

GASHLAND

EVANGELICAL PRESBYTERIAN CHURCH

2016
ANNUAL
REPORT



Pastors' Letter

Gashland Family,

As your pastors look around at all that God has done in 2016, we are encouraged with the work He is doing here. It is a privilege for both of us to serve you in our different roles. God's faithfulness to His body of Christ here at Gashland has been overwhelming. 2016 had many sweet times of celebrations, and we welcomed many new faces, but it was also a year where we had to say goodbye to some well known people from our family.

We hope the following pages are a recap of some of the ways in which God has blessed us. We ask that you read the following pages with a worshipful heart. Not simply for a desire for data, but to participate in honoring and exalting our risen King and Savior, Jesus.

Currently, there are a lot of exciting things going on in the life of the church. This past semester we finished up Gashland [MD], a study on the beatitudes, and a charge to the congregation to "Make Disciples".

We do not seek to Make Disciples for Gashland's name or glory, but as Romans puts it, "for the sake of God's name. For His glory."

And so, as I (Ritchey) reflect on being your pastor for the past 4 ½ years, I believe we have much to celebrate.

We have seen God do a powerful work of restoration in our church body. Today, I believe we are a stronger church. Indeed, it is God who has strengthened us. We need to celebrate that God has equipped us to play a strong role in Nourishing Care as a church. I trust that many of us have been nourished by His Word week after week. I believe Nourishing Care is our wheelhouse. It is where we thrive and I believe where we will continue to thrive. And yet, there are other aspects of Making Disciples that we need to focus on.

We cannot stay where we are.

I believe God is calling us to build on what He has done and continue to grow and strengthen... and that we are being called to go from a church that specializes in Nourishing Care to be a church that is strengthened in other areas of the disciple making process for the sake of God's name... for His glory.

We cannot be content with where we are, but we must always ask what God is calling us to be. We should always ask "Where are we still children in the faith?", "Where can God mature us to become men and women of Him?"

With that being said, the leadership and your pastors have had many discussions about what it looks like to continue in this call to Make Disciples. And we want to present an exciting change that is occurring over 2017 that I believe will help further mobilize us as a church.

Over two years ago, we began a discussion with Michael Morefield to come and join us as Assitant Pastor of Family Life. It was very clear to our search committee and ultimately I believe to our congregation that God was calling Michael here.

And so, we were truly blessed to have Michael and Lacey join our family in 2015. In the role of Assistant Pastor of Family Life, Michael sought to minister to engage and get to know students and through the students to engage the entire family.

We believe Michael has flourished in this role and with our continued growth and a sense of call to Make Disciples, this coincided with another event. When you call an assistant pastor, you must agree to a time

period for the length of call, and that length cannot be more than two years. Those two years are up in 2017, leaving us a couple of options.

- We can let Michael go. (Don't worry, not going to happen.)
- We can recall Michael to another time period as an Assistant Pastor. This can be done by the session.
- We can call Michael as an Associate Pastor.

As we have weighed Michael's call as a pastor here, where we believe God is calling Gashland (to Make Disciples), and as we prepared for this year, we believe we are being called to expand and restructure Michael's role here.

Therefore, later this year we will have a congregational meeting to move that we call Michael as Associate Pastor of Discipleship. We believe this will occur around September 1.

This will strengthen Michael and I's pastoral partnership and allow him to take on more pastoral duties as well as working alongside our teams, to help strengthen areas of discipleship and mobilize all of our members in this work. Specifically, Michael will work with the Outreach, Relationships and Discipleship Ministry Teams.

He will continue to help set the vision for Family Ministry and stay heavily connected there as well. With these added responsibilities, we will be required to restructure some of Michael's current areas of oversight.

Therefore, the budget you will be seeing today includes a mid-year addition of a Director of Student Life Ministries. This position will work under the oversight of Michael and myself as Senior pastor, and will continue the work Michael has begun in building relationships with students and their families.

Ideally the hire date would allow Michael the opportunity to spend several months with the new staff member during the important summer months of student ministry, giving Michael a healthy time of transition in September.

While after this, Michael's job description will have a decrease in student ministry as he takes on these new roles, this plan has a benefit often unseen at most churches.

You see, unlike most situations, where the staff ministering to students and young ones leaves, this structure gives Michael a great ministry opportunity to continue the important relationships he has built with students and their families, while he is also able to help connect those students to the new Director of Student Life Ministries.

Michael will continue to have an important investment in student ministry, and through this different perspective also give the new hire a great opportunity to flourish.

Again, all of this is for the continuing mission to Make Disciples, for the sake of God's name.

With humility we thank God for the past and look forward to what is ahead. God bless you all as we continue to exalt His name!

Sincerely,

Ritchey Cable, Pastor

Michael Morefield, Assistant Pastor of Family Life



Worship Team | worship@gashland.org

The Worship Team this year saw a transition in leadership in the 8:30 service. After many years of leading us, Bob Johnson retired in July of 2016. We were very blessed to have Bob and Lynda as a part of our Gashland family. As they transitioned out, we were able to celebrate all that God has done through Bob during his time here with a nice celebration reception.

Desiring to improve our understanding of worship, the Worship Team also studied the book *Preaching* by Tim Keller. This was a chance for us to engage with the act of preaching that plays a pivotal role in our worship services.

In unison with the Coordinating Team, we also helped navigate a search for our new 8:30 worship leader. Through this search God provided Chuck Leedle.

The Worship Team has asked both of our worship leaders to give a brief update below.

Finally, this year during Sunday morning worship we studied the life of Solomon in 1 Kings 1-11 as well as the book of Ecclesiastes. During the summer we continued our study of *A Christ Centered Approach to the Psalms*, and then in the fall, we spent some time in the beatitudes of Jesus in *Gashland [MD]*, where we were charged as a congregation to "Make Disciples". During the season of Advent, we studied the disciple and how Advent ministers to our soul. We look forward to the New Year and to further develop what we began in *Gashland [MD]* as we begin a study in the book of Romans in 2017!

The Worship Team members throughout 2016 included Ritchey Cable, Larry Harris, Bob Johnson, Chuck Leedle, Arcie McCue, Lisa Miller, Phil Pace, Sarah Sporrer and Paul Weatherford.

A Note from Chuck Leedle | 8:30 Worship Leader

As the new leader of the traditional music ministry at Gashland, it has been rewarding to begin this ministry during the busy seasons of Thanksgiving, Christmas and New Year. With each passing week, I gain familiarity with the people and traditions at Gashland.

