



2025 ANNUAL REPORT

**Annual Congregational Meeting
January 25, 2026**

IN MEMORIAM

(Those who passed away after 2024 Annual Report)

Marge Eckert
Betty Koons
Ann Laurimore
Patricia Musson
Marlene Rady
Amy Rogers
Kathy Roster
Harry Simpson
Dick Teubert
Bea Van Eck
Donna Weitz
Andy Zerban

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ANNUAL CONGREGATIONAL MEETING - January 26, 2025 at 11:09 AM

The purpose of this meeting was to receive the 2024 Annual Report, as well as the Budget for 2025. Additionally, the congregation will approve the Terms of Call for the Rev. Jordan Starkenburg and Rev. Julie Delezenne.

Rev. Julie Delezenne opened the meeting with a prayer. A quorum was declared present by the clerk.

The names of the church members who have passed away since the Annual Congregational Meeting held on January 28, 2024 were read by Rev. Delezenne and a time of prayer was observed in their honor: Maxine Diller, Gladys Eggli, Nancy Ferguson, Mary Ann Hansen, Eileen Haywood, Carl Johnson, Tina Lane, Jean McNeil, Rev. J. Elliot P. Morrison, Devon Neibert, Jr., Margaret "Peg" Sargent, Carl Scheffler, Betty Wallace, Louis Wood, James "Woody" Woodburne, Rev. Nancy Zerban, and Fredrick Zwemer.

A motion was made and seconded to approve the minutes of the Annual Congregational Meeting on January 28, 2024, and the Congregational Meetings on April 7, 2024, July 7, 2024, and December 1, 2024. Motion was approved.

An update on the 3 Bright Ideas was shared by Randy Wendland. The change out to LED lighting will be complete in the next couple of weeks. The solar panels will start in February. A water leak has developed in one of the boilers so that will be a high priority to get replaced first.

A motion was made and seconded to receive the 2024 Annual Reports with one typo correction. Motion approved.

Cindy Glines, Financial and Generosity Committee Elder, presented the 2024 financials and the 2025 budget which have been approved by session.

A motion was made and seconded to accept the recommendation from Session for the Terms of Call for Head of Staff, Rev. Julie Delezenne. Motion approved.

A motion was made and seconded to accept the recommendation from Session for the Terms of Call for Rev. Jordan Starkenburg. Motion approved.

A motion was made, seconded, and approved to adjourn the meeting. The meeting was closed with prayer at 11:31.

Respectfully Submitted,
Betsy Rees, Clerk

CALLED CONGREGATIONAL MEETING – March 2, 2025 at 11:06 AM

The purpose of this meeting was to elect Jeff Huyck to the office of Ruling Elder (class of 2025), Bonnie Willings to Trustee (class of 2025), and John McKinney to Nominating Committee (class of 2027).

Rev. Julie Delezenne opened the meeting with a prayer. A quorum was declared present.

Nominations from the floor were opened. No additional nominations were submitted. Nominations were closed.

A motion was made and seconded to approve the Nomination Committee's slate to elect Jeff Huyck to the office of Ruling Elder (class of 2025), Bonnie Willings to Trustee (class of 2025), and John McKinney to Nominating Committee (class of 2027) as presented. Motion carried.

The meeting was closed with prayer at 11:07 AM.

Respectfully Submitted,

Betsy Rees, Clerk

CALLED CONGREGATIONAL MEETING – May 4, 2025 at 11:03 AM

The purpose of this meeting was to elect John Lane to the office of Ruling Elder and Trustee (class of 2026).

Rev. Julie Delezenne opened the meeting with a prayer. A quorum was declared present.

The Nomination Committee is presenting John Lane as the candidate for the office of Ruling Elder and Trustee for the class of 2026.

Nominations from the floor were opened. No additional nominations were submitted. Nominations were closed.

The congregation approved the Nomination Committee's motion to elect John Lane to the office of Ruling Elder and Trustee (class of 2026).

The meeting was closed with prayer at 11:04 AM.

Respectfully Submitted,

Betsy Rees, Clerk

CALLED CONGREGATIONAL MEETING – December 7, 2025 at 11:05 AM

The purpose of this meeting was to elect officers for the 2027 Congregational Engagement Committee, Elders for the Class of 2028, and Deacons for the Class of 2028.

Rev. Julie Delezenne opened the meeting with a prayer. A quorum was declared present by the clerk.

Bonnie Willings presented the Elder slate on behalf of the Congregational Nominating Committee. The Committee's slate for Elders for the Class of 2028 includes nominees: Rick Cooper, Mark Guy, Bonnie Smith, and Elizabeth Sonnabend. The committee's slate for Deacons for the Class of 2028 includes: Jeanne de Vries, Jeff Flynn, Jill Hibbard, Angela Patterson, and Sue Woodburne. The Congregational Nominating Committee nominates Tad Minor and Scotty Shimnoski for the At Large Members, 2027 Congregational Engagement Committee. Nominations from the floor were requested and no further nominations were made. A motion was made and seconded to close the nominations.

A motion was made and seconded to approve the Elder slate for the class of 2028, Deacon slate for the class of 2028, and the At Large Members, 2027 Congregational Engagement Committee, as presented. Motion carried.

The meeting was closed with prayer at 11:08 AM.

Respectfully submitted,
Betsy Rees, Clerk

PASTOR'S REPORT - 2025

Coming into 2025, Session and I knew we had wanted to work on further defining our vision: What is God calling us to right now? What has the Spirit been up to already? What kind of vision will be broad enough to allow freedom to say "yes" to new opportunities as they arise, but also narrow enough so that we can discern what we might say "no" or "not at this time" to as well?

Through the spring and summer, we came up with this working vision:
In Christ, we are united, courageously speaking up and showing up to demonstrate God's love through authentic, just, and enduring transformation in ourselves and the world around us.

I love the idea that we need to be open to transformation in ourselves, individually and collectively as a church, and not just heading out to change the world. We too are part of the new thing that God is doing.

My own Star Word for 2025 fits this: "self-awareness." I groaned when I got this word. This is tough. To look at ourselves with honest eyes. To be open to change.

A vision helps us hold up a mirror, to take some measurements.

And our 4 vision lenses have been helping us dig deeper. We used these lenses towards the end of this year as we were making and setting priorities for 2026 and developing our budget. You heard a deeper dive into each of these lenses during our stewardship series: *A Focused Vision*. And our session has begun using one of these each meeting as a springboard for our opening discussions. Our vision and these lenses are living and open, not meant to be rigid, but to help have those honest, self-aware conversations.

I want to share some thoughts about what I saw through these lenses in our work together this past year:

Growing together as disciples in God's authentic love

One of the places/experiences I saw epitomize this vision lens was our church retreat at Camp Henry. This intergenerational experience brings us closer to God and one another as we worship, eat, play, rest together. A weekend to do life together- up close!

We also took steps forward in other areas through this lens. In Sunday School and youth group, we worked on establishing greater consistency through curriculum, leadership, and regular gatherings. This has helped greatly!

We grew together as we tried new things in worship- including our well received "Faith Questions" series. Our choirs and neXus band kept us fed musically and were community for one another. We dove deeper together through Wednesday Night Connections and Early Word Bible Study.

I continue to be amazed as well by the way this congregation shows up for one another and cares for one

another: deacon hospital visits, Friend to Friend, the Care Package ministry, and small group commitments.

In the new year, how can we continue to take steps towards one another and towards God, even as we welcome new faces into our midst?

Partnering with our community (local & global) to empower collective flourishing

Partnerships allow us to do the work we feel called to do in ways we would never be able to “go at it” alone and to share the light of Christ in the world beyond what we are capable of doing alone.

We started the year with a wonderful and timely Zoom gathering with our mission partners on the southern border- Frontera de Cristo. We shared meals and hospitality with guests at Safe Harbor 3 weeks this year as the shelter moved year round. Our adult mission trip to the UP worked with our long-time partners at Habitat for Humanity to clean up some homes there.

Our building is nearly constantly bustling with meetings of local partners: AA, Stroke Club, Parkinson’s Support Group, Rotary, Quilters, etc. Our church basement became the new home of Mosaic Church this year. Our participation in SALT (Spiritual Activists Leading Together) grew and deepened as we took part in a community wide vigil and hosted several SALT gatherings.

Honoring the dignity and value of all people and all creation

PCTC is becoming known in our community (and even further afield!) for our work through this vision lens in particular, especially as we leaned in even more this year.

We completed our 3 Bright Ideas Projects (solar, air pump, and LED lights) through the generous support of this congregation, our partners at KEEN, TCLP, Venture North, and PILP. In April, we not only celebrated this completion together, but shared the news and our knowledge we gained through this process with our neighbors during our Earth Week celebrations. During Earth Week, we also launched a creation care sermon series, collected electronics for recycling, hosted a pruning class, and more!

Our Racial Justice Working Group led us in a compelling and powerful PLACE series this Lent. Then this summer, we hosted 5 artists from across the Americas for the creation of the mural, We Are One People. This work that we are doing in this area is rooted in relationship and our mural is already helping us in building relationship and telling the truth about our history and our hope that we might all see one another as ONE and care for our earth together.

Organizing our work to support and sustain our priorities

Each Session meeting, we’ve been leading our time with a discussion around one of our vision lenses. We are committed to digging deeper into these areas and so we’ve organized our work so that those discussions can happen first- while we’re still fresh!- in our meeting time. We are trying to allow this vision to guide our work together.

Through that work, in part, we were able to make some good strides this year around our budget. After having to readjust budget expectations at the beginning of the year, some new opportunities for conversation were opened around both income and expenses. Our Session, Budget Team, and Finance and Generosity Committee have worked hard to be good stewards and have patiently and consistently worked through situations that aren’t easily solved. I am so grateful for their leadership and guidance.

Finally, last but not least, our staff help facilitate the work we feel called to do together. I’m grateful for each one of them and want to thank especially our Office Manager of 10 years (!), Nancy Mercier, for her tireless dedication (and keeping a newish pastor organized and in line 😊)!

Friends, I look forward to serving God with you in Traverse City and beyond in 2026!

In Christ,
Rev. Julie Delezenne

ASSOCIATE PASTOR FOR CONGREGATIONAL CARE - 2025

In reflection on the new Vision Statement that we developed this year, my report is organized in accordance with the four Vision Lenses we've been exploring in recent months.

1. Growing together as disciples in God's authentic love.

Having now been at PCTC for over four years, I am delighted and grateful for the opportunity to offer leadership and guidance in this area I experienced this firsthand in many capacities: preparing and leading neXus & other worship offerings, guiding spiritual practices, bible studies, and small groups, participating in retreats and meetings, etc. Through these experiences I continue to see new connections made and relationships deepened as our congregation learns and grows together.

One of the new initiatives we've embarked on is a revamped Confirmation process. I took on this project after some good conversations with a peer on my Camino de Santiago trip in Spain. We switched from a more traditional, class-based, 6-week series to a retreat & mentorship model called "Change the World," which has the intent to confirm our up and coming leaders INTO the MISSION of the church, rather than simply as members of the church. I coordinated with Guy in setting up mentors, communicating with confirmands and their parents, and I prepped and led the retreat over a weekend in October. It was a wonderful opportunity to share in the lives of some amazing young leaders and sow into their passions and gifts. I look forward to seeing how their mentorships develop over these next few months and how they discern their calls to love and service at PCTC in the coming years.

2. Partnering with our community (local & global) to empower collective flourishing

PCTC has long been a mission-minded church with many willing hands and hearts ready to get to work for the good of the world! Recently we've felt called to get narrow and deep with our primary focuses in areas of mission. We want to be a source of developmental support in the changing of broken systems in our world - which means we have to make hard decisions and focus in. This has been part of my task in serving with the Mission Committee, the Racial Justice Working Group, and, by extension, the SALT Coalition. This year we really honed in on addressing housing, food insecurity, and ongoing connection & relationships with our indigenous siblings. This has led to some careful and intentional adjustments made in how we budget for and enact our mission goals. We don't want to merely send money around - we want to be active participants in what God is already doing around us!

SALT in particular has felt called to address issues and needs among our vulnerable immigrant and refugee population in the TC area, so we partnered with Undivided to establish a new project called NoMi Neighbor Network. This fast-growing effort has led to Know Your Rights trainings, a mutual aid team, and an accompaniment program. I have also aided SALT in establishing NOURISH, a monthly gathering of spiritual practice and resiliency for those who seek community and spiritual grounding in the midst of chaotic and draining times.

3. Honoring the dignity and value of all people and all creation

In my particular work, this played out primarily in my pastoral care. I desire to honor the dignity of all PCTC members and attendees through teaching, listening, visiting, and supporting. I offered personal visits, calls, notes and prayers regularly as able, and I coordinated with our deacons to continue to rebuild our team of volunteers who also offer visits, meals, cards, calls, prayers, and support for those in hard situations.

In my experience on the Camino, I felt called by God to make a renewed effort to initiate connection with others. This took shape in my ministry through the development of an A-to-Z plan to have

agenda-less, 1-on-1 visits with every PCTC congregant willing to meet with me, once a week or so. This effort started in earnest in August and I will continue in the new year. I have found these 1-on-1's to be highly life giving and connective, whether we're getting coffee, grabbing a meal, or going on a walk.

Honoring the value of creation has taken shape through my ongoing participation in our Creation Care Team, in an assisting role with PLACE series, and in coordinating events in support of organizations like FLOW. We provided a worship series on Genesis 1 and, once again, coordinated a Blessing of the Animals service as well. I'm intrigued to see how our development of the Peacemaking Working Group will flesh out in this area as well.

4. Organizing our work to sustain our priorities

This year I've grown in capacity to make long-term goals and organization a priority. In the past, I've been organized and prepared in a short-sighted "1 thing at a time" sort of way without looking ahead and pre-planning much. This year, I've learned from Julie's leadership how to look further upstream and at the larger picture. This has led to an increase in long-term prep and organization, as well as my better use of study leave and continuing education resources for my own health, growth, and well-being as a pastor in the long term.

In leading neXus, Rae and I have made some good strides in how we organize our work together, so that we have a more coordinated and intentional process for how everything comes together. I've also appreciated getting into a rhythm with Julie and Guy around supporting and leading youth programming as needed.

As a whole, 2025 has been a great year of growth and renewal in my call at PCTC. I look forward to what new challenges and opportunities are on the horizon as we surge ahead with a renewed vision in this new chapter in the life and ministry of our beloved worship community.

Respectfully submitted,
Rev. Jordan Starkenburg, Associate Pastor

BOARD OF DEACONS - 2025

The ministry of deacon as set forth in Scripture is one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ.

Class of 2025: Barbara Brandt, Maxine Ferris, Laura Jacobson, Karen Luther, and Cheryl Wheeler.

Class of 2026: Ellen Auwers, Cindy Bush, Betsy Calcutt, Nancy Eitzen, Marsha Hanson, and Fran Kamps.

Class of 2027: Tom Antaya, Karen Brege, Becky Gagnon, Karen Griggs, Beth Price.

