed.

Auditor Recommendation: Fix the policy – who reviews, max spend per case, etc. Then abide by it.

Q7: N Parsons Memorial Expense. What is it?

A7: Memorials for Pastor Norm. Funded the Asian Memorial Garden.

Q8: Why was so much money spent on organ maintenance in 2023? Does anyone play it anymore? Do we pay for guest organists?

A8: Actually, FOC organ spend and fund balances are lower than many churches in PC-USA. 2022 spend was \$400. 2023 spend was \$6,000. 2024 spend has been \$650. Organ is played once per month – guest organist. Guest musician costs range from \$75 - \$200 depending on complexity of engagement. Total spend for instrumentalists is \$5,000 YTD 2024. Guest preachers usually cost \$250 plus mileage as applicable.

Auditor Recommendation: Considering infrequency of use, why not sell the organ and put proceeds in The Endowment.

General Comments from the Auditor:

- Decent job of living within our means – supplies and other discretionary items all seem OK.
- Session should review any existing policies on General Fund and Special Fund support versus participant fees for mission trips and other activities (youth events, adult Bible studies), and revise or develop a policy which is transparent and consistently applied.



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