I am constantly mindful of Psalm 127:1-2: Unless the Lord builds the house, it's builders labor in vain. Unless the Lord watches over the city, the watchman stands guard in vain. In vain you rise early and stay up late... for He grants sleep to those he loves.

Larry Harris helped support a smooth transition in November. As the acting choir director, he made excellent music selections and did a good job of preparing the choir to lead in worship. Larry continues to provide musical support and spiritual guidance to the choir.

Much thanks and appreciation go to Kelly Hackleman for providing inspirational organ music each Sunday morning. Her preludes, postludes and service music help bring us into a glorious experience of worship. Kelly accompanies the choir and provides valuable musical support and advice.

The GEPC Choir helped anchor the Advent season, singing several beautiful choral selections and leading in the offering of congregational praise. The choir members rehearse each Wednesday evening at 7:00PM and would welcome the addition of new singers in 2017... come join us! The traditional music ministry is also currently developing an orchestra. If you are a musician interested in joining our orchestra, please contact Chuck Leedle.

The Christmas Eve service featured the choir, handbells, and a vocal duet by Phil and Elizabeth Pace. Claudia Watts helped organize the handbell choir and provided valuable guidance in preparation of the handbell selections. The beautiful candlelight service provided a great start to our celebration of Christ's birth.

We thank God for this satisfying year of service and praise in 2016.

A Note from Phil Pace | 11:00 Worship Leader

2016 was a year where we've seen a growth in attendance and much-needed technical improvements to the 11am worship service at GEPC.

A major improvement was the installation of a third projector and screen allowing the pastor and worship team a view of slides and video. Steve Watts was again a blessing as he assembled an oak valance to match the other existing screens. Decorations were officially handed over to the wonderfully talented, Sarah Sporrer. She has been doing a great job making the stage a welcoming environment for worship.

Finally on Christmas Day we were able to share in a unique Sunday morning joint service that was well attended and a blessing for all.

God has richly blessed us with vocalists, musicians and an audio/visual team who selflessly serve our congregation each week. We continue to seek to lead the church in a Gospel-Driven, Christ-centered service where God and God alone is magnified and worshiped.

Other upgrades have included:

A new drum module for the electronic drum kit.

Stage lighting upgraded to LED bulbs

A new more-reliable laptop computer

Please join us in praise to the Lord for His provisions!



Outreach Team | outreach@gashland.org

The Outreach Team's purpose is to cultivate an environment that encourages the GEPC family to demonstrate and declare the Good News of Jesus Christ with the Community and the world as led by the Holy Spirit.

Community Outreach - The Outreach Team will oversee all community outreach. The team will understand where the Holy Spirit is leading/calling GEPC in Outreach, identify opportunities in the church and in the community, select focused outreach ministries (based upon the core values of the church as identified by the Session), coordinate identified ministries, and encourage GEPC to utilize their gifts to partner in these focus ministries.

Evangelism Teaching and Training - The Outreach Team will prepare the GEPC Family to recognize Gospel opportunities and to respond in "the fullness of Christ". Ephesians 4:13

Team members last year were: Phil Pace, Chair; Dennis King, Elder; Aaron Kleinmeyer, Elder; Roy Stewart, Elder; Sarah Burgen, Joyce Grady, April Downey, and Steve Moberg.

The following activities and events were conducted during the year in our efforts to support our Mission.

Attendance at the Rachel House Annual event...This is their major fundraiser of the year. Women and their children (many who would have been aborted without this ministry) were present to share their testimonies.

Our Vacation Bible School this year was a mini-version of Kanakuk Kamps near Branson, MO. College students employed by the Kamp along with many members here led a wonderful array of games and rides along with bringing the Gospel Message to kids. VBS was followed by Carnival in August... The Fall brought our annual Trunk-or-Treat event. These efforts saw hundreds of children and their parents attending.

We hosted the City Union Mission Christian Life Program Graduation here in November. It was a wonderful celebration for the graduates and a very inspiring one for all that attended.

The next of our three "Focus Missions" is Hillcrest Hope, a ministry to families that are in grave financial need. This ministry houses, trains and equips its residents to prepare to return to society much with a plan for life that they did not have when they accepted into this valuable ministry. Member, Amy Clapham has a heart for Hillcrest and has led it here for many years.

Outreach Team, via the Missions Team, is also responsible for the allocation of funds that God, through GEPC, provides to local and foreign missionaries and ministries. More detailed information regarding all of the outreach efforts is available at the Missions Display just across from the Votaw Chapel.

Over the past few months, we have seen God inspiring, equipping and leading us outside of our doors through Pastor Ritchey's *Gashland [MD]* sermon series. Praise and thanks be to God for all that He has done to help us live out the Great Commandment and Great Commission.

None of this year's activities would have happened in the absence of our members responding to God's nudges to step and support what He is doing through His Church at Gashland.



Relationships Team | relationship@gashland.org

The Relationships Team's goal: to foster loving relationships between GEPC members to facilitate their ongoing growth as disciples.

This past year the Relationships Team has been actively involved in helping develop relationships at our church.

The team, once again, partnered with the Helps Team and the Discipleship Team offering *Conversations*. The team offered support for the Undershepherding program, Women's Ministry, Men's Ministry, ReShape program and Community Groups.

Numerous Social Events were offered such as the Black and Blues (Valentine's Day) Dance, Summer Picnic, Summer Socials, Men's Royal's Night, Fall Fest, Thanksgiving Dinner, Women's Christmas Tea, and Men's Movie Night.

A new 20's and 30's program was implemented this year, to help develop deeper relationships within the younger members of our congregation.

We look forward to the upcoming year, as we continue to offer opportunities for our members to be actively involved in the life of the church. Our hope is that as we are intentional in growing as disciples, we sense the importance of relationships within our church family.

Special Thanks to the Relationship Team Members for all of your hard work this past year. Members are Connie Sommer, Lacey Morefield, Melissa Cable, Chris Taylor, and Phil Pace.



Discipleship Team | discipleship@gashland.org

This past year the Discipleship Team has seen God at work in some exciting ways. In Children's Ministries, we have seen some exciting updates to our facilities. The nursery-remodeling project was completed, which provided a counter and extra half-door in the entryway. This project added functionality and safety to our nursery. Additionally, the Children's Hall and the Blue Room received wall art, which features bright colors and photos of our own Gashland children. Some other highlights for our Children's Ministries include seeing the children hiding God's Word in their heart at KidZone, growing steadily in our weekly Sunday School class attendance, and being blessed by over 60 volunteers helping in various areas of our Children's Ministries.