The Deacon Board appreciates the Pastoral leadership and spiritual guidance of Rev. Jordan Starkenburg, our associate pastor. We would be lost without the excellent organizational skills and infinite patience of church secretary, Lynette Groesser. We value the financial advice and monthly financial reports from soon to be retired church office manager, Nancy Mercier. Much of our mission involves food and we are grateful to Carol Allen for her logistical and culinary expertise.

2025 Goals

The Deacon Board continues to work on three goals: outreach, service, and hospitality. The following Deacon committee reports will expand on how these goals are implemented.

Community Engagement can include various events from serving the community at a Cherry Festival Race water station to inviting both congregation and the community to our church for a puzzle competition.

Congregational Care involves reaching out to the members of the congregation who are experiencing illness, hospitalization, and life altering events by means of phone calls, notes, meals, and visits. For our members who are homebound, phone calls and visits are a way of staying connected. The Rideshare program provides transportation to Sunday services by matching those who would like to attend with drivers from the congregation.

Congregational Engagement invites all to participate in events such as Lenten Breakfast, Scottish Festival, and Madrigal Dinner Celebration. Whether attending or helping serve, these events and others provide a connection and a community for all. Deacons greet at the front door every Sunday.

Committee Reports

Friend to Friend – Report by Barbara Brandt, Nancy Eitzen and Marsha Hanson

F2F is currently serving 9 people in 8 locations. Members of the congregation sign up for visits and they can sign up for as many visits as they like. We aim for each friend to receive a visit once a month. We continue to have a little difficulty getting all the monthly slots filled, but overall the program is going well.

Hospital Visitation – Report by Becky Gagnon, Karen Luther and Cheryl Wheeler

We are pleased to announce that our hospital visitor team is now fully staffed, with dedicated volunteers assigned to every weekday. We always welcome additional substitutes, as extra help is greatly appreciated.

Our team regularly visits members of our congregation who are hospitalized at Munson Medical Center. In addition, several volunteers have met all Munson's requirements, allowing them to also visit Presbyterian patients from outside our local area who are not part of our congregation.

TLC (Tender Loving Care) – Report by Cindy Bush and Becky Gagnon

It was a busy year for TLC. Meals were delivered, numerous cards were sent out and calls made to check up on people who were hospitalized, recovering from surgery or needed cheering up. Sympathy cards were sent to the families who lost loved ones this past year. Fran Kamps followed up by sending bereavement booklets to the closest family member of the deceased. We are thankful to Fran for taking over this responsibility.

Transportation – Report by Maxine Ferris and Beth Price

In 2025, the transportation committee continues to coordinate rides for congregation members who need transportation to and from church. We review the signup sheet each week to ensure riders are paired with volunteer drivers and update the schedule as needed. We also reach out to those who may need a ride, connecting them to the program if it's a good fit, and do our best to have drivers available in the areas where rides are needed. The fellowship and connections fostered through the Rideshare program remain remarkable, with many lasting friendships formed between riders and drivers. It continues to be a truly inspiring part of our congregation.

Funerals/Weddings Committee – Report by Marsha Hanson, Laura Jacobson, and Cheryl Wheeler

The Wedding Committee is available to assist members and friends of our congregation who are planning to hold a wedding at our church. It is a privilege to represent our church by offering love and support during these times. For funerals, committee members offer assistance to families represented by a funeral home as well as those who are not. They greet guests as they enter the church, direct them to any family members present and provide them with any printed materials related to the service. They direct guests to seating selected for the service. Following the service, guests may be invited to a reception or the Prayer

Garden as appropriate, and support is provided there as needed. There were no weddings in 2024, but there were several funerals starting in the Spring and continuing through the year. The Funeral Committee was able to assist at each funeral as needed, and other Deacons stepped forward to help where needed with this all-important ministry.

Lenten Breakfasts – Report by Tom Antaya, Katherine Brege, Maxine Ferris, and Karen Luther

Lenten Breakfasts were held at the church for four Sundays preceding Easter. There was a total of 421 meals served. The Deacons appreciate the efforts of Carol Allen for her overall planning and involvement, and Steve McLain for his meal assistance. Carol also coordinated the volunteers in the kitchen and dining area. These annual breakfast gatherings could not be possible without the dedicated volunteers who assist in the kitchen and dining area. Total donated at the Lenten Breakfasts was \$2,417.16 and total expenses were \$1,823.47.

Scottish Festival – Report by Ellen Auwers and Barbara Brandt

The 2025 Scottish Festival was hosted on Reformation Sunday, October 26, 2025 in the Fellowship Hall directly after the morning service. Ticket sales were advertised in the weekly bulletin and were sold online as well as on four consecutive Sundays beginning September 26th and concluding October 19th. Prices were set at \$20 for adults, \$5 for youth. A Scottish travelogue was projected on the large stage screen throughout the event. Pastor Jordan Starkenburg delivered the opening prayer. Peter Deneen “piped in” the haggis carried by Tom Antaya and the Grand Traverse Pipe and Drum Band performed a rousing set of classic Scottish bagpipe songs.

The menu included meat pies, bridies and haggis (specially ordered from a Detroit area purveyor). A special Scottish dessert, Cranachan, was enjoyed by all. A total of 104 guests were in attendance: 73 paid and 31 complimentary. Total ticket revenue - \$1400.00. Total expenses - \$994.28 – food, \$33 – prizes

Madrigal – Report by Katherine Brege, Karen Griggs and Fran Kamps

Again, this year we kept the format the same with a Buffet dinner and roving acts, entertaining guests while they waited to go to the Buffet. We, also, had two performances on stage during the show, Drum group and Cello players. We had the joy of having quite a few more youth participating in our production. We also had a wonderful new addition to our Madrigal Décor this year, a castle, that was amazing and added to the warmth of the room. Our Flaming Pudding was redone as well as Swords and Wall Hangings brightened up. We made a donation to the TCAPS Music Department of \$1,200.00 for the participation of Vocal Majority, TC Choral Aires and Trumpeters, during our Madrigal evening. We, again, had discounted tickets for the first two weeks of sales. However, two thirds of the tickets were sold during the last three weeks. We sold out each night. Selling a total of 347 tickets. We may need to consider adding a night or discussing how we can fit more people into two nights. I do not have expenses as of this writing. Will update when received. Takedown was moved from Friday night to Saturday morning at 9:00am. It went much smoother with more hands to help.

Deacon Representative to Congregational Engagement Committee – Report by Betsy Calcutt

The Deacon representative to the Session Congregational Engagement Committee helped identify and fill the slate of Elders and Deacons for the coming year. The representative kept Deacons informed on the implementation and continuation of small groups within the congregation.

Deacons were also kept informed about what was happening with overall church programming and worship services. Carol’s care packages, Lenten Devotionals, notes, visits, and phone calls are all ways to stay connected with members of the congregation.

Community Engagement by Karen Griggs, Fran Kamps, and Beth Price

February

Puzzle Competition – There were 8 teams this year. Seven of the teams were from our congregation. Refreshments were offered and a prize for the winner was awarded. We enjoyed having the competition in

the Fellowship Hall this year, we thought it was a good fit for the competition. Recommending that the event be held later in 2026, possibly in March like in 2024.

June

Blessing of the Bikes – This is a well-attended event each year. This year we offered Tart trail safety instructions. Trail mix was given out, and we sold Presbyterian blue water bottles for \$11. The bottles that did not sell were sold at church. After the blessing of the bikes at church, participants rode to the Filing Station for lunch.

July

Cherry Festival of Races – Ten or more church volunteers met at the Half Marathon 2-mile water station on the Peninsula at 6:15AM. There we handed out water and cheered on the runners. We enjoyed some early morning fellowship while earning \$350.00 for our Deacon Budget we were done by 8:00AM.

October

On October 12th we celebrated our Nonagenarians with a Birthday Celebration in the Narthex, after church. We had cupcakes, balloons, and beautiful corsages for our guests. There was an old classic movie quietly showing on the overhead monitor, and their favorite music playing in the background. Julie led a short program honoring them and then we sang Happy Birthday. We sent invites to 28 and about 8-9 were able to attend. Cards were sent to those that could not make it. It was a lovely tribute. Recommending that it be held earlier in the year 2026.

As always, the 2025 Deacon Board will continue to care for the congregation. Through our committees, we support our congregation in times of need and stress as well as joy. We provide fellowship opportunities for our members and invite the greater community to share in those fellowship times.

We recognize and thank the Class of 2025 for their service and commitment. The Class members are Barbara Brandt, Maxine Ferris, Laura Jacobson, Karen Luther, and Cheryl Wheeler.

The Deacon Board is pleased to welcome the incoming class of 2028: Jeanne de Vries, Jeff Flynn, Jill Hibbard, Angela Paterson, and Sue Woodburne.

It is with gratitude that we thank The Presbyterian Church of Traverse City for the privilege of serving as Co-Moderators of the Deacon Board in 2024!

Respectfully submitted,
Nancy Eitzen and Ellen Auwers
Co-Moderators – Deacon Board 2025

PRESBYTERIAN WOMEN - 2025

Martha-Naomi Circle

Martha-Naomi Circle: We meet once a month nine times a year centered around Bible study, fellowship and reaching out to community. In 2025, circle members joined other church members with "Hanging of the Greens." We chose to financially support Northwest Michigan Supportive Housing as our Christmas project.

Respectfully submitted,
Joan Cooper

BUILDING AND GROUNDS COMMITTEE – 2025

COMMITTEE MEMBERS: Jeff Walker and Dennis Fitzpatrick (co- chairs), Nancy Mercier (staff rep.), Marv Burdinie, Bob Hall, John Kerns, Bob Miller, Joan McLain, Liz Pomeroy, Gary Richardson and Randy Wendland

COMMITTEE PURPOSE:

The purpose of the Building and Grounds Committee is to:

- Ensure that the Church building and grounds are maintained in a cost-effective manner, and are repaired as necessary and in accordance with code and safety regulations, in order to meet the needs of our congregation.
- Assure that the building and grounds remain attractive, safe, and welcoming.
- To recommend policies to the Session regarding the use of the Church building and grounds.

ACTIVITIES IN 2025

MECHANICAL SYSTEMS:

3 Bright Ideas (HVAC system, solar panels and LED lighting with fixtures) has been completed
Will monitor on a monthly basis the savings on utilities in 2026 compared to 2025

BUILDING:

Sanctuary lights were replaced
Fan replaced in Sanctuary air conditioner unit
Narthex walls painted, directional arrows placed, framed offering plates hung and some new furniture added
Small kitchen garbage disposal was replaced
Repairs on kitchen garbage disposal
Fellowship Hall dishwasher was fixed
New thermostat installed in Fellowship Hall
Fellowship Hall Doors were fixed.
Hazardous waste was taken to GT Dept of Public Works
New towel dispensers (10) were replaced in some areas of the church.
5 towel dispensers to be installed later when toweling is used up
3 toilet seats were replaced with raised seats.
Church windows were cleaned.
Ultra Commercial Cleaners, LLC were hired to clean the church weekly
Westminster room Drywalled and repainted after 3 Bright Ideas demolition.
Bench was placed outside church entrance for people waiting to be picked up.
Roof was caulked and sealed because of leak in Room 'A'

GROUND:

Quote received for filling cracks, sealing driveway and repainting lines
Quote received for total parking lot tear up and replacement
Installed No Parking signs
Mugo pines by front window were removed and 5 native plants (Northern Honeysuckle) planted

Church grounds cleanup occurred in Spring and also cleanup and mulch spread in the Fall thanks to congregation volunteers.

Flower beds were chosen by members to be maintained and weeded.
Pruning class was held and was informative and well attended.

GENERAL:

Building use and Guidelines and Funding document approved.

There were approvals for the church to be used by: Mosaic Church – Basement for Worship on Sundays

Worked on proposed budget for 2026

Work of 5-year plan

Worked on proposed visioning statement

Worked on Creation Care goals related to our Committee

Involved with Christian Nurture and Children and Youth Committees

with updates to the Lobby and Nursery areas

SUBCOMMITTEES:

The Building and Grounds Committee is home to several Subcommittees including Safety, Prayer Garden and Creation Care, whose Annual Reports appear below or are separately submitted.

SAFETY:

Subcommittee Members: Bob Hall (chair), Carol Allen, Shawn Caulder, Steve McLain, Joan McLain, Randy Wendland and Julie Delezenne (Staff Rep)

The purpose of the subcommittee is to help in providing the safest possible church and grounds environment for our congregation and staff.

Actions during 2025

CPR class was held in March.

Monitoring and making recommendations concerning Church safety policies and procedures.

Specific monitoring of local Covid-19 activity levels, with recommendations concerning the adjusting of church practices to avoid an outbreak within our congregation.

Providing ongoing Safety Team coverage of Sunday services and other selected events.

Conducted a walk-thru of the church with the TCFD Fire Marshall, with subsequent corrections to possible fire safety problems involving the emergency lighting.

Emergency and Exit signs replaced or batteries replaced.

EPS did annual testing. Fixed a couple of problems with alarm system.

WON fire door failed inspection and issues were completed.

For 2026 our primary goals will be to improve church entrance security and to continue the Safety Team functions with enhanced training.

PRAYER GARDEN:

Subcommittee Members: Liz Pomeroy (chair), Lu-Ellen Baty, Betsy Calcutt, Tom Donn and Beth Price.

The purpose of the Prayer Garden is to provide a place on the church property for the permanent placement of ashes from cremation for church family members, and friends of the church, and as a retreat for meditation and prayer for all who wish to use it.

Cost for Interment of ashes raised for members from \$200 to \$250 and for non-members \$300 to \$350.

Six new plaque boards were added and prayer garden pamphlets at a cost of \$1,236.

Creation Care continued to give the committee advice on permanent native plantings and where they should be planted.

CREATION CARE:

Creation Care suggested new perennial native plants so the cost of annuals will be less.

COMMITTEE GOALS IN KEEPING WITH THE STRATEGIC PLAN:

The Safety Sub-Committee continues to work on improving the Security Plan and the functioning of the Safety Team to comply with Goal B of the Strategic Plan (Strengthen safety/security for congregation and the church building).

Ensure effective building maintenance remains a difficult issue as the building ages and unplanned repairs are required more frequently. This concern will continue to be an ongoing focus of our attention.

Budget concerns have affected the progress of our work for improving the appearance and functionality of the church building: Westminster Room, Fellowship Hall, and Narthex. However, the utilities will improve with the 3 Bright Idea Projects.

Other goals of our 5-year plan include:

Elevator will either need to be repaired or replaced.

Filling cracks, sealing driveway and repainting lines or total parking lot tear up and replacement.

Repair, patch or replace the curbs and sidewalks.

Remove and replace the parking lot circle drive. Remove the center lane area.

Replace standard rooftop heating and cooling unit with heat pump in staff office area.

Replace church phone system.

Water well needs to be inspected and checked to see if repairs are needed.

Enhance landscaping of the church grounds with emphasis on replacing trees, bushes and shrubs.