In Student Ministries we implemented some exciting new events this past year including the Back-To-School Night of Prayer and Worship and the High School Discipleship Retreat where students learned about spiritual gifts, how to study God's Word, and also how to pray. We initiated a new process for students to go through confirmation. The High School had a great summer retreat at Reformed Youth Ministries Conference in Colorado. The Middle School learned about God as Creator on the Middle School Mystery Trip to Wichita, Kansas. We also had the blessing of bringing in two summer interns: David Wilson and Lily Brink to work with our Middle School guys and girls.

In 2016, our Adult Education Program continued to thrive and be a real strength at Gashland. We give God thanks for the leadership of Beth Armstrong as the Adult Ed Coordinator and pray that God would continue to help this ministry blossom as Beth completed her time in this position after many years of faithful service. Matt Martinie will become the new Adult Ed Coordinator for 2017. The Discipleship Team also helped host Family Fun Night, which was a free event for the whole family, and Gashland's Kanakuk KampOut, which brought in many children from our community for four days during the summer. We now seek to be molded by the vision of Gashland MD that Ritchey gave to the church in the Fall of 2016 and look forward to seeing how God uses it to transform what we do in 2017.



Coordinating Team | coordinating@gashland.org

Coordinating Team consists of Steve Moberg, Dennis King, Russ Ellison, Mark Lancaster, Don Vande Polder, and Pastor Ritchey. Steve is new to the team, and Dallas Reeve, who has been the chairman of Coordinating and Personnel for the last decade and a half, is stepping down and taking a well deserved break. Many thanks to the many hours of service that has gone into Personnel, Staffing, and administrative issues.

2016 was a year with many changes in staffing, personnel, and administrative issues. David Wilson was brought on board to assist with the youth ministry. Bob Johnson retired after 18 years, and Chuck Leadle joined us as the 1st service worship leader and choir director. Much work has gone into balancing the workload of our office staff with Marilyn's departure, and our goal is, in fact, to further the church's ministry and promote discipleship, along with the goal of making GEPC a great place to work. The Coordinating Team has also been the pivot point as the Team and Session have been implementing process improvements that came out an internal audit headed up by Roger Weitlich and performed by Roger, Jenny Phelan, Amy Clapham, and Mike Brink. Our thanks to the audit team for all their work in highlighting areas who's improvements will make us run better.

Work in Personnel begun in 2016 will continue into this year as we align our staffing to best serve our ministries. Our thanks to all you at GEPC for your prayers and support as we move into 2017!



Mercy Team | mercy@gashland.org

2016 was an exciting and productive one for the Mercy Team. Current ministries continued, improved and were experienced by many, those who served and those who received. The blessings flowed both ways. Newer ministries were enhanced, improved and streamlined. New ministries are being explored.

Building Bridges

•"Pick-a-Lily" was an effort undertaken to honor, gift and visit those who are less able to join us on a weekly basis. "Adopt-a-college- student" was implemented as a means to stay connected with our members who are currently in college. Supported by our very talented Card-making Team, members of the church have stayed in touch with nearly 30 college students while they are away. The year culminated in a Care Packaging Party to help the students prepared for finals.

•"Pluck-a-Turkey" returned this year as a ministry to GEPC's shut-ins. This year we not only had members provide items for Thanksgiving gift bags, but also had families visit and get to know many of our members whom we do not get to see as regularly as we'd like.

•Operation HelpNet was born. This ministry's dream is to involve all generations, small groups, families and friends in building relationships, as we use our gifts and talents to meet needs of our church family, in various ways. STAY TUNED in 2017.

Vision 2016

•An AED was purchased, now located outside the office. Although, it should only be used by those trained in CPR/AED, the AED will instruct the user on what to do in case of a cardiac emergency. If anyone is interested in training, please see a member of the Mercy Team.

•A team has been formed to evaluate ways, systems/products, to enhance hearing in both the Sanctuary and Ministry Center, especially for those wearing hearing aids. This team will continue to work into 2017 to secure the best solution to meet identified needs.

Visits/Communion, Compassion Meals, Memorial Meals, Compassion Wheels, Greeting Cards, Provisions for Walk-In requests, Sleeping Bag Project.

Many of you generously contributed to serving the family of GEPC:

•Meals have been prepared, delivered and served, whether celebrating the life of an individual or simply to lighten the load of a family during a difficult, or joyous time.

•Visits to those who cannot regularly attend Sunday services, Communion served, and fellowship enjoyed, continued in 2016.

•Transportation was provided for doctor appointments, to attend a church service or event. as well as baby essentials, were consistently donated and available to those who walk through our doors. Homeless have been given hand-made sleeping bags, made by many hands.

The Mercy Fund has been blessed; our church family is faithful. Funds have been used to assist members in various ways, in stressful financial times. Thank you, we are humbled. More information will be shared in 2017.

Our aim in 2017 is to continue to facilitate, and nurture, a culture of Mercy within GEPC, where everyone has the opportunity to participate. Whether you are called to serve on a regular basis, or a one-time basis, we have opportunities for you. We look forward to an exciting year.

Respectfully | The Mercy Team | Marian Anderson, Pat Daniels, Susanne Drayer, Mary Lancaster, Pam Parker, Ishi Stackpole, Cindy Taylor



Helps Team | helps@gashland.org

The Helps Team serves Gashland EPC by ushering on Sunday morning and coordinating the behind the scenes setup for fellowship and ministry opportunities. FirsTeam, Chair Team, Gashland Grounds Coffee Service Team, and the Conversations Meal Team help with the setup of all ministry functions in support of the Helps team. All teams work together to promote a comfortable and hospitable place for the members and guests of our community to worship and fellowship together.

FirsTeam greets people as they enter the church, the Sanctuary and Worship Center, help people find seats if they would like, introduce new comers to Pastor Ritchey, Michael and others as appropriate and take the offering during worship service. We have twenty-one regular servers and fourteen substitutes that cover both 8:30 and 11:00 services. Currently we have two teams of four each serving for the 8:30 service and two teams of five to seven serving for the 11:00 service. Each team serves two Sundays a month. We typically serve on Sunday mornings, but have helped out with a funeral and the Christmas Eve services, as well as a few other all church events when asked. This past year we did purchase new offering pouches for the 8:30 service. They hold all the envelopes and cards much better than the offering plates we had been using.