Will continue to look at options for EPS Front Door Access and Intercoms. Camera monitoring/Recording Systems for interior halls and rooms, other entrance and exit points and Sanctuary door locks.

Proposed recommendations by Creation Care included a possible playground and using the lower level space

FINANCIAL MATTERS:

With the exclusion of Unplanned Repairs, Building and Grounds was able to meet the budget goals for 2025 thanks to the conscientious effort by committee members and church staff.

Respectfully Submitted,
Jeff Walker

CREATION CARE SUB-COMMITTEE - 2025

2025 Creation Care Annual Report

This was a big year for our church's Creation Care work! Following is a brief summary of our goals, accomplishments, and ideas for 2026.

GOALS/ACCOMPLISHMENTS

1. Implemented our “Three Bright Ideas” (*LED Lighting, replacing our old gas boiler with an electric heat pump HVAC system, and installing solar panels*).

It was a **huge** project to manage and we all owe tremendous gratitude to the Building & Grounds Committee (especially Randy Wendland), staff, and all who put in countless hours to make it possible. As with any project, there were multiple twists and turns. Flexibility and grace got us through.



2. Told our story. We committed to sharing what we learned through the Three Bright Ideas project and hopefully inspire others.

- Our **Open House April 23** was a huge success! *80 people attended and not only heard our story, but they were able to talk with representatives from TCLP, Cherryland Electric, Consumers, and Keen.*
- Julie, Linda, and Keen did a [Presentation for the Sunrise Rotary Club](#) July 16
- Our story was also featured locally in the [Record Eagle](#) and nationally through:
 - The Presbyterians Climate Action Team presentations to Earthcare Congregations
 - [Refugia Podcast on October 26.](#)



All agreed that the videos created by Jeff Hanson and Rae Starkenburg were powerful story-telling tools—many thanks for their fabulous work!

3. Evaluated space usage. Our facility has a lot of square footage, so seeing where we could make better use of under-utilized space led to opening up our lower level to the Mosaic church!

4. Strengthened our sustainability practices. Here is a sample of what was accomplished:

- 5,207 pounds of electronics collected during Earth Week!
- The “Tidy Task Force” has done some great work:
 - Received a \$75 rebate from TCLP for an unused refrigerator in basement.
 - Received \$50.78 for 43 broken metal folding chairs and card tables from Beacon Recycling.
 - Donated 85 metal folding chairs, ten tables and a rolling shelf to Habitat for Humanity Re-Store.
 - Sold an old wringer washer we found in the basement for \$65.00.
 - Took a second load of assorted metal (chairs, table parts, piano harp, old metal cabinets) to Beacon Recycling – received \$57.68.
 - Donated 3 wheelchairs and 6 walkers to the Medical Equipment Loan Program at Christ the King Church in Acme.
 - Donated items from disbanded Dorcas Circle to Goodwill.
- Invited church members to purchase small native trees to decorate the sanctuary for Christmas (rather than rely solely on imported poinsettias).

5. **Developed a process for caring for our grounds.** With so many beautiful gardens, we needed to create a workable plan to care for them. What was accomplished:
- Cheryl Gross organized a pruning workshop in April with Dr. Robert Schutski--retired from teaching and research in MSU's horticultural program--to build skills and confidence in our church volunteers.
 - Worked to identify teams to care for each section of our grounds. *Many have been "adopted." There are still some unclaimed spaces!*

OTHER THINGS WE DID AS A CHURCH

Supported the creation of an amazing mural "We are One People" by 5 artists from across the Americas. The mural tells the Anishinaabek story of creation, depicts human life in harmony with all creation on Turtle Island, the arrival of white settlers, deforestation, the tragedy of the boarding school era, and finally a birth of a new consciousness where we all are one people caring for the earth together.

Installed in our narthex, it is a visible reminder of our land acknowledgement and our commitment to care.



Worship

- Julie and Jordan did a series on the 7 days of creation in Genesis
- Blessing of the Bikes (June) and Animals (October)

Outreach

- Beach cleanup and Adopt a Road
- Letters to our Member of Congress supporting clean energy tax credits

GOALS FOR 2026

On October 1, a group of church members gathered to reflect on 2025 and look at priorities for 2026. While still being refined, here is some draft thinking:

Worship

Find ways to engage the deeper spiritual notions that are the WHY behind all of our creation care work. Opportunities to center, slow down, connect with nature.

Facilities

- **Monitor 3BI results** (Monthly usage & costs)
- **Continue strengthening our sustainability practices (Refuse Reduce Reuse Recycle)** with an emphasis on reducing plastic.
- Plan and launch the healing garden with guidance from Tribal leaders
- Continue grounds maintenance/garden adoption

Education

- Education around Refuse, Reduce, Reuse, Recycle
- Repeat the pruning workshop (again invite community)

Outreach

- Work with other organizations (GTRLC, FLOW) for both volunteer opportunities and advocacy.
- Engage in public advocacy on earth care issues: water, soil, plants, pollinators, chemicals, city/county planning

We are so grateful to be a part of a community that cares deeply about being good stewards of God's amazing creation and doing what we can to build a safe, sustainable future.

Respectfully Submitted,
co-chairs Linda Racine and Kris Wendland

CHILDREN & YOUTH MINISTRIES COMMITTEES - 2025

Mission & Vision Alignment

Throughout 2025, the Children & Youth Committee worked to advance PCTC's mission of sharing God's love through worship, study, caring relationships, service, and outreach, with a strong emphasis on building welcoming, consistent, and developmentally supportive ministries for children, youth, and families.

Committee Overview

The C&Y Committee met regularly from January through November 2025. Meetings focused on ministry programming, staffing transitions, safety and policy compliance, budget stewardship, and long-term visioning for children and youth at PCTC.

Key leadership during the year included:

- **Chairs:** Missy Smith and Jeff Huyck
- **Director of Family Ministries:** Guy Molnar (began early 2025)
- **Regular Committee Membership:** Ali Kozan, Nancy Eitzen, Nancy Schulte, Perry VanderMeulen, and Julie Delezenne.
- Active collaboration with Session, Buildings & Grounds, Creation Care, Membership & Evangelism, and Personnel Committees.

Major Highlights & Accomplishments

1. Staffing & Leadership Transitions

- Successfully welcomed **Guy Molnar as Director of Family Ministries**, providing consistent leadership for Sunday School, Youth Group, confirmation, and family engagement.
- Ongoing work to **recruit and hire a nursery attendant**, including advertising, interviews, reference checks, and coordination with PC(USA) requirements.
- By late summer, multiple nursery candidates were under review, with plans for a fall start.

2. Nursery & Early Childhood Ministry

- Conducted a **nursery decluttering and deep-clean initiative** with parent and volunteer input.
- Clarified and reinforced **nursery safety protocols**, including adult/helper ratios and background checks.
- Began longer-term conversations about **nursery reimaging**, including repainting, flooring, and functional redesign in coordination with Buildings & Grounds.

3. Sunday School

- Offered **Sunday School throughout the school year**, with attendance typically ranging from 3–7 children.

- Utilized the **Follow Me curriculum**, a Lenten series (*A Sanctified Heart*), and a **Creation Care–focused curriculum** aligned with worship themes.
- Concluded the year with reflection on lessons learned and discussion of improving consistency, volunteer recruitment, and feedback loops for 2025–2026.

4. Youth Group & CORE Programming

- Maintained regular Youth Group gatherings with **strong relational engagement**.
- Highlights included:
 - Curling event
 - Elev8 climbing outings
 - Service projects (spring clean-up, Cherry Fest 5K water station)
 - Theatre outing (*Joseph and the Amazing Technicolor Dreamcoat*)
- Youth participation averaged **7–11 students**, with positive feedback from community partners.
- CORE meals, service projects, and fellowship events remained a central part of ministry life.
- Youth Group prepared and served dinner at Safe Harbor.

5. Confirmation & Faith Formation

- Planned a **Confirmation Retreat (October)** with confirmation in November.
- Introduced a **new mentoring model**, pairing confirmands with adult mentors who meet monthly.
- By fall, the program included **at least 4–6 confirmands**, with growing interest.

6. Special Events & Seasonal Programming

- **Camp Henry All-Church Campout (May)**: 32 participants, including 13 children/grandchildren.
- **Vacation Bible School (June)**:
 - Held at Boardman River Nature Center
 - Creation Care theme with outdoor learning, crafts, and service
 - Focused on rebuilding participation and community awareness
- Easter flowers, Youth Sunday leadership, and graduation recognition were completed successfully.

7. Child Protection & Safety

- Conducted a thorough **review of the Child Protection Policy**.
- Began synchronizing **background check schedules** using a Preventive Maintenance Calendar.
- Planned expanded **training opportunities** for staff, volunteers, elders, and committee members.

8. Budget & Stewardship

- Regular monitoring of C&Y budget, including:
 - Use of escrow funds for one-time needs
 - Careful management of Youth Group activity costs
- Continued collaboration with Session to clarify budget adoption timelines and future funding needs.

Visioning & Strategic Direction

In mid-to-late 2025, the committee engaged in a **visioning and prioritization process**, including:

- A gallery walk to identify **key focus areas for 2025–2026**
- Individual and partner commitments to specific ministry goals
- Ongoing work to align **timelines, activities, and budgets** with mission-driven priorities

Key themes emerging from visioning:

- Consistency and relational depth
- Safety, trust, and clarity in policies
- Sustainable staffing and volunteer models
- Integration of faith formation with service and creation care

Ongoing Challenges & Areas for Growth

- Recruiting and retaining **nursery staff and volunteers**
- Balancing leadership capacity, particularly around **dual staff roles**
- Increasing **participation and visibility** for VBS and Sunday School
- Establishing clearer **evaluation and feedback processes** for families

Looking Ahead to 2026

Priorities moving forward include:

- Finalizing nursery staffing and physical improvements
- Launching a consistent Sunday School plan for the 2025–2026 school year
- Supporting confirmation mentors and confirmands
- Continuing Youth Group growth and service engagement
- Implementing visioning commitments with clear timelines and budget alignment

Notes from Director of Family Ministries

- We hired a Nursery Attendant, Lizzy (Elizabeth) Filson, at the end of August, and she began work on Sunday, September 7. She was an immediate hit with Lyra, and several members of our congregation have noted her initiative and commitment.
- The consistency and growing numbers that we established as goals for Sunday School are happening, with more progress to be made of course. Attendance at Sunday School has more than doubled. Julie has helped Guy introduce curricula that almost surely contribute both to consistency and attendance, and the two inform each other.
- Youth Group has been following an “Echo the Story” curriculum, led by Jordan and Julie, that will take members through the Bible in its entirety over two-to-three years. The lessons are participatory and creative.
- We hosted a Confirmands’ Retreat in October, led by Jordan with support from Guy and the adult congregants who have committed to serving as Confirmands’ Mentors. We explored a very new approach to confirmation; i.e., graduation *into* the church rather than graduate *out* of it. Confirmands and Mentor will meet regularly throughout the year.
- I spent October 9 and 10 in a Zoom training seminar on Child Sexual Abuse Prevention—CSAP--with LeaderWise. Training addressed best and most up-to-date practices for protecting children in church settings and online.

Guy would be grateful for help in finding a way to schedule and sign up Helpers for the Nursery and in Sunday School that is planful and more reliable, and that invites more people to participate.

We are grateful and hopeful that 2026 will be a successful and mission filled year for children and families at the Presbyterian Church of Traverse City.

Respectfully submitted,
Missy Smith and Jeff Huyck
Elders, Children & Youth Committee

CHRISTIAN NURTURE COMMITTEE – 2025

Members: Kathie Maldonado (Elder), Eileen Mikulski (Elder), Rev. Julie Delezenne, Kristi Fish (Jan-June Staff), Guy Molnar (July-Dec Staff), Kristine Simpson, LuEllen Baty, Laura Jacobson, Bonnie Smith, Tim Donn (Jan-Oct)

With Staff guidance, the Christian Nurture Committee is responsible for just about everything having to do

with Worship - both traditional and neXus - and Adult Education for our congregation. This includes ushering, communion, live streaming, sanctuary care and Sunday preparation, Music, and Sanctuary, Narthex and neXus seasonal decor. The Library and neXus planning groups are both subcommittees of the Christian Nurture Committee.

Goals: To plan with staff for meaningful worship and adult education experiences for our congregation.

Wednesday Night Connection: WNC events were held about once per month as follows:

January – Zoom presentation with our Mission partners at “Frontera de Cristo” at the Mexico border, Mark Adams and Miriam Maldonado Escobar. Sponsored by the Mission Committee.

February – *End of Life Care* - “New Rules for End of Life Care” video presentation plus discussion/Q&A with Hospice Chaplain Daniel Webb.

March /April - A three-part “PLACE” Series was led by the Racial Justice Committee on “The Boarding School Era” with Anishinaabe food for dinner on the 3rd night

April - Creation Care Committee hosted a “Creation Care” and “3 Bright Ideas” Open House for our congregation and the community.

May - End of Season WNC “Trivia Night” with a PCTC Drum Circle performance.

September- Kick off event with Line Dancing led by Rae Starkenburg.

October– Retired Pastor Dave DeVries led us in a three part Old Testament Series study, “Reading the Hebrew Scriptures.”

November- Ray McDaniel presented on the “22-2-NONE” Veterans support organization.

December– “Caroling Cookies and Crafts” singing and building gingerbread houses.

Worship related activities

Maintaining the Sanctuary has continued to be a priority for the Committee at every meeting: Filling candles, piano maintenance, filling the pew slots with envelopes, pencils, brochures and prayer cards and monitoring the Friendship pads. Also changing the paraments, banners and Communion table decorations per the liturgical season.

LiveStreaming is handled by congregation members Joe Schnaidt, Cindy Glines and Chelsea Underhill. We’d like to recruit and train more helpers.

Ushers continue to support worship by greeting, passing the plates and closing up when the service is concluded. Ushers also supported the “extra” services such as Ash Wednesday, Maundy Thursday, Easter Vigil, All Saints Service, Longest Night and Christmas Eve Services.

Hosted the Alma College Choir Concert in our Sanctuary on February 25.

Supported “Jazz, Jokes & Jesus” by facilitating the stage set up (and take down), paying the band and providing ushers for each night.

Marsha Hansen and her team brought the CN Committee “Narthex Refresh” to fruition with painting and signage in May and new furniture in December. The space now better reflects who we are as a congregation. The old furniture will be used in the old nursery/new meeting space.

The Music Scholarship Program was on hiatus for the 2025-2026 year. We look forward to reconvening the Music Scholarship sub-committee in 2026.

Hosted Hanging of the Greens after worship on November 23 as an all church event with pizza. Both the Sanctuary and Westminster Rooms were decorated with help from church members and the Martha-Naomi

Circle, who tackled the Narthex decorating.

Costumed the congregation for the Christmas Pageant Sunday on December 21.

Thank you to outgoing elder, Eileen Mikulski for her work and dedication. We are pleased that she will stay on as a CN Committee member.

Respectfully submitted,
Kathie Maldonado and Eileen Mikulski, Elders

neXus WORSHIP SUBCOMMITTEE – 2025

At the January 2025 neXus Team meeting, goals for the upcoming year were a focus of discussion. The team voted to work on three goals. Actions taken in 2025 relating to each of these goals are listed below.

1) Increase creative expression:

- Hungry for Hope Service featured a water ceremony led by local tribal members.
- Doug Hansen wrote a meditative service incorporating music from VOCES8.
- Jordan used a stations style approach for a sermon.
- We did a "recreation" of the wedding at Cana.
- Jeff Hansen created a dramatic presentation using clever video clips.
- A Drum Circle was established by Jill Beauchamp and Marsha Hanson - it now meets twice a month and has played in worship and other church events.

2) Create a welcoming space: sound booth, carpet, lights, ceiling

- Completed the painting of the Westminster Room which included the new ceiling, the existing beams and the stage ceiling and former shelf areas. It looks great. Carpeting is on hold for now due to financial constraints.
- The sound booth has been discussed, but no definite plans have been made for construction.
- HVAC updates are done and the Westminster Room is now air conditioned!

3) Tech rotation: develop a pool of 4

- Several volunteers have been identified and training for these volunteers is planned.

Attendance at neXus has been fairly steady with an average of 37 worshippers every Sunday. Attendance ranged from an average high of 49 in February to 27 in June. The practice of having a combined neXus and traditional worship service in the sanctuary has continued. Julie and Jordan have been coordinating worship series for Lent, Advent, Stewardship. The rotation of the pastors in both services allows us to hear different perspectives on these themes. The neXus team decided to reduce outdoor services to once or twice a year due to the logistics of moving furniture, unpredictable weather, and sound quality issues. However, outside activities and reflection time will be included at times.

Several special worship opportunities were offered including Hungry for Hope featuring For Love of Water, the All Saint's Taizé Service and Longest Night. A concert benefitting Immigration Law and Justice of Michigan (ILJM) was held on June 13th. The event was titled "Won't you be my Neighbor?" and was well attended. The neXus band played several songs and guest artist Miriam Pico shared her positive energy and musical talents. Attendees could stop at information tables to get more information about ILJM.

The neXus band also played at Porchfest for a second year and was grateful for the use of Tim Werner's front porch. Verse on Tap, which stopped when COVID hit, was restarted. Pastor Paul Busekist from

Bethlehem Lutheran Church emceed the event and developed the materials for discussion to go along with the songs. The event was well attended.

Only one Sunday of Service (SOS) was held this year, which was a beach clean-up organized by For Love of Water. Discussion was held about how to proceed with future SOS events. The dates of the fifth Sunday don't always work well. The idea of holding churchwide Sundays of Service was discussed, with the idea of having an SOS committee that would plan/organize the event. Lynn Hansen has done 2-3 of these. It is a lot of work, but the feedback was very positive.

NeXus starts every Sunday with a welcome statement meant to ensure that ALL who gather for neXus find a sense of belonging and inclusion in this space. The neXus team will continue to strive to make neXus a welcoming space in 2026. Coffee and snacks help, but being intentional in our planning, our interactions and our commitment to love as Christ loves is what matters most.

Respectfully Submitted,
The neXus Team

LIBRARY SUBCOMMITTEE - 2025

Big change is underway in the library. We are in the process of consolidating all library materials in one location. It will take time to select what to retain and how to organize what we have but soon the fiction section currently located across from Fellowship Hall will be included in Richardson Library. In the meantime, things continue to be available for you to check out.

Another change has resulted in the library cart with selected children's titles being available in the Narthex on Sunday mornings. Feel free to browse and to borrow one or more to entertain your children/grandchildren.

Your donations of both fiction and non-fiction titles are appreciated and can be left for us in the book return.

Respectfully,
The Library Committee
Jan Brege, Marilyn Horning, Gail Lanphear, and Carol Minor

CONGREGATIONAL ENGAGEMENT COMMITTEE – 2025

Members: Betsy Calcutt (Deacon Representative), Joan Cooper, Melinda Hollands, Steve McLain, John McKinney, Barb Morrison (Elder), Bonnie Willings (Elder), Jordan Starkenburg (staff representative). Term for Melinda Hollands expire at the end of the year. Elder Bonnie Willings completes her Elder term at the end of the year.

Committee Purpose: To nurture and enable every member and friend of our congregation toward an opportunity in Christian service that aligns with their calling and gifts.

Committee Vision Statement: Our congregation is led by outstanding elders and deacons that strive to lead in Christ's image. Every person attending our church witnesses the joy of Christian service and seeks out a place to serve that leads them to a deeper faith and a commitment to Christian

discipleship. Visitors to our church find the joy of engagement contagious and seek out how they too can serve the Lord in this place.

Committee Responsibilities:

- To identify and nurture active members of the congregation in good standing that feel called to leadership and are willing to share their gifts to serve in ordained positions of elder and deacon.
- To identify and nurture all members and friends of our congregation to engage in Christian service in an area of their interest within our church family and community.
- Work with the session, deacons, and committees of session to identify opportunities for individuals and families to serve in the church and from our process, identify and nurture potential candidates for these positions.
- Maintain records of contacts, skill sets, and progress of members and their interests toward a calling to service whether now or sometime in the future.

Summary of 2025 Activities: The congregational engagement committee (CEC) had a busy and productive year: Small Group leaders meet every four months; currently, about 100 people are participating in six small groups (two small groups discontinued meeting r/t death and aging). Dinners for 7/8 had two sets of events this year: in April/May, 7 hosts entertained 43 people (total of 57 participants); in October, 9 hosts entertained 48 people (64 participants). Nominees elected at the December congregational meeting were:

Elder, Class of 2028

Rick Cooper
Mark Guy
Bonnie Smith
Eliabeth Sonnabend

Deacon, Class of 2028

Jeanne de Vries
Jeff Flynn
Jill Hibbard
Angela Patterson
Sue Woodburn

Congregational Engagement Committee, Class of 2027

Tad Minor
Scotty Shimnoski

Respectfully submitted,
Barb Morrison and Bonnie Willings

The list of elected Elders and Deacons are as follows:

ELDERS

CLASS OF 2026

Nancy Briggs

Kathleen Guy

** John Lane

Barbara Morrison

John Waechter

Jeff Walker

CLASS OF 2027

Dennis Fitzpatrick

* Cindy Glines

Kathy Maldonado

Thomas Schmitt

Melissa Smith

Robert Underhill, III

CLASS OF 2028

** Rick Cooper

Mark Guy

Bonnie Smith

Elizabeth Sonnabend

DEACONS

CLASS OF 2026

Ellen Auwers

Cindy Bush

Betsy Calcutt

Nancy Eitzen

Marsha Hanson

Fran Kamps

CLASS OF 2027

Thomas Antaya

Katherine Brege

Becky Gagnon

Karen Griggs

Beth Price

Cheryl Wheeler

CLASS OF 2028

Jeanne DeVries

Jeff Flynn

Jill Hibbard

Sue Woodburne

* Trustee

** Pending Election

FINANCE AND GENEROSITY COMMITTEE – 2025

Committee Members: Cynthia Glines (Chair), John Lane (Co-Chair), Karen Luther, Doug Wolf.

Ex-officio Members: Rev. Julie Delezenne (Staff), Paul Shirilla (Treasurer), Nancy Mercier (Staff), Rex Rudolph (Padgett Business Solutions)

Summary: The Committee met monthly except for July and November (members out of town). At the monthly meetings, we monitored the receipts and expenses of the church with a goal of a balanced budget at the end of the year. At the February 2025 meeting, the Session directed the transfer of \$21,899.39 from the Operating Budget Contingency Fund to cover the 2024 year-end budget deficit. We kept the congregation informed about the uses of their giving to further the work of the church. An application was made to the IRS and accepted for Direct Pay, a program to allow the church to receive tax credits for our solar installation. A Budget Team consisting of Jerome Jelinek (Personnel Committee), Denny Fitzpatrick (Buildings and Grounds), Tom Schmitt (Mission Committee), Cynthia Glines (Finance and Generosity Committee), and the Rev Julie Delezenne met to evaluate Session Committee budget requests, assisted by Nancy Mercier, and create a 2026 budget to recommend to Session. The team evaluated the projected income for 2026, considering the dollars pledged and other projected receipts. They suggested the Fall

Operating Budget Campaign Team ask congregation members to consider an increase of 6.5% in their pledge to achieve a balanced budget. The Fall Operating Budget campaign team ran a successful campaign raising \$528,342 in pledges from 137 giving units. The theme was A Focused Vision. Session adopted a balanced 2026 Budget at the December Session Meeting with anticipated income of \$795,238 and expenses of \$787,253.

Responsibilities:

- Facilitate the preparation of the budget and present it to the congregation.
- **Based upon recommendations from the Budget Team, the budget requests for 2026 were submitted and presented to the Session at the December 2025 meeting with recommendations based on anticipated revenue from pledges received and historical data. The final budget requests presented to Session were \$787,253.32**
- Monitor receipts and expenses according to the budget and keep the Session informed regarding the church's financial status.
At each Finance and Generosity Committee meeting, the monthly and year-to-date receipts and expenses were reviewed and compared to previous years. That information and comments were taken to the monthly Session Meeting for receipt by Session.
- Manage the fiscal operations of the church to ensure the protection of its assets and information as well as the privacy of its donors while maintaining transparency to the Session and the congregation.
Cash reserves were invested in short-term, high-yield Certificates of Deposit. The church savings account is a High Yield Money Market Account. These changes resulted in interest income of \$17,321.97.
Direct Pay is a government program that allows non-profit organizations with no tax liability to receive a refundable tax credit. The Church qualifies for a credit for the installation of solar panels. The Direct Pay application was approved in December. In 2026 the church will file tax forms with the IRS to obtain the credits for the solar installation.
- Keep donors informed of the status of their pledges and donations.
Periodic statements were emailed to those with email addresses on file. Printed copies were supplied to those without email addresses. The final statements for 2025 will be provided in January of 2026.
- Recruit a team to plan and execute a fall generosity pledge campaign.
The fall generosity campaign was planned and implemented by the Team described above. The theme for 2025 was "A Focused Vision" The campaign was three weeks long, from October 12 until November 2, Commitment Sunday. Campaign pledges total \$528,342 from 137 "giving units". The Team will continue to encourage members and regular visitors to make a pledge for 2026.
- Communicate how resources and money translate into ministries to deliver the Church's mission and vision.
Minute for Generosity announcements, articles in the bulletin insert, emails, and newsletters as well as updates to the congregation from the Mission Committee informed the congregation of the results of their giving.

Respectfully Submitted,
Cynthia Glines and John Lane, Co-Chairs

MEMBERSHIP & EVANGELISM COMMITTEE – 2025

Committee Members: Pam Davis, Laura Jacobson, Anne McKinney, John McKinney, Linda Rea, Connie Kerns, Robert Underhill (Elder), John Waechter (Elder) and Jordan Starkenburg (Staff Resource).

Our Mission: Represent our Church as inviting, caring and friendly and to guide our congregation in becoming more welcoming. We also encourage and support members to be actively involved in the church's activities and ministries.

Self-Education: This year we have begun a study of "8 Habits of Evangelism" which is material available from PCUSA, authored by a group of Presbyterian pastors. We plan to use this material to help guide our congregation into a new understanding of what is valid evangelism.

Welcome Center: Our committee members, along with others, are at the Welcome Center each Sunday to answer questions and gather information on guests and visitors. Our committee served cookies, lemonade, and the ice cream social for Jazz, Jokes and Jesus.

Nametags: To reduce paper waste the committee introduced nametags for the congregation this year. The project was received well by the congregation. Thanks to Robbie Underhill and TC Millworks for the creation and donation of our nametag holders.

Sponsorship of New Members: A program originally initiated by June Fitton was restarted this year to provide new members with sponsors from the congregation. This is to assist with building relationships, orientation and engrafting new members into the life of the church.

Advertising: This year we revised our approach on advertising with a greater focus on social media, especially for some events that were unique to our congregation, for example the opening of the mural. The committee once again earned \$350 to add to our advertising budget by manning a water station during the Cherry Festival Race.

Coffee: Sunday morning coffee in the Narthex continues to be a popular social event. As part of our Creation Care goals, we plan to move toward the elimination of disposable items for coffee in 2026.

Member Care: Care messages are sent to members who have not signed the Friendship Pads for 6 weeks. This gives us an opportunity to check in, reach out and stay in touch. Welcoming letters are sent to visitors from our pastors. We send cards and notes to those who are ill, shut-in or thinking of you. The Pastors contact those who have not signed in for 12 weeks.

Lenten Devotions: This is a passionate project of committee and our church family. Members write a devotion/message which is submitted and created into a booklet for the 40 days of Lent. This year's theme was "Light in the Darkness". We are thankful and grateful for Carol Minor and her passion and expertise to this project. The booklets are available to our church family and the Secret Saints Ministry and included in the CCP deliveries.

We are grateful and blessed for the support, helpfulness, encouragement and friendship from Lynette, Nancy, Carol Allen and Carol Minor. We are blessed by the leadership and support of Rae Starkenburg and the Rev. Jordan Starkenburg and Rev. Julie Delezenne.

Respectfully submitted,
John M. Waechter, Jr. and Robert Underhill, III

Membership active and in good standing as of 01/01/2022	399	
Additions:		
Letter of Transfer	6	
Confession/Reaffirmation of Faith	12	
Restored	<u>1</u>	
Total Additions		19
Losses:		
Letter of Transfer	0	
*Deleted from Active Roll	22	
Death	<u>12</u>	
Total Losses		34
Membership active and in good standing as of 12/31/2025	384	

**Every year we remove from the active member rolls those who have not participated in the life of the church.*

MISSION COMMITTEE – 2025

Co-chairs: Kathleen Guy, Tom Schmitt

Members: Barb Shimnoski, John Waechter, Janice Nickel, Paul Diller, Gail Lanphear, Steve McLain, Rev. Jordan Starkenburg (staff representative)

Ad hoc Members: Lynn Hansen, Kris Wendland, John Sargent, Andrea Ballast, Cynthia Wellington.

New Members Welcome Mission Committee WELCOMES new members – either full time or ad hoc. Please join us on the fourth Tuesday of the month at 5 p.m. or contact one of us to let us know how you would like to help.

Mission Committee Mission, Vision and Values

- **Mission** *We work together to inspire, equip and connect our congregation to engage in mission in this community and beyond.*
- **Vision** *We are a vibrant mission-centered family of faith where every member's gifts and talents are devoted to serving Christ, our community and the world. Our mission priority is to change systems that keep people locked in poverty and injustice.*
- **Mission Committee Values**

Compassion Creativity Education Humility Humor Integrity

Thoughtful risk-taking Justice Narrow-deep Peace Simplicity Spirituality

Racial Justice Working Group To further emphasize the work of Matthew 25, the Racial Justice Working Group (a subgroup of the Mission committee) continued to engage in activities, programs and education. Please see the Racial Justice Working Group report for more information.