Chair team consists of about 10 regular volunteers and we need at least two more to more efficiently share the heavy lifting. While we primarily focus on the seating for church services in the worship center, we have assisted other teams who called for help with setup. Midway through last year, the Chair team evaluated various different setups for 2nd worship service, and ended up removing one of the center aisles to simplify crowd movement for communion and offering collection, to draw the congregation closer together and nearer to the stage. Michael is also getting the youth involved, and they helped set up for one of the holiday services.

Gashland Grounds Coffee Service Team consists of 10-13 volunteers this past year who are committed to serve one Sunday a month after 1st service. Team consists of Ishi Stackpole, Bryan and Teri Burgen, D'Ann Smith, Debbie Failing, Kathy Russell, Jenny and Steve Phelan, Dave and LeAnn Smith Izzy Foreman, Gail Stewart and Paula Willis. They have served Eleos coffee whose mission is "To glorify God by making disciples through gospel driven ministries of compassion." The team also provided tea and snacks with help from weekly donations to offset costs.

Conversation cook team consists of a group of dedicated people who shop, prep, and prepare approximately 32 weeks of delicious meals on Wednesday evenings from September thru May for 150 people and also shut-in meals. Team consists of Connie Sommer, Ginny Neemann, Izzy Forman, Debbie Ellison, Betty Weitlich, Jeri Wopata and Paula Willis. Gail Stewart and Teri Burgen have coordinated and covered the setup and cleanup teams each week which are crucial to serving our community dinner and leaving our facilities clean and ready for the next event. Thank you to all who served on one or both of these teams and anyone who volunteered to setup tables and chairs or provided yummy desserts throughout the year. A special thank you to Sarah Sporrer for the beautiful table décor for our Thanksgiving and Christmas Church dinners.

With God's guidance and grace, many hands and serving hearts, these ministries have flourished! Always welcome more helpers!



Property Team | property@gashland.org

The Property Team seeks to keep the property functional and operational, and maintain the integrity of the building so that the ministries of the church can forward unhindered

To highlight some items in 2016, we made steps toward addressing parking lot issues by sealing cracks and repairing badly needed problem areas. In addition the HVAC in the ministry center quit unexpectedly. We worked alongside other ministry teams and replaced the unit. The property team has maintained the Amos house (the house directly east of the church) for multiple missionary short term tenants.

God has blessed the GEPC family with the facility and grounds and the Property Team considers it a privilege to be the stewards on the team.



Finance Team | finance@gashland.org

In addition to the end of the year financial statement and budget for 2017, Ethan Funk, the Deacon on the Finance Team, would like to offer this brief overview:

As the deacon representative for the Finance Team, I would like to report a very blessed 2016. As you can see, the statistical data supports a strong position as a church and the direction we are headed. I would also like to touch on a few items that highlight the successes of the finance team and its members.

1. Charlie Deis was selected to be the new Associate Treasurer.
2. We have been researching different methods of online and electronic giving to provide our members diverse options when it comes to the method of offering.
3. We have been in prayer and thought about the possibility of a capital campaign in the future. The timing on this is TBD at this point.
4. One of our goals this year was to have better communication between the Finance Team, the Deacons, the session and all the teams at GEPC. I believe we accomplished this and will be even more involved in the years to come.
5. Over the past several years, God has provided Gashland the gifts and skills of Phil Josephson, who chairs our team. Phil has led us from times that were dark to now times that are much more positive. Thank you, Phil, so much for your service and commitment to the Lord all these years.

Please see the accompanying financial report for the detailed outline of Gashland EPC's finances.

Gashland Presbyterian Church

Statement of Financial Position

12/31/2016

Assets

Current Assets:			
1005	Checking - Commerce Bank	\$	51,404.88
1006	Sweep Account - Commerce Bank		294,544.55
1030	Memorial - Index ETF Funds		23,574.05
1020	PayPal		3,821.51
1011	Petty Cash		250.00
1100,1150	Other Current Assets		-
	Total Current Assets		\$ 373,594.99
Fixed Assets:			
1200	Land		1,012,248.00
1210	Sanctuary/Chapel		497,970.00
1220	Addition		3,534,100.00
1225	Parking Lot		204,000.00
1230	Sound System/Furnishings		205,384.00
	Total Fixed Assets:		5,453,702.00
	Total Assets		\$ 5,827,296.99

Liabilities & Net Assets

Current Liabilities:			
2005	Accounts Payable	\$	6,702.25
2010	Accrued Missions Payable		-
2030	Federal Taxes Payable		2,182.44
2035	State Taxes Payable		1,404.00
2040	City Taxes Payable		519.45
	Total Current Liabilities		\$ 10,808.14
Long Term Liabilities:			
2615	Note Payable - Commerce Bank		647,799.33
	Total Long Term Liabilities		647,799.33
	Total Liabilities		658,607.47
Net Assets			
Temporarily Restricted			
2264	Outreach - Missions		21,760.47
2105..2263,2265..2290	Other Restricted Funds (Schedule)		63,977.85
	Total Temporarily Restricted		85,738.32

Gashland Presbyterian Church
Statement of Financial Position
12/31/2016

Unrestricted			
	Net Investment in Fixed Assets	4,805,902.67	
2902	Board Designated - Memorial Gifts	68,235.97	
2990	Unrestricted - Prior Years	216,043.24	
	Unrestricted - Current Year	<u>(7,230.68)</u>	
	Total Unrestricted		<u>5,082,951.20</u>
	Total Net Assets		<u>5,168,689.52</u>
	Total Liabilities & Net Assets		<u>\$ 5,827,296.99</u>

Cash Available for General Operations	
Total Cash & Cash Equivalents	\$ 373,594.99
Less:	
Current Liabilities	10,808.14
Temporarily Restricted Funds	85,738.32
Board Designated Funds	68,235.97
Total Unavailable	<u>164,782.43</u>
Total Cash Available for General Operations	<u>\$ 208,812.56</u>

Gashland Presbyterian Church
Statement of Activities
For the Period Ended 12/31/2016