Peacemaking Working Group Peacemaking is a fundamental aspect of Christian discipleship to actively work towards peace and justice in all aspects of life within the church and our community, nation and world.

A Peace Church Discernment Study Group including Paul Diller, Dave Ferris, Barb Morrison, Joan Shirilla and Jordan Starkenburg recommended that PCTC endorse the Commitment to Peacemaking as a step toward becoming a Peace Church. The Mission Committee voted unanimously to bring this recommendation to Session and did so in November 2024. In March of 2025 Session endorsed the Commitment to Peacemaking.

While PCTC has engaged in peacemaking for several years through the Racial Justice Working Group, SALT Coalition, Creation Care and, more recently, Friends of Christian Palestinian detainees, making this Commitment to Peacemaking invites us to grow and instill a culture of peacemaking in our church. The Peacemaking Work Group will convene in January 2026.

PCTC Food/Hospitality Ministry Working Group New this year, a Food/Hospitality Ministry Working Group has been organized by the Mission Committee to guide and support PCTC's food/hospitality outreach—currently Carol's Care Packages (CCP). As one of our largest mission efforts, CCP requires focused attention on its future direction, volunteer and financial needs, and alignment with the church's broader mission. The group is meeting regularly to:

- Review CCP's sustainability and responsiveness to community needs,
- Integrate food ministry into mission priorities and budgeting,
- Provide a forum for visioning, troubleshooting, and coordination
- Support Carol Allen in pursuing grants and other resources.

Friends of Palestine Earlier this year, Session approved PCTC joining a pilot program designed to develop Christian relationships with Palestinian Christians who have become political prisoners. The program is organized by Friends of Sabeel North America. Congregations in the pilot are matched to a Christian Palestinian detainee and their family members with the goal of building relationships that can be sustained. Friends of Palestine is part of the Racial Justice Working Group (of the Mission Committee).

All befriended Palestinian detainees are political prisoners—some Administratively Detained, that is, arrested without trial, and others "convicted" by Military Courts which detain Palestinian citizens for an undetermined amount of time without providing them any knowledge why they are being detained, or if they are being charged at all.

Three PCTC members, Ali Kozan, Nancy Schulte and Rae Starkenburg, have stepped forward to be the facilitating team on behalf of our congregation. The pilot uses a participatory approach in which feedback from Project Teams and congregations will play an important role in meeting the needs of all parties as the project is expanded to a wider variety of congregations and detainees.

The Mural In 2025 the Racial Justice Working Group and Mission Committee proposed that a mural be created in upper skylight area of the church narthex. The Session reviewed and approved the proposal for a mural that would acknowledge both the complicity and active participation of our Christian ancestors in the harm done to Indigenous peoples during and after colonization. The mural was funded by the generosity of the Roland M. Gerstacker Foundation of Midland, Michigan.

The mural entitled "*We Are One People*" was installed on September 29, 2025. "*We Are One People*" is both a visual prophecy and a call to action. It asserts that while history has divided and wounded us, a collective awakening — rooted in Indigenous knowledge, reverence for the earth, and mutual respect — can heal humanity and the planet. Painted by a team of Indigenous artists from North, Central and South America the mural is of mixed media, specifically, acrylic, oil and bronze leaf on stretched canvas.

The artists were Darryl Brown, Anishinaabe, St. Ignace, MI; Janelle Couturier Dahlberg, Anishinaabe, Traverse City, MI; Fabian Anton Navarro, Moche, Lima, Peru; Gustavo Toaquiza Ushga, Kichwa, Tigua,

Ecuador; Diana Zyan, Aztec, Mexico City, Mexico. Jorge (Crazy Horse) Cevallos, the director of the Biennial Intercontinental of Art Indigenous, was instrumental in pulling together this team and working tirelessly to produce the mural. Jorge is from Quito, Ecuador and is a member of the Quito Cara Nation.

As Christians, we recognize the importance of acknowledging the complicity and active participation of our spiritual ancestors in the harm done to Indigenous peoples during and after colonization. The Christian mission, while at times carried out with sincere intent, has often been entwined with systems of oppression, cultural erasure, and violence.

We affirm that while we cannot change the past, we are responsible for how we respond to it in the present. Justice begins with truth-telling—recognizing and acknowledging both the historical and ongoing impacts of colonization, including those carried out in the name of Christ.

Budgeted Grants The Church, through the Mission Committee, supported the following organizations with grants to assist with their ministries: Women’s Resource Center, Peace Ranch, Habitat for Humanity, Before/During/and After Incarceration, Food Rescue and Cass Community.

Jazz, Jokes, and Jesus PCTC’s annual July-August music series, Jazz, Jokes, and Jesus, provided \$12,000 for local housing nonprofits through the generous giving of attendees and matching gift donors. Recipient organizations were Northwest Michigan Supportive Housing, Homestretch Nonprofit Housing and Northwest Michigan Community Action Agency.

Annual Mission Trip The Mission Trip was held May 11-17 in Manistique, MI. Nineteen PCTC members worked with the Hiawathaland Habitat for Humanity which was founded 30 years ago by the father of our very own Lynn Hansen. Our volunteers emptied a donated house of its “very full” contents (hauling much of it to the Hiawathaland Habitat ReStore) and tearing down dilapidated out buildings on the property. Another crew helped replace windows in a nearby Habitat house that was being rehabbed.

Safe Harbor Continuing our engagement commitments to Safe Harbor, many PCTC members volunteered for two, one-week periods at Safe Harbor in the spring and fall. This community-wide program serves between 50 and 70 clients each day. Church volunteers prepared dinners, assisted with guest check-in, distributed medications (under staff supervision) and prepared the dining room for guests.

ESL (English as a Second Language) Program ESL, under the direction of Coordinator Andrea Ballast, met every Monday evening. Dedicated volunteers assisted our English language learners. On Thursdays and Sundays, students had the opportunity to practice their speaking skills during “Talk Time” sessions. Our students have immigrated from Afghanistan, Brazil, Columbia, Guatemala, Senegal, Mexico, Russia, Ukraine, and Vietnam. English classes included a variety of activities, games, and conversations. Field trips helped students increase their vocabulary and learn about the various opportunities in our community. Tutors helped each student with their needs including preparing for driving tests, explaining/completing important paperwork, locating needed services, and studying for citizenship tests. Thank you for your support of this impactful program!

International Mission Co-Workers In early 2025, the Office of General Assembly and the Presbyterian Mission Agency recommended that PCUSA World Mission close its ministry so that NEW forms of global ministry might emerge. This new effort will focus on Global Ecumenical Partnerships, and while the final shape of ministry is emerging, it plans to work with strategic global partners as well as diaspora communities in the United States.

This change meant that some of our previously supported Mission Partners no longer work in their previous capacities and hence no longer need our financial support. Of those previously funded we now

only continue to support Mark Adams and Miriam Maldonado at Frontera de Cristo at the U.S./Mexico border in Southeast Arizona.

This change also meant that the portion of budget set aside for these missions could be redeployed for another purpose. In October, the Mission Committee of our church committed \$3,000 to the Northwest Michigan Food Coalition to assist SNAP recipients affected by the government shutdown. PCTC is ministering to the immediate needs of those facing food insecurity; reinforcing our church's commitment to our community's most vulnerable.

Other International Ministries This year your Mission dollars supported Daughters of the King Orphanage in Bolivia, ACT Uganda, and Tracey Tooley/Bible Translation ministry.

Additional Mission Committee Activities Other activities supported by the Mission Committee included: World Vision 6K Walk for Water, Hungry for Hope, World Mission Market (ACT Uganda, Red Dirt Road and World Vision Child Sponsorship) and Peace and Global Witness.

2026 Funding Proposed funding for the Mission Committee is available in the 2026 budget proposal.

Thank You Throughout the year, the Mission Committee has remained focused on building relationships and being prayerful and intentional with our congregation's giving of time, talent and treasure. We are grateful for our PCTC family who makes all the volunteering, giving and relationships possible. *Thank you!*

Respectfully submitted December 2025,
Kathleen Guy and Tom Schmitt
Elder Co-Chairs of the Mission Committee

FOOD MINISTRY WORKING GROUP SUB COMMITTEE - 2025

Our beautiful commercial kitchen continues to receive excellent ratings each year from our County Health Dept. confirming that we are doing things right and running a safe kitchen. Not everyone understands why the kitchen is only unlocked when a PIC (Person in Charge with current ServSafe credentials) is present. Sanitation, proper food storage/temperature control, and supervision of all that are present are only a few of my responsibilities, and it wouldn't take much to make some foods unsafe or create an unsafe environment. Currently, Steve McLain is my only backup and has always graciously stepped in when I'm not available. On my Wish List, I have a part-time PIC that could step in when needed.

My weekly visits to Food Rescue continue to provide many great things for our use. One requirement to receive these items is being an active member of The Northwest Food Coalition which involves monthly meetings and volunteering for fundraising events. Our Empty Bowls event in the spring is our largest fundraiser event.

With the help of over 2 dozen volunteers, our Thursday delivery program, Carol's Care Packages, continues. In 2025 we provided/delivered another 4,710 meals, bringing our total to 32,690 since we started this ministry during COVID in 2020. Thank you to everyone that has helped to make this possible! In 2026, a committee will be evaluating this Food/Hospitality Ministries future direction, volunteer and financial needs and alignment with the churches broader mission.

OTHER FOOD EVENTS WE COVERED

- We served Traverse Bay Sunrise Rotary breakfast on 44 Wednesdays.
- 525 meals were served during Wednesday Night Connection.
- 421 meals were served during the Lenten Breakfast series.
- 124 people enjoyed ice cream sundaes at the last Jazz, Jokes and Jesus series.
- 142 meals were served at Celebration Sunday.
- 97 meals were served at The Scottish Festival.
- 968 meals were served during our 2 weeks at Safe Harbor.
- Madrigal dinners served another 431 meals to guests and volunteers.
- Treats after both Congregational meetings, and after multiple special Sundays.
- Helped to provide lunches for the Confirmation kids.
- Elder & Deacon training and other special events.
- Nancy's Retirement Reception.
- Multiple funeral luncheons/receptions were also provided.

Thank you to all who have helped make this incredible list possible! I couldn't do my work without your help.

Serving God's Love Kitchen Style,
Carol Allen, Kitchen Supervisor

RACIAL JUSTICE WORKING GROUP SUB COMMITTEE - 2025

ACTIVE MEMBERS: Paul Diller, Rebecca Eldredge, Lynn Hanson, Gail Lanphear, Karen Luther, Nancy Schulte, Barbara Shimnoski, Scotty Shimnoski, Paul Sinclair, Rae Starkenburg, Reverend Jordan Starkenburg, Sue Waechter, John Waechter, Reverend Lucy Waechter – Webb, Karen Wasageshik and Cynthia Wellington.

PURPOSE OF GROUP: To live out the church's commitment to being a Mathew 25 church, by particularly pursuing racial justice, through embodying anti-racism both within our church and our broader community and the world. We value both learning and action, as we invite and mobilize a predominately white congregation and denomination to engage in social justice work.

"Truly I say to you, as you did it to one of the least of these my brethren, you did it to me."

This is the fifth year that the Racial Justice Working Group (RJWG) has been active as a sub-group of the Mission Committee to focus on embodying and implementing the congregation's commitment to be an active Matthew 25 church. This movement invites congregations to consider focusing on at least one of three pillars outlined by PCUSA: 1. To build congregational vitality, 2. To address the eradication of systemic poverty 3. To move towards dismantling structural racism.

During 2024 the RJWG again chose pillar 3; to move toward dismantling structural racism. Three propriety issues were chosen.

1. Reckon with the missional and colonial history of this land (specifically the role of the Presbyterian Church on this land in Northern Michigan) and build relationships with the community of Indigenous people of this region.
2. Stay in solidarity with E3 and the Traverse City Public Schools (TCAPS) to ensure the true American history is taught to Northern Michigan school children.

3. Support racial justice initiatives in the Presbyterian Church USA.

HIGHLIGHTS OF THE 2025 YEAR

INDIGENOUS SOLIDARITY

Worked with native American artists to produce a mural, "We Are One People" depicting the Anishinaabe creation story, the colonization of the United States and its huge impact on the Indigenous People in N. Michigan and the vision of a new world order where we are all "One People." The mural now beautifies our PCTC narthex. This is the vision the RJWG seeks to further.

Held a series of three educational programs focused on the Native American Boarding Schools of the 19th and 20th centuries in this country. One evening provided a first-hand perspective on living in these schools by four courageous Indigenous People of Northern Michigan. A dance and drum celebration was performed by Northern Michigan natives at the final event of the series.

Conducted a Brainstorming Session to begin planning for our 2026 Place Series. Four indigenous People were participants. We are grateful for their wisdom and expertise, as well as the efforts of other participants in this process.

Hosted an Art Show featuring both North and South American Indigenous Artists and a BIPOC pointillism artist.

Attended many Indigenous events including Pow Wows, a program by nationally known author James Vukelllich Kaagegaabaw, Indigenous Peoples Day and Juneteenth day celebrations and A Round Dance festival and the release of sturgeon into the Ottoway River.

E3 and TRAVERSE CITY PUBLIC SCHOOLS (TCAPS)

Increased our focus on the implementation of an Indigenous school curriculum for grades k-12. Met with Indigenous Education Supervisor Dan Tiesworth and Indigenous educator Lydia Henion to learn more about the goals of the school district. The Maawndoongan Anishinaabe Resource Manual was provided to us by the late Holly Bird Indigenous TCAPS Board Member. Ms. Bird, whose advocacy inspires our work, pushed for its implementation until her tragic passing in 2025. We collaborated by speaking at school board meetings and meeting one on one with school staff. We are also fortunate to have Karen Wasageshik on our education subcommittee. As a tribute to Holly Bird, we named our education subcommittee "Ogitchida Kwe" her Indigenous name meaning "Warrior Woman". We have been pleased by recent progress by TCAPS and the state Board of Education's INDIGENOUS EDUCATION INITIATIVE to begin infusing an Indigenous curriculum in the TCAPS schools.

Collaborated with E3, the BIPOC organization that works in the school environment.

Collaborated with PCTC Youth Director to plan a program for youth designed to raise awareness about the true history of the N. Michigan Indigenous People and to encourage feedback about programs in the schools that speak to Indigenous history and activities.

Friends of Palestinian Detainees

- Formed group of interested folks, (Rae, Ali, Nancy) attended some zoom meetings of the forming pilot program as an interested congregation
- Approved through RJWG, Mission Committee, and finally Session
- Gave minute for mission announcing the program, Deb joined as 4th member
- Were paired with Asmaa Hriesh, a journalist. We watched her 45 min. interview about her experience in Israeli prison
- Attended zoom seminars about baseless and discriminatory arrest practices, and torture in Israeli prisons//monthly zoom meetings with participating faith groups

- Since Asmaa’s home was raided because she is a journalist, she could not respond, and we got re-paired with Fayrouz and Anan.
- Held 2 nights of prayer, education, and advocacy for the congregation
- Corresponded regularly with Fayrouz
- Hosted MidEast Craft Fair that raised money for Gaza relief
- Created display to keep the congregation up to date with the Safi family
- Sent emails with education and advocacy actions

The Racial Justice Working Group would like to thank each member of the congregation and staff who has supported and/or assisted our group in its work. We appreciate you.

Respectfully submitted,
Gail Lanphear & Rae Starkenburg

PERSONNEL COMMITTEE – 2025

The Personnel Committee’s Year in Review:

Personnel Committee members: Jerome Jelinek, Chair; Nancy Briggs, Vice-Chair; Betsy Rees, Betsy Williams, Mark Guy and Staff Representative - Rev. Julie Delezenne.

PCTC Personnel:

The Personnel Committee is responsible for reviewing, updating and finalizing job descriptions, overseeing recruitment, reviewing applications, conducting interviews and checking references for all non-clergy positions in the Church. In some cases, a joint sub-committee is formed between the Personnel Committee and other committees to assist with this process. The Personnel Committee is also responsible for the well-being, maintenance and discharge of non-clergy employees and related staffing transitions.

Position Changes:

In 2025, the following personnel changes occurred:

- Director of Family Ministries: Guy Molnar was hired to fill this position which combined Youth and Children Ministries.
- Nursery Attendant: Lizzy Filson was hired as our new Nursery Attendant.
- Director of Music: Kristy Fish resigned from this position mid-year. Guy Molnar began as Interim Director of Music in addition to his Director of Family Ministries position, and completed the year in these combined roles.
- Office Manager: Nancy Mercier retired from this position at year-end after 10 years of wonderful service to PCTC! Pam Kallio was hired to succeed Nancy. She was able to work with Nancy for the month of December. In hiring Pam, it is intended that this position will assume more bookkeeping duties reducing the need to rely on outside resources.

Performance Reviews:

- Staff reviews were completed in May. The process included staff completing self-reviews.
- Pastors reviews were completed by the Personnel Committee in October and Session in November. Similarly, to the other staff, the process included the pastors completing self-reviews. Other events of note for the pastors included:
 - Pastor Julie was accepted into a doctoral program and started in June with her studies in Austin, TX.

- As part of his professional development responsibilities, Pastor Jordan completed in June a Camino de Santiago trip in Spain alongside nine other pastors.

Staff Appreciation:

- A staff retreat was held in July which included Mark Guy treating all to an afternoon on his boat.
- To show appreciation for our Church staff throughout the year, all staff members were provided with seasonal treats and small surprises, including Downtown TC gift certificates in December.
- A celebration of Nancy Mercier's work as Office Manager was held in December prior to her year-end retirement.
- Pastor Julie treated staff to dinner at her house in December.

Visioning:

Personnel Committee members reviewed, "How might the work of the committee change to assist in accomplishing the 4 Pillars of the Visioning Process established by Session?"

- *Growing together as disciples in God's authentic Love*
- *Partnering with our community to empower collective flourishing*
- *Honoring the dignity and value of all people and all creation*
- *Organizing our work to support and sustain our priorities*

For each of these 4 Pillars, members detailed specific actions the committee could take in the future.

2025 Personnel Committee Budget Development:

The Personnel Committee engaged in comprehensive budget discussions to develop the Personnel Committee budget for 2026. In addition, a Personnel Committee member participated on Session's Budget Committee. Considerations for the 2026 Personnel Committee budget included:

- The Church's Visioning Process
- The strong desire to continue to move existing staff forward from a compensation standpoint
- The continued combining of the Family Ministries and Interim Music Director positions
- Rising health care and benefit costs

Respectfully submitted,
Jerome Jelinek, Elder
Nancy Briggs, Elder

APPENDIX A:

The Presbyterian Church 2026 Budget Plan

	2025 Actual	2025 Budget	2026 Budget
Income			
1 INCOME			
1.1 Weekly Envelope Offerings	0.00		
0014111 Pledge Giving	455,329.56	465,000.00	520,000.00
0014112 Non-Pledge Giving	112,050.68	130,000.00	130,000.00
Total 1.1 Weekly Envelope Offerings	\$ 567,380.24	\$ 595,000.00	\$ 650,000.00
1.2 Loose Offerings	7,704.33	8,000.00	8,000.00
1.4 Designated Giving Receipts			
1416401 Designated Gifts/Bequests Receipts	2,500.00		
1416403 Designated Memorials Receipts	160.00		
1416404 Pastors' Benevolence Receipts	890.00	800.00	
1416405 Westminster Remodel Donations Receipts	375.00		
1416408 Prayer Garden Receipts	4,115.00		
1416409 Presbyterian Women Receipts		400.00	
1416410 Special Mission Projects Receipts	10,143.52		
1416411 3 Bright Ideas - B&G Capital Campaign Receipts	94,142.29		19,293.00
1416414 3 Bright Ideas - Grant Income			15,880.00
1416412 SALT Coalition Receipts	8,950.00		
1416420 Transfer to Designated Funds	-121,275.81		
Total 1.4 Designated Giving Receipts	\$ 0.00	\$ 1,200.00	\$ 35,173.00
1.5 Undesignated Giving			
0014165 Undesignated Gifts/Bequests Receipts	35,967.22		
0014168 Undesignated Memorials Receipts	3,520.00		
0014169 Transfer to Undesignated Funds	-39,487.22		
Total 1.5 Undesignated Giving	\$ 0.00	\$ 0.00	\$ 0.00
1.6 Endowment Fund Receipts			
0014181 MacMillan Fund Receipts	5,799.25	5,300.00	5,700.00
0014182 Presbyterian Foundation Receipts	66.59	60.00	65.00
0014183 Thrivent Financial Receipts		300.00	0.00
Total 1.6 Endowment Fund Receipts	\$ 5,865.84	\$ 5,660.00	\$ 5,765.00
1.7 Facility Income			
0014140 Rent Income	13,827.00	16,000.00	15,000.00
0014141 Insurance Receipts	372.00		
0155716 Organist Fees Paid-In	250.00		
0155806 Custodial Fees Paid-In	1,187.00	1,500.00	800.00
0155807 Kitchen Fees Paid-In	9,274.00	9,500.00	10,000.00
Total 1.7 Facility Income	\$ 24,910.00	\$ 27,000.00	\$ 25,800.00

	2025 Actual	2025 Budget	2026 Budget
1.8 Miscellaneous Income			
0155900 Personnel Other Support	100.00		
0255111 B&G Other Support	653.00		
0305106 Office Other Support	817.00		
0355111 Evangelism Other Support	416.53		
0455105 Children & Youth Other Support	4,202.11		
0605106 Deacons Other Support	1,158.00		
0705300 Interest Income	17,321.97	7,500.00	14,000.00
0755050 Finance/Generosity Other Support	1,000.00		
Total 1.8 Miscellaneous Income	\$ 25,668.61	\$ 7,500.00	\$ 14,000.00
1.9 Special Miscellaneous Offerings			
0 Children/Youth Special Offering			
0505110 Fundraising Receipts - C&Y	3,861.93	7,000.00	7,000.00
0505112 Trip Payments/Scholarships Receipts	734.00		
Total 0 Children/Youth Special Offering	\$ 4,595.93	\$ 7,000.00	\$ 7,000.00
01055.1 Mission Trip Income	2,425.00		
0605111 Funerals Income	638.89		
0605311 Lenten Breakfast Income	2,417.16	2,580.00	2,500.00
0605321 Madrigal Dinner Income	6,669.00	6,700.00	6,700.00
0605331 Scottish Luncheon Income	1,421.10	1,230.00	1,500.00
0625111 Wednesday Night Connect Income	2,232.00	2,400.00	1,800.00
0625114 Rotary Income (Food Cost)	8,436.00	6,000.00	9,000.00
0625124 Community Meals Income (CCP)	5,795.00	6,500.00	3,000.00
0625131 Voyagers Income	286.00		
Total 1.9 Special Miscellaneous Offerings	\$ 34,916.08	\$ 32,410.00	\$ 31,500.00
1.92 Special Mission Offerings			
14135.1 Thanksgiving Offering Receipts	4,660.00	2,000.00	
14135.2 Christmas Joy Offering Receipts	1,200.00	1,500.00	
14135.3 One Great Hour of Sharing Receipts	3,096.00	4,000.00	
14135.5 Hungry for Hope Receipts	556.00	1,200.00	
14135.6 Jazz, Jokes & Jesus Receipts	12,000.00	15,000.00	
14135.7 Noisy Offering Receipts	1,573.21	500.00	
14135.8 Crop / Heifer / 6K Receipts	100.00	1,200.00	
Total 1.92 Special Mission Offerings	\$ 23,185.21	\$ 25,400.00	\$ 25,000.00
Total 1 INCOME	\$ 689,630.31	\$ 702,170.00	\$ 795,238.00
2 Designated Funds			
0105010 Missions - Transfer	750.00	750.00	
0105505 Pastors' Benevolence - Transfer	4,812.12		
14135.9 Presbyterian Women - Transfer	3,268.92		
1413510 Special Mission Projects - Transfer	25,958.40		
1413512 SALT - Transfer	777.01		

	2025 Actual	2025 Budget	2026 Budget
Total 0105010 Missions - Transfer	\$ 35,566.45	\$ 750.00	\$ 0.00
0156000 Personnel - Transfer	6,792.06	2,500.00	
0156005 Westminster Equity Fund - Transfer	30,000.00	30,000.00	
0255110 Building & Grounds - Transfer	28,820.49		
0255112 Westminster Remodel - Transfer	13,036.91		
0255113 3 Bright Ideas - Transfer	478,478.50		
0255461 Prayer & Thistle Garden - Transfer	1,937.93		
Total 0255110 Building & Grounds - Transfer	\$ 522,273.83	\$ 0.00	\$ 0.00
0455104 Children & Youth Ministries - Transfer	5,697.27	5,697.27	
0605105 Deacons - Transfer	230.00	230.00	
0655105 Christian Nurture - Transfer	175.64		
Total 2 Designated Funds	\$ 600,735.25	\$ 39,177.27	\$ 0.00
2.5 Undesignated Giving/Memorials - Transfer		10,000.00	
Total Income	\$ 1,290,365.56	\$ 751,347.27	\$ 795,238.00
Gross Profit	\$ 1,290,365.56	\$ 751,347.27	\$ 795,238.00
Expenses			
3 MISSIONS			
BUDGETED MISSIONS			
3.1 NATIONAL MISSIONS			
0105110 General Assembly	2,000.00	2,000.00	1,000.00
Total 3.1 NATIONAL MISSIONS	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00
3.2 SYNOD MISSION			
0105210 Synod of The Covenant	1,000.00	1,000.00	1,000.00
Total 3.2 SYNOD MISSION	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
3.3 PRESBYTERY			
0105310 Presbytery of Mackinac	3,000.00	3,000.00	2,000.00
Total 3.3 PRESBYTERY	\$ 3,000.00	\$ 3,000.00	\$ 2,000.00
3.4 LOCAL MISSIONS			
01055.2 Mission Trip	4,550.00	2,000.00	1,500.00
0105503 NW MI Supportive Housing			2,000.00
0105503 Cass Community	2,000.00	2,000.00	
0105510 Peace Ranch	3,000.00	3,000.00	
0105520 Habitat for Humanity	5,000.00	5,000.00	5,000.00
0105521 Before, During, After Incarceration	1,000.00	1,000.00	
0105535 Women's Resources	3,000.00	3,000.00	
0105580 Safe Harbor	1,513.78	5,000.00	5,000.00
0105595 Food Rescue	1,000.00	1,000.00	500.00
0105597 ESL	787.34	1,000.00	1,000.00
0105598 Matthew 25	1,475.00	2,000.00	2,000.00
0105600 Carol's Care Packages			7,600.00

	2025 Actual	2025 Budget	2026 Budget
Total 3.4 LOCAL MISSIONS	\$ 23,326.12	\$ 25,000.00	\$ 24,600.00
3.5 GLOBAL MISSIONS			
0105130 Sharon Kandel	1,000.00	2,000.00	
0105140 Cathy Chang, Philippines	500.00	2,000.00	
0105587 ACT Uganda	2,000.00	2,000.00	
0105620 Wycliff Bible Trans (deleted)	1,000.00		
0105621 Daughters of the King Orphanage	2,000.00	2,000.00	
0105623 Mark Adams/Mexico Border	2,000.00	2,000.00	3,000.00
Total 3.5 GLOBAL MISSIONS	\$ 8,500.00	\$ 10,000.00	\$ 3,000.00
Total BUDGETED MISSIONS	\$ 37,826.12	\$ 41,000.00	\$ 31,600.00
UNBUDGETED MISSIONS		25,000.00	25,000.00
SPECIAL OFFERINGS EXPENDITURE			
0105506 Pastors' Benevolence Fund / Thanksgiving	4,812.12		
0105706 SALT Expense	777.01		
0105710 One Great Hour of Sharing	3,096.00		
0105715 Christmas Joy	1,200.00		
0105721 Hungry for Hope	506.00		
0105730 Presbyterian Women	3,268.92		
0105731 Jazz, Jokes & Jesus	12,000.00		
0105732 Food Pantry	1,573.21		
0105733 Crop / Heifer / 6K Disbursement	245.00		
0105734 Special Missions Projects	25,958.40		
0105735 Thanksgiving Offering Expenditure	4,660.00		
Total SPECIAL OFFERINGS EXPENDITURE	\$ 58,096.66	\$ 0.00	\$ 0.00
Total UNBUDGETED MISSIONS	\$ 58,096.66	\$ 25,000.00	\$ 25,000.00
Total 3 MISSIONS	\$ 95,922.78	\$ 66,000.00	\$ 56,600.00
4 PERSONNEL			
4.1 SR PASTOR			
0155101 Sr Pastor Salary/ Housing	81,158.97	81,158.85	83,593.62
0155102 Sr Pastor Pen/Major Medical	31,322.85	30,052.00	45,187.88
0155103 Sr Pastor Continuing Ed	2,000.00	2,000.00	2,000.00
0155104 Sr Pastor Business Expenses	2,410.72	2,800.00	2,800.00
0155106 Sr Pastor Vision/Dental/D&D	1,044.76	831.00	1,715.16
Total 4.1 SR PASTOR	\$ 117,937.30	\$ 116,841.85	\$ 135,296.66
4.3 ASSOC PASTOR CONG CARE			
0155301 Assoc Pastor CC Salary/Housing	60,707.39	60,707.17	62,528.39
0155302 Assoc Pastor CC Pension/Medical	21,429.63	20,707.16	20,562.80
0155303 Assoc Pastor CC Continuing Ed	6,292.06	2,000.00	2,000.00
0155304 Assoc Pastor CC Business Exp	1,294.19	2,800.00	2,800.00
0155306 Assoc Pastor CC Medical/Dental	1,623.10	1,161.00	3,245.04
0155307 Assoc Pastor CC HSA	1,500.00	1,500.00	1,500.00