	2016 Actual	2016 Budget	Variance	2015 Actual
Revenue				
3103 General Offering	\$ 726,963.23	\$ 714,029.00	\$ 12,934.23	\$ 725,374.68
3110 Loose Offering	11,698.27	12,500.00	(801.73)	11,580.56
3120 Missions Offering	14,165.25	2,000.00	12,165.25	8,792.00
3125 Interest	385.69	100.00	285.69	30.00
3130 Wedding Fee Income	510.52	1,400.00	(889.48)	1,649.65
3140 Bldg Use Fee Income	2,910.00	4,000.00	(1,090.00)	3,789.50
3150 Miscellaneous Income	167.30	2,000.00	(1,832.70)	498.19
Total Revenue	756,800.26	736,029.00	20,771.26	751,714.58
Expenses				
Personnel				
4105 Sr Pastor - Salary	42,870.02	42,870.00	0.02	40,065.00
4107 Sr Pastor - Social Security	4,934.16	5,574.55	(640.39)	4,934.16
4110 Sr Pastor - Housing	30,000.00	30,000.00	-	30,000.00
4115 Sr Pastor - Auto Allowance	1,966.97	2,500.00	(533.03)	1,986.11
4120 Sr. Pastor - Prof Allow & Cont Ed	5,464.31	7,000.00	(1,535.69)	1,885.89
4125 Sr Pastor - Major Medical/Life/LTD	18,687.85	17,380.00	1,307.85	16,607.32
4126 Sr Pastor - Pension	8,143.50	6,710.00	1,433.50	6,450.00
4128 Sr Pastor - Dental	-	-	-	288.00
4130 Sr Pastor - Hospitality Ministry Fund	1,489.55	1,800.00	(310.45)	1,790.95
4100..4599 Other Personnel Expenses	225,672.65	239,097.45	(13,424.80)	216,964.13
Total Personnel	339,229.01	352,932.00	(13,702.99)	320,971.56
Worship				
6010 Supplies	414.99	850.00	(435.01)	1,238.71
6015 Communion	447.70	400.00	47.70	374.72
6020 Music License	219.67	900.00	(680.33)	1,127.42
6025 Instrument Maintenance	637.23	1,500.00	(862.77)	704.58
6030 Special Services	26.30	300.00	(273.70)	147.89
6035 Decorations	21.52	1,000.00	(978.48)	414.10
6040 Music	364.38	2,000.00	(1,635.62)	1,272.50
6045 Sound Equipment	8,763.65	2,800.00	5,963.65	4,760.50
6050 Funeral Expenses	184.02	200.00	(15.98)	174.13
6055 Flowers	(298.00)	100.00	(398.00)	16.25
Total Worship	10,781.46	10,050.00	731.46	10,230.80
Outreach				
6110 Outreach Events	1,502.39	-	1,502.39	2,857.95
6115 Broadway Ridge Ministry	-	-	-	4,920.09
6120 Vacation Bible School	4,125.90	3,500.00	625.90	3,047.27
6125 Neighborhood Prayer Ministry	-	-	-	-
Total Outreach	5,628.29	3,500.00	2,128.29	10,825.31
Missions				
6210 Designated Missions	89,302.13	89,000.00	302.13	85,998.69
6215 EPC-PerMember 400@\$23+400X\$15 + \$1500	14,088.62	17,460.00	(3,371.38)	12,610.60
6220 Missions Offering Disbursements	6,702.25	-	6,702.25	10,092.00
Total Missions	110,093.00	106,460.00	3,633.00	108,701.29
Relationships				
6310 Conversations	25.32	900.00	(874.68)	1,890.73
6315 Quarterly Socials	1,172.58	1,500.00	(327.42)	1,218.62
6320 Books, Study Aides, Other	594.23	250.00	344.23	867.30
6325 Sunday Morning Hospitality	2,323.52	900.00	1,423.52	1,161.10
Total Relationships	4,115.65	3,550.00	565.65	5,137.75

Gashland Presbyterian Church
Statement of Activities
For the Period Ended 12/31/2016

	<u>2016 Actual</u>	<u>2016 Budget</u>	<u>Variance</u>	<u>2015 Actual</u>
Discipleship				
Children's Education				
6410	1,659.62	2,700.00	(1,040.38)	3,155.23
6415	839.29	300.00	539.29	398.56
6420	29.98	350.00	(320.02)	-
6425	1,055.01	1,000.00	55.01	471.54
6430	299.31	750.00	(450.69)	497.19
6435	316.08	250.00	66.08	96.37
6440	257.99	800.00	(542.01)	752.71
6445	136.26	500.00	(363.74)	53.30
6450	340.09	600.00	(259.91)	255.51
Total Children's Education	<u>4,933.63</u>	<u>7,250.00</u>	<u>(2,316.37)</u>	<u>5,680.41</u>
Youth Education				
6510	21.91	625.00	(603.09)	636.82
6515	3,483.98	4,500.00	(1,016.02)	1,005.87
6520	500.63	750.00	(249.37)	953.80
6525	403.43	500.00	(96.57)	478.66
6530	15.00	250.00	(235.00)	-
6535	569.96	800.00	(230.04)	511.99
6540	215.21	625.00	(409.79)	619.28
6545	-	1,500.00	(1,500.00)	-
Total Youth Education	<u>5,210.12</u>	<u>9,550.00</u>	<u>(4,339.88)</u>	<u>4,206.42</u>
Adult Education				
6610	364.09	800.00	(435.91)	749.28
6615	491.99	150.00	341.99	305.67
6620	125.88	500.00	(374.12)	102.08
6625	109.78	400.00	(290.22)	-
Total Adult Education	<u>1,091.74</u>	<u>1,850.00</u>	<u>(758.26)</u>	<u>1,157.03</u>
Total Discipleship	<u>11,235.49</u>	<u>18,650.00</u>	<u>(7,414.51)</u>	<u>11,043.86</u>
Mercy				
7010	215.80	500.00	(284.20)	-
7015	432.00	100.00	332.00	-
7020	(697.88)	200.00	(897.88)	(1,538.78)
7025	92.13	150.00	(57.87)	71.63
Total Mercy	<u>42.05</u>	<u>950.00</u>	<u>(907.95)</u>	<u>(1,467.15)</u>
Property				
7110	23,116.26	22,000.00	1,116.26	21,321.03
7115	5,803.11	5,500.00	303.11	5,802.64
7120	6,380.86	5,500.00	880.86	5,334.38
7125	30,261.73	25,000.00	5,261.73	27,514.21
7130	8,132.16	11,000.00	(2,867.84)	10,645.02
7135	-	200.00	(200.00)	80.00
7140	1,409.18	1,500.00	(90.82)	1,652.61
7145	2,286.07	3,000.00	(713.93)	2,276.00
7150	13,318.74	12,000.00	1,318.74	12,236.73
7155	4,103.00	5,500.00	(1,397.00)	4,731.40
7160	36,738.21	26,650.00	10,088.21	33,765.98
7162	22,776.00	-	22,776.00	-
7165	14,569.36	11,000.00	3,569.36	15,128.46
Total Property	<u>168,894.68</u>	<u>128,850.00</u>	<u>40,044.68</u>	<u>140,488.46</u>

Gashland Presbyterian Church
Statement of Activities
For the Period Ended 12/31/2016

	<u>2016 Actual</u>	<u>2016 Budget</u>	<u>Variance</u>	<u>2015 Actual</u>
Office Equipment & Supplies				
7510 Office Supplies	2,517.86	2,500.00	17.86	2,256.97
7515 Bulletins -- Printing	1,588.38	200.00	1,388.38	115.30
7520 Publicity (Ads)	641.60	500.00	141.60	2,346.95
7525 Maintenance Agreements	-	-	-	-
7530 Postage	1,986.30	1,800.00	186.30	2,075.56
7535 Computer/Software	9,274.84	4,130.00	5,144.84	6,866.97
7540 Equipment Rental	4,031.57	2,500.00	1,531.57	3,298.80
7545 Stewardship	-	400.00	(400.00)	66.34
7555 Accounting Service	8,843.00	8,809.00	34.00	8,689.00
7560 Miscellaneous Expense	3,134.31	1,000.00	2,134.31	1,902.59
7562 PayPal Fees	1,246.29	1,000.00	246.29	1,133.58
Total Office Equipment & Supplies	<u>33,264.15</u>	<u>22,839.00</u>	<u>10,425.15</u>	<u>28,752.06</u>
Retirement of Debt				
7910 Principal Payment	60,731.48	60,143.00	588.48	91,774.33
7915 Interest Payment (4%>2018)>2022	28,015.68	28,105.00	(89.32)	32,472.83
Total Retirement of Debt	<u>88,747.16</u>	<u>88,248.00</u>	<u>499.16</u>	<u>124,247.16</u>
Total Expenses	<u>772,030.94</u>	<u>736,029.00</u>	<u>36,001.94</u>	<u>758,931.10</u>
Net Balance from Operations	<u>\$ (15,230.68)</u>	<u>\$ -</u>	<u>\$ (15,230.68)</u>	<u>\$ (7,216.52)</u>
Other Income (Expense)				
3950 Rental Income	8,000.00	24,000.00	(16,000.00)	24,000.00
4950 Rental Expense	-	(3,000.00)	3,000.00	(6,000.00)
Total Other Income (Expense)	<u>8,000.00</u>	<u>21,000.00</u>	<u>(13,000.00)</u>	<u>18,000.00</u>
Net Balance	<u>\$ (7,230.68)</u>	<u>\$ 21,000.00</u>	<u>\$ (28,230.68)</u>	<u>\$ 10,783.48</u>



Gashland Presbyterian Church

Estimates of Contributions

	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Total pledges	446,845	516,894	535,700	560,640	592,588
Non-pledged gifts - estimated	<u>98,306</u>	<u>124,055</u>	<u>144,639</u>	<u>151,373</u>	<u>165,925</u>
Total gifts	545,151	640,949	680,339	714,029	758,513
% Estimate of Non-pledged	22%	24%	27%	27%	28%
Income					
General Offerings	666,532	705,999	725,375	726,963	
Other income	19,250	12,574	26,413	31,394	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	685,782	718,572	751,788	758,358	
Expenses	575,768	670,531	758,871	767,886	
Net gain or (Loss)	110,014	48,042	(7,083)	(9,528)	

Households & Pledges

Households	214	195	212	215	213
No pledge -- \$0 to \$0	90	62	76	81	83
No new pledge	19	23	18	14	8
<u>Pledges</u>					
No change--same year to year amou	40	32	59	56	60
Increase	36	44	27	29	33
Decrease	9	8	15	16	15
New pledges	20	26	17	19	14
Total pledges	105	110	118	120	122



Gashland Presbyterian Church 2016 & 2017 Budgets

		2016 Budget	2017 Budget
Revenue			
3103	General Offering	714,029	758,513
3110	Loose Offering	12,500	12,500
3120	Missions Offering	2,000	2,000
3125	Interest	100	400
3130	Wedding Fee Income	1,400	1,400
3140	Bldg Use Fee Income	4,000	4,000
3150	Miscellaneous Income	2,000	2,000
Total Revenue		736,029	780,813
Expenses			
Personnel			
4105	Sr Pastor - Salary	42,870	42,870
4107	Sr Pastor - Social Security- 7.65% of salary	5,575	5,798
4110	Sr Pastor - Housing	30,000	32,915
4115	Sr Pastor - Auto Allowance	2,500	2,000
4120	Sr. Pastor - Prof Allow & Cont Ed	7,000	7,000
4125	Sr Pastor - Major Medical/Life/LTD	17,380	20,179
4126	Sr Pastor - Pension	6,710	7,579
4128	Sr Pastor - Dental	0	
4130	Sr Pastor - Hospitality Ministry Fund	1,800	1,800
4100-.4599	Personnel Expenses	239,097	259,834
Total Personnel		352,932	379,974
Worship			
6010	Supplies	850	1,600
6015	Communion	400	400
6020	Music License	900	500
6025	Instrument Maintenance	1,500	1,500
6030	Special Services	300	200
6035	Decorations	1,000	1,000
6040	Music	2,000	2,000
6045	Sound Equipment	2,800	2,800
6050	Funeral Expenses	200	200
6055	Flowers	100	100
Total Worship		10,050	10,300
Outreach			
6110	Outreach Events	0	
6115	Broadway Ridge Ministry	0	
6120	Vacation Bible School	3,500	4,000
6125	Neighborhood Ministry/Trunk or Treat	0	
Total Outreach		3,500	4,000
Missions			
6210	Designated Missions	89,000	92,400
6215	EPC-PerMember 400@\$23+400X\$15 + \$	17,460	17,460
6220	Missions Offering Disbursements	0	
Total Missions		106,460	109,860
Relationships			
6310	Conversations	900	900
6315	Quarterly Socials	1,500	1,500
6320	Books, Study Aides, Other	250	250
6325	Sunday Morning Hospitality	900	1,800
Total Relationships		3,550	4,450
Discipleship			
Children's Education			
6410	Sunday School - Children's	2,700	2,700
6415	Bibles	300	300
6420	Training Conferences - Children	350	350
6425	Wed. Night Activities	1,000	1,000
6430	Classroom Equipment	750	750
6435	Children's Library-Volun Train & Apprec	250	350
6440	Nursery	800	800
6445	Children's Church	500	500
6450	Parent Involvement/Outreach	600	500
Total Children's Education		7,250	7,250