	2025 Actual	2025 Budget	2026 Budget
Total 4.3 ASSOC PASTOR CONG CARE	\$ 92,846.37	\$ 88,875.33	\$ 92,636.23
4.5 DIRECTOR OF FAMILY MINISTRY			
0155451 Director of Family Ministry - Salary	30,062.40	31,200.00	44,252.00
0155452 Director of Family Ministry - Health Care	22.18	8,000.00	0.00
0155454 Director of Family Ministry Business Expense	167.30	500.00	500.00
0155456 Director of Family Ministry - Pension/AD&D	2,871.27	2,964.00	4,646.42
Total 4.5 DIRECTOR OF FAMILY MINISTRY	\$ 33,123.15	\$ 42,664.00	\$ 49,398.42
4.6 OFFICE MANAGER			
0155551 Office Manager Salary	54,153.80	51,064.00	56,014.40
0155552 Office Manager Medical	8,287.86	8,195.50	0.00
0155554 Office Manager Business Expense	273.32	500.00	500.00
0155555 Office Manager Pension/AD&D	5,381.28	4,851.08	3,360.87
0155556 Office Manager HSA Contribution	1,500.00	1,500.00	1,500.00
Total 4.6 OFFICE MANAGER	\$ 69,596.26	\$ 66,110.58	\$ 61,375.27
4.7 SECRETARY			
0155601 Secretary Salary	38,355.17	38,480.00	43,097.60
0155602 Secretary Medical	5,391.27	8,328.71	0.00
0155603 Secretary Pension/AD&D	4,055.28	3,655.60	4,517.55
0155604 Secretary HSA Contribution	1,500.00	1,500.00	1,500.00
Total 4.7 SECRETARY	\$ 49,301.72	\$ 51,964.31	\$ 49,115.15
4.9 DIRECTOR OF MUSIC			
0155701 Dir of Music Salary	7,279.87	15,444.00	0.00
Total 4.9 DIRECTOR OF MUSIC	\$ 7,279.87	\$ 15,444.00	\$ 0.00
4.91 MUSIC SUPPORT STAFF			
0155715 Organist	10,500.00	10,400.00	10,400.00
0155720 Sub Organist / Musicians		500.00	500.00
0155735 NeXus Band Leader	17,158.33	15,346.24	21,070.40
Total 4.91 MUSIC SUPPORT STAFF	\$ 27,658.33	\$ 26,246.24	\$ 31,970.40
4.92 NURSERY STAFF			
0155751 Nursery Staff Salaries	1,094.40	2,558.52	2,808.00
Total 4.92 NURSERY STAFF	\$ 1,094.40	\$ 2,558.52	\$ 2,808.00
4.93 CUSTODIAL			
0155801 Custodial Salary	26,700.24	25,116.00	5,174.00
0155803 Supplemental Custodial	1,800.00	2,000.00	2,000.00
Total 4.93 CUSTODIAL	\$ 28,500.24	\$ 27,116.00	\$ 7,174.00
4.935 KITCHEN STAFF			
0155804 Kitchen Supervisor	41,267.43	39,065.52	40,237.49
0155808 Kitchen Medical	7,894.21	7,801.27	8,749.76
0155809 Kitchen Pension/AD&D	4,116.96	3,711.22	4,224.94
0155810 Kitchen HSA Contribution	1,500.00	1,500.00	1,500.00

	2025 Actual	2025 Budget	2026 Budget
Total 4.935 KITCHEN STAFF	\$ 54,778.60	\$ 52,078.01	\$ 54,712.19
4.94 MISC PERSONNEL			
0155920 Staff Development	103.59	500.00	500.00
0155940 Pulpit Supply	1,091.58	1,200.00	1,200.00
0155950 Social Security & Medicare	16,002.59	17,053.00	16,191.00
0155951 Personnel Undesignated Exp	1,187.38	800.00	800.00
Total 4.94 MISC PERSONNEL	\$ 18,385.14	\$ 19,553.00	\$ 18,691.00
Total 4 PERSONNEL	\$ 500,501.38	\$ 509,451.84	\$ 503,177.32
5 PER CAPITA			
0205101 Per Capita	17,222.40	19,721.00	16,758.00
Total 5 PER CAPITA	\$ 17,222.40	\$ 19,721.00	\$ 16,758.00
6 BUILDING & GROUNDS			
00 Unplanned Repairs			
0255130 Unplanned Repairs - Other	145.00		
0255132 Electric Repairs and Supplies	120.85		
0255134 Fire Inspection Repairs & Suppl	976.81		
0255136 Plumbing Repairs	7.29		
Total 00 Unplanned Repairs	\$ 1,249.95	\$ 0.00	\$ 0.00
0255140 Inside Supplies	1,705.18	3,000.00	2,300.00
0255150 Outside Supplies		500.00	300.00
0255160 Building & Grounds Improvements	17,526.12		
0255170 Replace Sanctuary Lights	3,561.00	1,200.00	1,200.00
0255210 Elevator Inspection Contract	1,710.30	2,500.00	2,600.00
0255220 Fire Inspection Contract	1,504.00	2,000.00	1,500.00
0255230 Elevator 3yr Inspection Escrow	719.00	700.00	700.00
0255240 Security System & Safety Plan	2,456.69	4,200.00	3,200.00
0255250 Heating & Cooling System		3,000.00	1,000.00
0255260 Irrigation System	1,665.24	1,500.00	1,500.00
0255310 Heat	11,393.67	14,000.00	10,000.00
0255320 Electric	15,596.71	11,000.00	9,000.00
0255330 Water	917.53	1,100.00	1,000.00
0255340 Sewer	988.79	1,500.00	1,200.00
0255410 Trash Removal	2,024.39	1,900.00	2,200.00
0255420 Lawn & Outdoor Care	2,636.00	4,300.00	4,000.00
0255430 Insurance	13,130.25	15,000.00	15,000.00
0255440 Kitchen	2,392.02	2,000.00	2,000.00
0255450 Snow Removal	22,603.75	8,800.00	12,000.00
0255460 Prayer & Thistle Garden			
0255462 Prayer Garden Expenses	1,937.93		
Total 0255460 Prayer & Thistle Garden	\$ 1,937.93	\$ 0.00	\$ 0.00
0255463 Creation Care	500.00	500.00	500.00

	2025 Actual	2025 Budget	2026 Budget
0255465 3 Bright Ideas Expenditures	468,338.71		35,173.00
0255466 3 Bright Ideas Loan Interest	10,139.79		
Total 0255465 3 Bright Ideas Expenditures	\$ 478,478.50	\$ 0.00	\$ 35,173.00
0255475 Cleaning	3,086.50		24,000.00
Total 6 BUILDING & GROUNDS	\$ 587,783.52	\$ 78,700.00	\$ 130,373.00
7 OFFICE EXPENSE			
0255480 Technology Expenses	2,772.52	1,200.00	1,000.00
0305110 Office Supplies/Postage	4,673.11	7,330.00	6,000.00
0305120 Telephone Expense	8,498.58	8,600.00	7,800.00
0305130 Computer Maintenance	520.06	1,150.00	900.00
0305150 Copier/Reception	470.80	500.00	470.00
0305160 Kyocera Lease & Maint	7,623.91	8,000.00	7,500.00
0305180 Presentation Materials	264.99	315.00	315.00
0406100 Contract Media Services	166.07	410.00	370.00
0806101 Contract Services	108.62		
Total 7 OFFICE EXPENSE	\$ 25,098.66	\$ 27,505.00	\$ 24,355.00
8 EVANGELISM & MEMBERSHIP			
0355120 Advertising	1,661.77	1,500.00	1,500.00
0355135 Jazz, Jokes & Jesus Supplies	119.13	200.00	200.00
0355150 Church Growth Consultant/New Initiatives			500.00
0355160 Coffee Hour Supplies	821.44	1,000.00	750.00
0405110 New Members Inquiry/Class	141.75	100.00	100.00
0405140 Celebration Sunday	301.52	300.00	300.00
0405145 Cards for Absent Members		75.00	25.00
0405150 Post Worship Coffee	30.00	200.00	100.00
0405160 Yearly Gathering - New Members	52.78	150.00	75.00
0655260 Lenten Devotionals	26.81	70.00	70.00
Total 8 EVANGELISM & MEMBERSHIP	\$ 3,155.20	\$ 3,595.00	\$ 3,620.00
9 CHILDREN & YOUTH MINISTRIES			
0455110 Curriculum	596.39	500.00	800.00
0455130 Supplies	217.31	300.00	300.00
0455140 Volunteer Appreciation	26.98	100.00	100.00
0455255 Block Party		500.00	300.00
0455260 Vacation Bible School	184.39		200.00
0455275 Baptism Books		600.00	0.00
0505130 Graduate Recognition	35.81		0.00
0505230 Confirmation Activities	533.64	450.00	450.00
0505291 Fundraising Expenses - C&Y	1,618.57	3,000.00	3,000.00
0505310 Youth Fellowship Activities	3,515.46	1,500.00	1,500.00
0505320 Youth Retreats	3,757.25	2,000.00	2,000.00
0505330 Summer Trips		2,000.00	2,000.00

	2025 Actual	2025 Budget	2026 Budget
0505525 Youth Room Equipment		200.00	200.00
0505565 Transportation Rental		1,000.00	1,000.00
0505610 Young Adults Cards & Postage	415.45	400.00	400.00
0506100 Children & Youth Misc		200.00	200.00
Total 9 CHILDREN & YOUTH MINISTRIES	\$ 10,901.25	\$ 12,750.00	\$ 12,450.00
91 CHRISTIAN NURTURE			
0555110 Adult Education Classes	326.50	500.00	500.00
0555140 Leadership Training		50.00	50.00
0555250 These Days	695.00	550.00	600.00
0655110 Choir Music	228.05	500.00	500.00
0655140 Guest Musicians	1,600.00	1,200.00	1,600.00
0655145 License Fees	1,207.00	1,200.00	1,250.00
0655150 Choir Recognition	18.42	50.00	50.00
0655160 Musical Instrument Needs	135.00	500.00	500.00
0655170 Special Music Jazz, Jokes & Jesus	2,500.00	2,500.00	2,500.00
0655215 Communion Elements	11.97	100.00	150.00
0655220 Bulletin Covers	72.68		100.00
0655225 Candles	250.95	250.00	250.00
0655230 Name Tags & Friendship Forms		50.00	150.00
0655240 Nexus Supplies (deleted)	75.93	50.00	0.00
0655250 Name Tags (deleted)	244.86	250.00	0.00
0655270 Music Scholarship Disbursement	500.00		
0655271 Palms	93.80	100.00	125.00
0655272 Sanctuary / Narthex Decor	714.41	500.00	500.00
0655273 Worship Arts	756.16	500.00	500.00
0656100 Christian Nurture Misc.	150.34	100.00	100.00
Total 91 CHRISTIAN NURTURE	\$ 9,581.07	\$ 8,950.00	\$ 9,425.00
92 DEACONS			
0605112 Funerals	926.70	400.00	400.00
0605210 Hospital Visitations		50.00	50.00
0605312 Lenten Breakfast	1,823.47	1,780.00	1,780.00
0605322 Madrigal Dinner	5,167.60	5,350.00	5,350.00
0605332 Scottish Luncheon	1,027.28	905.00	905.00
0605410 Bereavement Books	249.43	230.00	230.00
0605420 Roses for Newborns		50.00	50.00
0605510 Transportation		250.00	250.00
0605511 TLC Postage and Notecards		100.00	100.00
0606100 Deacon Miscellaneous	757.90	150.00	150.00
Total 92 DEACONS	\$ 9,952.38	\$ 9,265.00	\$ 9,265.00
93 MEALS & FELLOWSHIP			
0625112 Wednesday Night Connection	1,626.13		1,700.00

	2025 Actual	2025 Budget	2026 Budget
0625115 Rotary	8,471.38		9,000.00
0625125 Community Meals	7,451.70		
0625132 Voyagers	26.81		
0625142 Meals & Fellowship Misc	-2.83		
Total 93 MEALS & FELLOWSHIP	\$ 17,573.19	\$ 14,100.00	\$ 10,700.00
94 FINANCE & GENEROSITY			
0705100 Accounting Services	26,037.32	26,700.00	3,000.00
0705150 Payroll & Bill.com			3,180.00
0705200 Bank & Shelby On-Line Fees	4,490.82	3,600.00	4,000.00
0755110 Generosity Education/Campaign	46.50		
0755140 Contribution Envelopes	253.50	300.00	350.00
Total 94 FINANCE & GENEROSITY	\$ 30,828.14	\$ 30,600.00	\$ 10,530.00
Total Expenses	\$ 1,308,519.97	\$ 780,637.84	\$ 787,253.32
Net Operating Income	-\$ 18,154.41	-\$ 28,290.57	
Net Income	-\$ 18,154.41	-\$ 27,290.57	\$ 7984.68

The Presbyterian Church of Traverse City
 RECEIPT / EXPENSE SUMMARY
 Actual vs. Budgeted

AS OF DECEMBER 31, 2025

historical 14.47%
 linear 8.33%

ITEM	ANNUAL BUDGET	DECEMBER				YEAR-TO-DATE				VARIANCE TO BUDGET		
		LAST YEAR	THIS YEAR	BUDGET	VARIANCE TO BUDGET	LAST YEAR	THIS YEAR	BUDGET	VARIANCE TO BUDGET			
RECEIPTS												
Offering - Envelopes	\$595,000	\$84,697	\$59,159	\$ 86,106	-\$26,947	-31.3%	572,837	\$567,380	\$ 595,000	-\$27,620	-4.6%	
Offering - Special	\$0	\$0	\$0	\$0	\$0	#DIV/0!	25,392	\$0	\$0	\$0	#DIV/0!	
Offering - Loose	8,000	539	1,614	1,158	\$456	39.4%	5,617	7,704	8,000	-\$296	-3.7%	
Endowment Receipts	5,660	0	0	819	-\$819	-100.0%	5,789	5,866	5,660	206	3.6%	
Facility Income	27,000	2,011	2,868	3,907	-\$1,039	-26.6%	25,337	24,910	27,000	-\$2,090	-7.7%	
Miscellaneous	7,500	1,601	675	1,085	-\$410	-37.8%	17,684	25,669	7,500	18,169	242.3%	
Undesignated Gifts	0	0	0	0	\$0	#DIV/0!	0	0	0	0	#DIV/0!	
Special Offerings	32,410	6,016	4,330	4,690	-\$360	-7.7%	38,936	34,916	32,410	2,506	7.7%	
Special Missions	25,400	2,127	6,076	3,676	\$2,400	65.3%	27,873	23,185	25,400	-\$2,215	-8.7%	
Designated Gifts	50,377	5,152	60,327	7,290	\$53,037	727.5%	277,482	600,736	50,377	550,359	1092.5%	
TOTAL RECEIPTS	\$751,347	\$102,143	\$135,049	\$108,732	\$26,317	24.2%	\$996,947	\$1,290,366	\$751,347	\$539,019	71.7%	
EXPENSES												
Mission - Budgeted	41,000	3,034	263	3,417	\$3,154	92.3%	46,363	37,827	41,000	\$3,173	7.7%	
Mission Special Offer	25,000	13,868	11,907	2,083	-\$9,824	-471.5%	39,610	58,098	25,000	-\$33,098	-132.4%	
Personnel	509,452	36,359	43,956	42,454	-\$1,502	-3.5%	459,549	500,501	509,452	\$8,951	1.8%	
Per Capita	19,721	0	0	0	\$0	#DIV/0!	18,760	17,223	20,231	\$3,008	14.9%	
Blds & Grnds	78,700	5,778	34,117	6,558	-\$27,559	-420.2%	333,597	587,783	78,700	-\$509,083	-646.9%	
Office Expense	27,505	4,086	2,608	2,292	-\$316	-13.8%	29,258	25,100	27,505	\$2,405	8.7%	
Evangelism & Mbrship	3,595	1,094	529	300	-\$229	-76.6%	3,565	3,155	3,595	\$440	12.2%	
Children & Youth Min	12,750	963	2,395	1,063	-\$1,333	-125.4%	14,939	10,900	12,750	\$1,850	14.5%	
Christian Nurture	8,950	1,233	1,561	746	-\$815	-109.3%	15,188	9,580	8,950	-\$630	-7.0%	
Deacons	9,265	4,160	4,105	772	-\$3,333	-431.7%	8,428	9,952	9,265	-\$687	-7.4%	
Meals/Fellowship	14,100	763	650	1,175	\$525	44.7%	16,634	17,573	14,100	-\$3,473	-24.6%	
Finance & Generosity	30,600	2,409	4,903	2,550	-\$2,353	-92.3%	32,957	30,828	30,600	-\$228	-0.7%	
Miscellaneous	0	0	0	0	\$0	#DIV/0!	0	0	0	\$0	N/A	
TOTAL EXPENSES	\$780,638	\$73,747	\$106,994	\$63,410	-\$43,584	-68.7%	\$1,018,848	\$1,308,520	\$781,148	-\$527,372	-67.5%	
NET	-\$29,291	\$28,396	\$28,055	\$45,322	-\$17,267		-\$21,901	-\$18,154	-\$29,801	\$11,647		
Oper Contingency xfr		0	0	\$0	\$0		0	0	0	\$0		
Cap Contingency xfr		0	0	\$0	\$0		0	0	0	\$0		
TOTAL OTHER		\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0		
GRAND TOTAL	-\$29,291	\$28,396	\$28,055	\$45,322	-\$17,267		-\$21,901	-\$18,154	-\$29,801	\$11,647		
AVERAGE ATTENDANCE		171	161				158	158				
Number of Sundays		5	4				52	52				

These financial statements have not been subjected to an audit or review or compilation engagement, and no assurance is provided on them.

**The Presbyterian Church of Traverse City
Balance Sheet
As of December 31, 2025**

	Total
	As of Dec 31, 2025
ASSETS	
Current Assets	
Bank Accounts	
0001020 Huntington Bank Checking	120,975.42
0001216 Huntington Bank MMA	180,415.16
Total Bank Accounts	\$ 301,390.58
Other Current Assets	
0001220 New Covenant Funds	330,602.98
0001230 Stock	68.94
0001252 Fifth Third CD	0.00
Fifth Third CD #1	0.00
Fifth Third CD #2 (deleted)	0.00
Fifth Third CD #3 (deleted)	0.00
Total 0001252 Fifth Third CD	\$ 0.00
0001255 First National Bank CD #1	30,000.00
0001256 First National Bank CD #2 - 7mos	50,000.00
0001257 First National Bank CD #3	50,000.00
0001258 First National Bank CD #4	50,000.00
0001310 Petty Cash	50.00
Total Other Current Assets	\$ 510,721.92
Total Current Assets	\$ 812,112.50
TOTAL ASSETS	\$ 812,112.50
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
0002810 First Bankcard Credit Card	8,869.50
0002811 First Bankcard - Webstaurant	49.00
Total Credit Cards	\$ 8,918.50
Other Current Liabilities	
0002070 Church Key Deposits	20.00
0002080 Advanced Pledges	15,341.06
Total Other Current Liabilities	\$ 15,361.06
Total Current Liabilities	\$ 24,279.56
Long-Term Liabilities	
0002100 Note Payable - Venture North (3 Bright Ideas)	39,166.71
0002101 Note Payable - PHIL (3 Bright Ideas)	323,570.84
Total Long-Term Liabilities	\$ 362,737.55
Total Liabilities	\$ 387,017.11

**The Presbyterian Church of Traverse City
Balance Sheet
As of December 31, 2025**

Equity

32000 Unrestricted Net Assets	0.00
DESIGNATED FUNDS EQUITY	
DONOR DESIGNATED FUNDS	
0004210 Designated Gifts & Bequests Equity Fund	14,457.90
0004215 701 Westminster Equity Fund	330,672.98
0004217 3 Bright Ideas - B&G Capital Campaign Equity Fund	-336,019.65
0004220 Designated Memorials Equity Fund	6,041.22
0004230 Pastors' Benevolence Equity Fund	8,304.47
0004250 Music Escrow Equity Fund	2,114.39
0004260 Thistle Garden Club Equity Fund	3,829.47
0004270 Prayer Garden Equity Fund	11,341.56
0004280 Presbyterian Women Equity Fund	0.00
0004285 SALT Coalition Equity Fund	19,926.39
0004290 Special Missions Projects Equity Fund	10,210.55
Total DONOR DESIGNATED FUNDS	\$ 70,879.28
OTHER DESIGNATED FUNDS	
0004315 Assoc Pastor CC ConEd Equity Fund	2,000.00
0004330 Manse Sale Proceeds Equity Fund	49,059.48
0004340 Team Medicos Equity Fund	13,538.01
0004350 Children & Youth Equity Fund	0.00
0004360 Music Scholarship Fund	4,857.45
Total OTHER DESIGNATED FUNDS	\$ 69,454.94
SESSION DESIGNATED FUNDS	
0004130 Sanctuary Light Replacement Equity Fund	1,704.00
0004140 Capital Contingency Equity Fund	49,433.41
0004150 Westminster Remodel Equity Fund	0.00
Total SESSION DESIGNATED FUNDS	\$ 51,137.41
Total DESIGNATED FUNDS EQUITY	\$ 191,471.63
UNDESIGNATED FUNDS	
0003105 Operating Budget Contingency Equity Fund	172,696.46
0003110 Undesignated Gifts/Memorials Equity Fund	79,081.71
Total UNDESIGNATED FUNDS	\$ 251,778.17
Net Income	-18,154.41
Total Equity	\$ 425,095.39
TOTAL LIABILITIES AND EQUITY	\$ 812,112.50

**LONG TERM INVESTMENTS
12/31/25**

**701 WESTMINSTER ENDOWMENT FUND
12/31/25**

Fund Balance 12/31/24	\$ 307,569.38
Receipts/Earnings	\$ 57,151.18
Disbursements	\$ (30,000.00)
Unrealized Equity Gain (Loss)	\$ <u>(4,047.58)</u>
Fund Balance 12/31/25	\$ <u>330,672.98</u>

**MANSE REVENUE FUND EQUITY
12/31/25**

Fund Balance 12/31/24	\$ 49,059.48
Receipts	\$ 0.00
Disbursements	\$ <u>0.00</u>
Fund Balance 12/31/25	\$ <u>49,059.48</u>

**APPENDIX C
PASTORAL TERMS OF CALL, Rev. Julie Delezenne, page 1**

PRESBYTERY OF MACKINAC
PRESBYTERIAN CHURCH (U.S.A.)
Terms of Call for an Installed Pastoral Relationship
Book of Order G-2.0504 (a)

The Presbyterian Church of Traverse City Presbyterian Church (U.S.A.)
(Name of Church)
of Traverse City, Michigan
(City)

belonging to the Presbytery of Mackinac, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be faithful to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly call you,

Julie Delezenne
(Name)

to undertake the office of
Senior Pastor / Head of Staff
(Pastor, Associate Pastor, or Co-Pastor)

of this congregation, beginning 1/1/26 (Date) promising you that we will engage you to discern and grow into God's preferred future for this congregation and provide you all proper support, encouragement and prayers for faithfulness in the Lord.

That you may be free to devote full-time to the ministry of the Word among
(if part time enter % of full time)
us, we promise and obligate ourselves to pay you: (Those agreed upon are to be filled in below:)

A. EFFECTIVE SALARY

1. Cash Salary (12 month equivalent)	\$ <u>47,593.62</u>
2. Housing / Utilities Allowance or Manse value	\$ <u>26,000</u>
3. Contributions to PCUSA Fidelity 403b or other retirement	\$ _____
4. Additional Compensation or Allowances (please specify below)	\$ _____
Total Effective Salary for Board of Pensions (summary of 1-4)	\$ <u>83,593.62</u>

B. BENEFITS (Paid by Congregation)

1. Board of Pensions (pension/health insurance)	\$ <u>45,187.88</u>
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**Medical coverage through the Board of Pensions is recommended for congregational leaders who work 20 hours/week or more as authorized by the Commission on Ministry.*

Medical Plan pricing for 2025 for employees who will be enrolled in the Congregational Pastors Package or Transitional Pastor's Participation is available. 2025 medical pricing for employees not enrolled in those packages is available through the Board of Pensions.

PASTORAL TERMS OF CALL, Rev. Julie Delezenne, page 2

- 2. Supplemental Health (optional) \$ _____
- 3. SECA: Social Security Offset (optional) (50% or less) \$ _____
- 4. Other (specify) Dental/Vision \$ 1715.16
- 5. Vacation Minimum of four weeks including four Sundays
(If greater, please specify here _____)
- 6. Study Leave minimum of 2 weeks
(If greater, please specify here _____)
- 7. Paid Sick Leave (up to 10 days for each year of service)

C. PROFESSIONAL REIMBURSABLE EXPENSES (Paid by congregation)

- 1. Auto Mileage Reimbursement at current IRS rate/Travel \$ _____
- 2. Study Leave \$ 2000
- 3. Professional Expenses \$ 2800

Salary will be paid (check one) ___ monthly; ___ twice a month on the ___ and ___; or bi-weekly

By signing below, the parties acknowledge the following:

- 1) Study Leave benefit (time and financial allowance) may be an accrued benefit up to six weeks over three years.
- 2) They have read and agree to the Ethical Boundaries Policy and the Dissolution Policy of the Presbytery of Mackinac.

Please note that the Sabbatical Policy of the Presbytery indicates that a minister member is eligible for a sabbatical every seven years.

If additional assistance is needed related to benefits calculations, please see the information available with the PCUSA Board of Pensions. <https://www.pensions.org/what-we-offer/employer-guidance/calculators>

We further promise and obligate ourselves to review with you annually the adequacy of this compensation, benefits and expenses.

This call was extended at a duly called congregational meeting held on 1/25/26
(Date)

(Signed) _____ Clerk of Session (for the congregation)

(Signed) _____ Moderator of the Meeting

CERTIFICATION OF THE CALL

A. ACCEPTANCE OF THE CALL

This is to certify that I have received and accepted the call.

Date of Acceptance _____
Minister - Signature _____

**APPENDIX C
PASTORAL TERMS OF CALL, Rev. Jordan Starkenburg, page 1**

PRESBYTERY OF MACKINAC
PRESBYTERIAN CHURCH (U.S.A.)
Terms of Call for an Installed Pastoral Relationship
Book of Order G-2.0504 (a)

The Presbyterian Church Presbyterian Church (U.S.A.)
(Name of Church)
of Traverse City, Michigan
(City)

belonging to the Presbytery of Mackinac, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be faithful to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly call you,

Jordan Starkenburg
(Name)

to undertake the office of

Associate Pastor
(Pastor, Associate Pastor, or Co-Pastor)

of this congregation, beginning 1-1-26 (Date) promising you that we will engage you to discern and grow into God's preferred future for this congregation and provide you all proper support, encouragement and prayers for faithfulness in the Lord.

That you may be free to devote full-time part-time _____ to the ministry of the Word among
(if part time enter % of full time)
us, we promise and obligate ourselves to pay you: (Those agreed upon are to be filled in below:)

A. EFFECTIVE SALARY

1. Cash Salary (12 month equivalent)	\$ <u>52,528.39</u>
2. Housing / Utilities Allowance or Manse value	\$ <u>10,000.00</u>
3. Contributions to PCUSA Fidelity 403b or other retirement	\$ _____
4. Additional Compensation or Allowances (please specify below)	\$ _____
Total Effective Salary for Board of Pensions (summary of 1-4)	\$ <u>62,528.39</u>

B. BENEFITS (Paid by Congregation)

1. Board of Pensions (pension/health insurance)	\$ <u>20,562.80</u>
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*Medical coverage through the Board of Pensions is recommended for congregational leaders who work 20 hours/week or more as authorized by the Commission on Ministry.

Medical Plan pricing for 2025 for employees who will be enrolled in the Congregational Pastors Package or Transitional Pastor's Participation is available. 2025 medical pricing for employees not enrolled in those packages is available through the Board of Pensions.

PASTORAL TERMS OF CALL, Rev. Jordan Starkenburg, page 2

- 2. Supplemental Health (optional) \$ ~~800.00~~
3,245.04
- 3. SECA: Social Security Offset (optional) (50% or less) \$ _____
- 4. Other (specify) H.S.A. contrib. from \$ 1,500.00
- 5. Vacation Minimum of four weeks including four Sundays
(If greater, please specify here _____)
- 6. Study Leave minimum of 2 weeks
(If greater, please specify here _____)
- 7. Paid Sick Leave (up to 10 days for each year of service)

C. PROFESSIONAL REIMBURSABLE EXPENSES (Paid by congregation)

- 1. Auto Mileage Reimbursement at current IRS rate/Travel \$ _____
- 2. Study Leave \$ 2,000.00
- 3. Professional Expenses \$ 2,800.00

Salary will be paid (check one) _____ monthly; _____ twice a month on the _____ and _____; or _____ bi-weekly

By signing below, the parties acknowledge the following:

- 1) Study Leave benefit (time and financial allowance) may be an accrued benefit up to six weeks over three years.
- 2) They have read and agree to the Ethical Boundaries Policy and the Dissolution Policy of the Presbytery of Mackinac.

Please note that the Sabbatical Policy of the Presbytery indicates that a minister member is eligible for a sabbatical every seven years.

If additional assistance is needed related to benefits calculations, please see the information available with the PCUSA Board of Pensions. <https://www.pensions.org/what-we-offer/employer-guidance/calculators>

We further promise and obligate ourselves to review with you annually the adequacy of this compensation, benefits and expenses.

This call was extended at a duly called congregational meeting held on 1-25-26
(Date)

(Signed) _____ Clerk of Session (for the congregation)

(Signed) _____ Moderator of the Meeting

CERTIFICATION OF THE CALL

A. ACCEPTANCE OF THE CALL

This is to certify that I have received and accepted the call.

Date of Acceptance 1-25-26


Minister - Signature