Gashland Presbyterian Church 2016 & 2017 Budgets

		<u>2016 Budget</u>	<u>2017 Budget</u>
Youth Education			
6510	Sunday School - Youth	625	625
6515	Events - Youth	4,500	4,500
6520	Youth - High School /Connect	750	750
6525	Training / Leadership Youth	500	500
6530	Confirmation Class	250	250
6535	Audio-Visual Youth	800	800
6540	Next Exit	625	625
6545	Intern Expense	1,500	1,500
Total Youth Education		<u>9,550</u>	<u>9,550</u>
Adult Education			
6610	Sunday School - Adults	800	800
6615	Audio/Visual & Library	150	150
6620	Leadership Training/Small Groups	500	500
6625	College Ministry	400	400
Total Adult Education		<u>1,850</u>	<u>1,850</u>
Total Discipleship		<u>18,650</u>	<u>18,650</u>
Mercy			
7010	Deacons - Mercy	500	500
7015	Healing & Wellness	100	100
7020	Memorial Meals	200	200
7025	Pastoral Aid	150	150
Total Mercy		<u>950</u>	<u>950</u>
Property			
7110	Custodial Services	22,000	22,020
7115	Telephone	5,500	6,000
7120	Water	5,500	6,200
7125	Electricity	25,000	25,000
7130	Heat	11,000	8,000
7135	Pest Control	200	200
7140	Trash Disposal	1,500	1,500
7145	Janitor Supplies	3,000	3,200
7150	Insurance	12,000	13,800
7155	Lawn & Snow	5,500	4,500
7160	Maintenance	26,650	35,880
7162	Unscheduled Maintenance	0	0
7165	Scheduled Service & Agreements	11,000	13,700
Total Property		<u>128,850</u>	<u>140,000</u>
Office Equipment & Supplies			
7510	Office Supplies	2,500	2,500
7515	Bulletins -- Printing	200	500
7520	Publicity (Ads)	500	500
7525	Maintenance Agreements	0	0
7530	Postage	1,800	1,800
7535	Computer/Software	4,130	3,980
7540	Equipment Rental	2,500	3,500
7545	Stewardship	400	400
7555	Accounting Service	8,809	9,000
7560	Miscellaneous Expense	1,000	1,000
7562	PayPal Fees	1,000	1,200
Total Office Equipment & Supplies		<u>22,839</u>	<u>24,380</u>
Retirement of Debt			
7910	Principal Payment	60,143	63,390
7915	Interest Payment (4%>2018)>2022	28,105	24,858
Total Retirement of Debt		<u>88,248</u>	<u>88,248</u>
Total Expenses		<u>736,029</u>	<u>780,812</u>
Net Balance from Operations		<u>0</u>	<u>0</u>
Other Income (Expense)			
3950	Rental Income	24,000	0
4950	Rental Expense	-3,000	0
Total Other Income (Expense)		<u>21,000</u>	<u>0</u>
Net Balance		<u>21,000</u>	<u>0</u>



Appendix
Nominating Team - Document 1

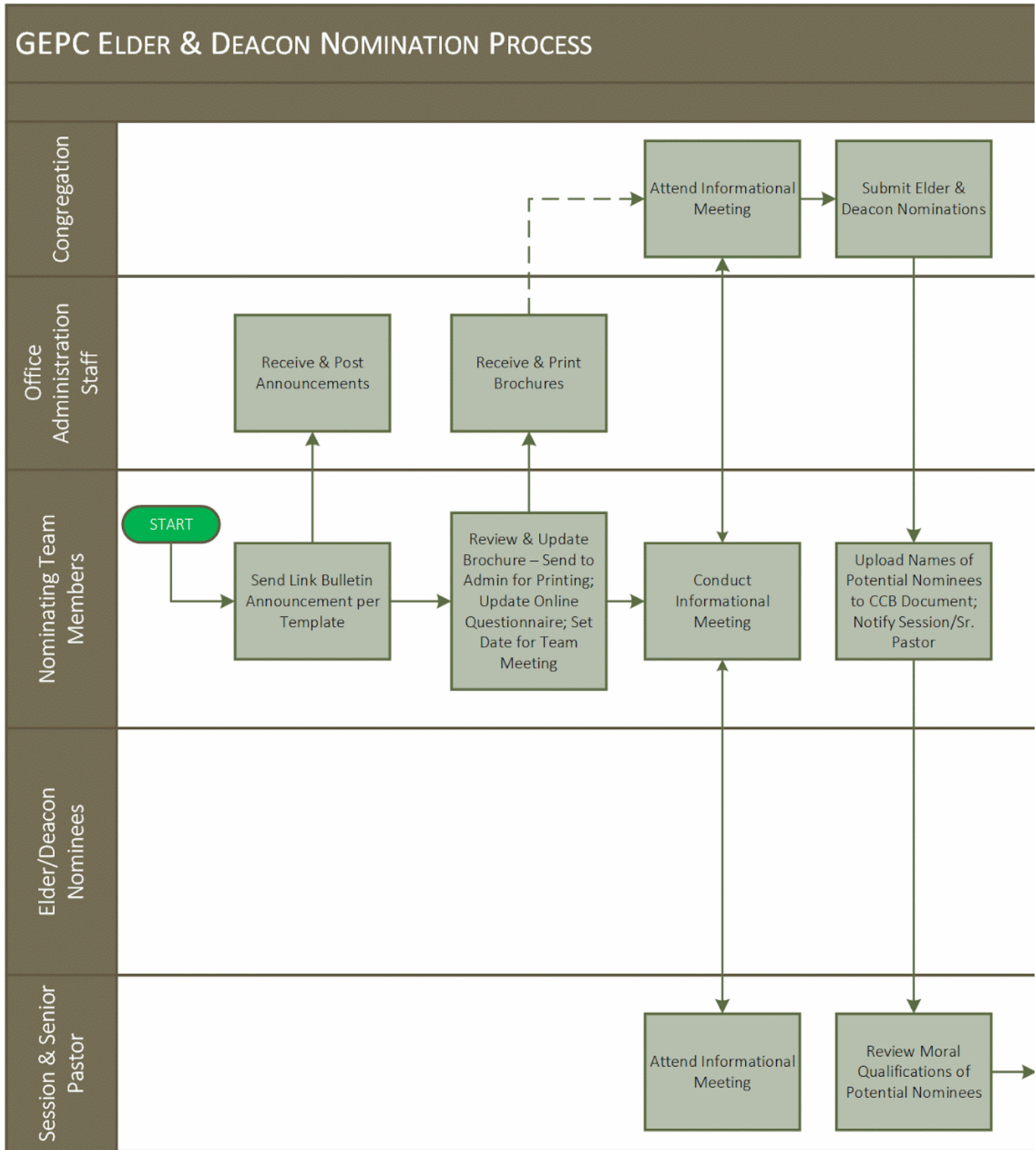
NOMINATING TEAM MEETING AGENDA

A. Date/Time:				Location: GEPC			
PRESENT(P) ABSENT(A) EXCUSED(E)			PRESENT(P) ABSENT(A) EXCUSED(E)			GUESTS	
Aaron Kleinmeyer (Elder)	P	A	E	Mary Long	P	A	E
Roy Stewart (Elder)	P	A	E	Peter Marshall	P	A	E
Teri Burgen (Deacon)	P	A	E	Joy Winkler	P	A	E
Jim Langford	P	A	E	Ritchey Cable (ex-officio)	P	A	E

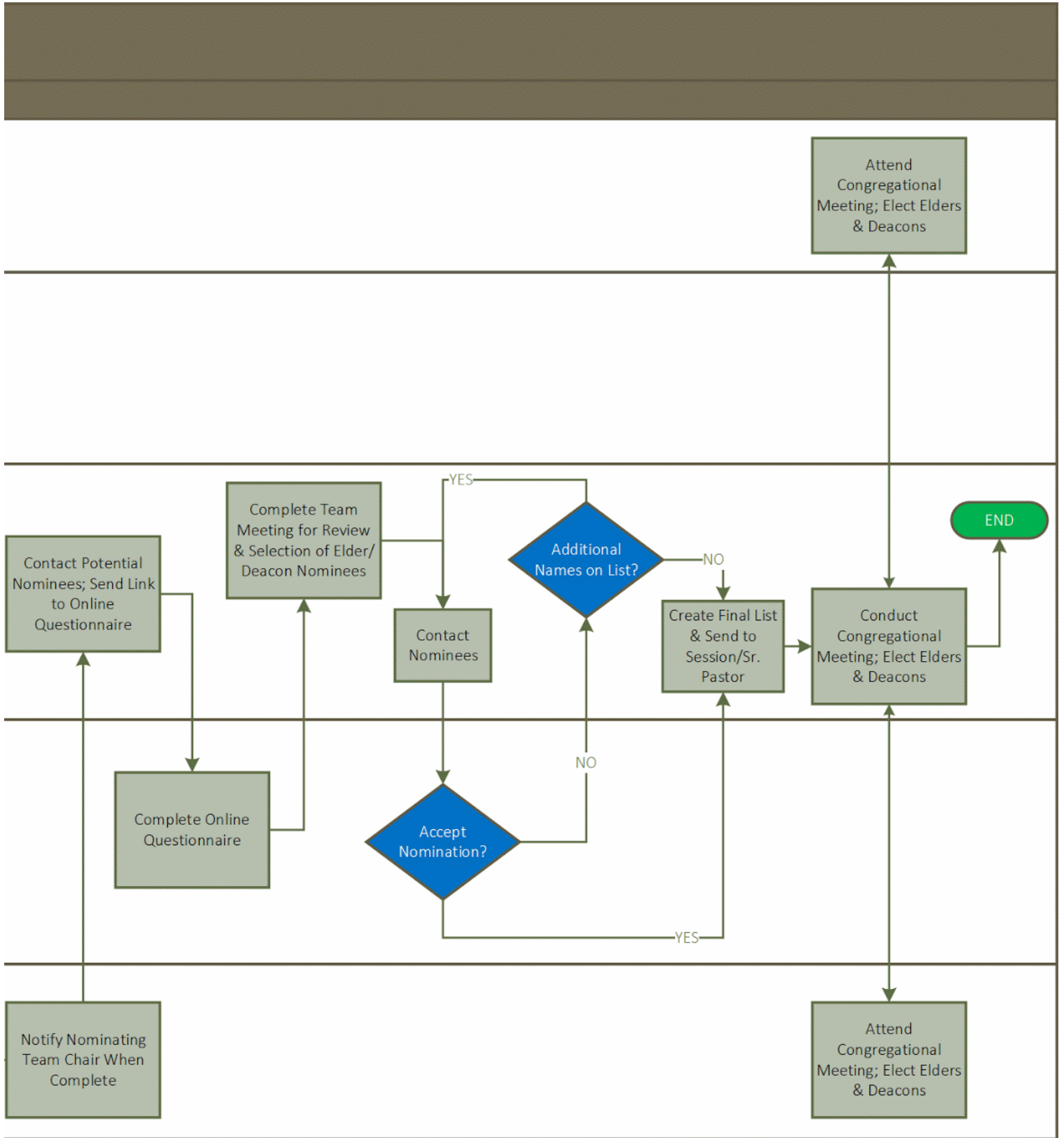
Agenda

- I. Opening Prayer
- II. Overview of Biblical Charge and Process - Acts 6 and Description of Process
- III. Deacon Selection
 - A. Reading of Biblical Text - 1 Timothy 3:8-13
 - B. Review and Discussion of Deacon Candidate Online Submission
 1. Candidate 1
 2. Candidate 2
 3. Candidate 3
 4. Candidate 4, Etc.
 - C. Scenario Ranking
 1. Scenario 1 - Frozen Pipe
 2. Scenario 2 - Homeless
 3. Scenario 3 - Mercy in Church
 - D. Collection of Results
 - E. Formula Conclusion and Discussion on Qualitative Attributes
 - F. Prayer for Selection
 - G. Selection of Candidates
- IV. Elder Selection
 - A. Reading of Elder Biblical Texts - 1 Timothy 3:1-7; Titus 1:5b
 - B. Review and Discussion of Elder Candidate Online Submission
 1. Candidate 1
 2. Candidate 2
 3. Candidate 3
 4. Candidate 4, Etc.
 - C. Scenario Ranking
 1. Scenario 1 - Family Crisis
 2. Scenario 2 - Sunday School Intervention
 3. Scenario 3 - Leading Individual to Faith
 - D. Collection of Results
 - E. Formula Conclusion and Discussion on Qualitative Attributes
 - F. Prayer for Selection
 - G. Selection of Candidates
- V. Discussion of Followup Schedule
- VI. Close in Prayer

Appendix
Nominating Team - Document 2



Appendix
Nominating Team - Document 2



GASHLAND EVANGELICAL PRESBYTERIAN CHURCH

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