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ISSUED JANUARY 2021

St. James Presbyterian Church
Annual Meeting, January 24, 2021



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SESSION

Moderator, The Rev. Seth J. Thomas

CLASS OF 2020

Faye Hill, Personnel

Mark Beaty, Clerk of Session*

CLASS OF 2021

Sarah Condreay, Christian Faith Formation*

Carol Dellecker, Mission & Social Action

Jenny Sue LeSchander, Nominating

CLASS OF 2022

Lindsay Anderson, Finance

Aaron Caruso, Building & Grounds*

Susan Diemont-Conwell, Loving Welcome

Nebiyu Tesfa, Worship

*Church Trustee



DEACONS

Moderator, Alice Beaty

CLASS OF 2020

Marlene Amman

Adam Beaty

Julie Keyes

Kate Haworth

CLASS OF 2021

Pam Gibson

Carla Shafer

CLASS OF 2022

Alice Beaty

Valerie McBeth

Jean Seater

Rick Seater

ANNUAL CONGREGATIONAL MEETING

JANUARY 24, 2021

AGENDA

- I. Call to Order / Opening Prayer / Quorum
- II. Welcome
- III. Minutes of Previous Meeting (already approved by Session)
- IV. Review of the Annual Report
- V. Report by Personnel Committee
- VI. Terms of Call Summary and Vote
- VII. 2020 Budget Presentation and Reception
- VIII. 2021 Session Adopted Budget Presentation
- IX. Report by Nominating Committee
- X. Report by the Trustees
- XI. Outgoing Elder Report
- XII. Adjourn with Prayer & Doxology



PASTOR

ANNUAL REPORT

Submitted by The Rev. Seth J. Thomas

“Everyone then who hears these words of mine and acts on them will be like a wise man who built his house on rock. The rain fell, the floods came, and the winds blew and beat on that house, but it did not fall, because it had been founded on rock.” Matthew 7:24-25

When I was young, my father was an independent contractor who built and remodeled homes. I remember walking through half-finished job sites with him, learning about studs and insulation, plywood, sheetrock, and what it meant to take pride in high-quality work that would last. One of my favorite parts of the house to see was the foundation. It’s that part you hardly see after all the finishing touches are on the home, but without it, the whole thing falls apart. My father’s wisdom and skill helped homeowners have peace of mind when rains fell and winds blew.

Jesus shares a parable about two builders, one who built with wisdom upon a solid foundation of rock and one who built foolishly upon sandy earth. When the storms came, which building stood? The one built upon the solid rock, of course.

In 2020, we weathered a long-lasting storm. A year ago, in our Annual Meeting, we looked ahead to plans for strengthening our life together. We had a sense that God was stirring growth and new possibilities for us. How could we have known that this year would challenge us to hold fast to one another as COVID-19 spread around the globe, renewed calls for racial justice swept our nation, and we faced a contentious election? And how could we have known what it would take from our resolve to support one another and to stand firm upon the solid rock that is Christ?

The firm foundation has held through it all. As I look back on 2020, I am astounded at how stable our church life has been together. We banded together to care for each other, to set up live stream technology (something new for so many of us), to deliver groceries, to call and check in on the phone. What we lacked in in-person contact, we made up for in digital fellowship and sustaining connections with friends and neighbors. We made it, and we are making it.

We have weathered this storm together because of the firm foundation that St. James Presbyterian Church has been built upon. For over 130 years, our congregation has weathered the storms of life together. While it has been intense, this year has been another consistent example that a life together built upon the firm foundation of Christ can last, sustain, and find ways to thrive amidst chaos. Let me call out some of those stabilizing forces:

St. James Board of Deacons: Moderated deftly by Alice Beaty, the Board of Deacons has been the glue in our relationships this year. Countless phone calls, emails, cards, and gifts that have been distributed around our community have kept us knit together. Thank you for the faithful, often unsung work you do, Deacons.

St. James Staff: Each of our staff members has operated outside of their comfort zones (and job descriptions) many times this year. They have learned audio and video recording on the fly. They've delivered packages all around the county to keep us connected. They've held an immense amount of stress and pressure, from weathering the storm themselves and in support of our congregation during this season. And they have done it with grace, humility, and love.

St. James Session: I chuckle as I imagine sitting down with the Ruling Elders of St. James in February 2020 and saying: "How do you all feel about leading our congregation through a global pandemic that will completely shift all of our ministries?" I chuckle, but looking back, I know what the answer would have been: "Alright, we can do that." Our Ruling Elders were unflappable, consistent, collaborative, and hopeful through it all. Instead of giving up, our Elders have grown in mutual support of one another, toiling to support all aspects of our life together.

It is from this foundation that I look hopefully toward 2021. Pandemictide, the liturgical season of longing, waiting, hoping, distancing, and trusting in the intermediary work of the Holy Spirit, still weighs upon us. We enter 2021 with an adopted deficit budget, believing we have much good work to do and considerate about stabilizing amidst all that shifts around us. We have weathered the storm and are prepared to continue on.

I want to imagine a bit more to the parable of the builders. I want to imagine that the wise builder, seeing the foolish builder's plight, left his stronghold to help the foolish builder. I want to believe that it was out of the observation of his own security that the builder with the firm foundation helped rebuild and shore up his neighbor's home. Like the wise builder, our work is to step out and look for ways to support those who continue to hurt, who feel like the ground is slipping away underneath them. As a people of *Loving Welcome, Joyful Practice, and Compassionate Service*, this is our calling to be the hands and feet of Jesus.

As you read the following reports, I pray you will glimpse our confidence in the firm foundation we stand upon. We know we have cracks to repair as the storm rages on. But we look forward with a steadfast hope that this is the work God has called us to.

Grace and peace,

A handwritten signature in black ink, appearing to read 'Seth J. Thomas', with a long horizontal flourish extending to the right.

Rev. Seth J. Thomas





BOARD OF DEACONS

ANNUAL REPORT

Submitted by Alice Beaty

Board of Deacons Moderator

Parish 1 - Alice Beaty

Parish 2 – Jean and Rick Seater

Parish 3 - Julie Keyes and Carla Shafer

Parish 4 - Marlene Amman and Valerie McBeth

Parish 5 - Pam Gibson and Adam Beaty

In 2020 the St. James Deacons took on more responsibility in their tradition of providing care and compassion to members of their parishes. As our situation changed rapidly in March, Deacons immediately called and emailed their parishes to relay important information about the changes in worship, offers of help, and where to find updates. During the remainder of the year, Deacons continued to connect with their parishes providing current information and a sense of connection with St. James.

Deacons acknowledged birthdays and anniversaries, sent emails and cards and called their parishioners. Special attention was given to those who are homebound, including delivering sweet treats and flowers throughout the year. Some were able to visit through windows delivering a much needed sense of community.

The Deacons hosted one memorial reception for members and friends of St. James with help from the Hospitality Committee.

Marlene Amman is “retiring” this year. We welcome new Deacons Alice Bailey, Merry Thomas, Kirsten Oliver, and Milt Schayes.

As a group and individually the Deacons are looking forward to our return to in-person worship and fellowship. We go forward in 2021 with hope and enthusiasm.





CLERK OF SESSION

ANNUAL REPORT

Submitted by Mark Beaty
Stated Clerk

SJPC MEMBERSHIP 2018-2020

	2018	2019	2020
Year start active members	136	135	122
New members	7	12	6
Members transferred	(1)	0	0
Members deceased	(7)	(4)	(5)
Members removed	0	(21)	(1)
Year-end active members	135	122	122

Considering the challenging year that we experienced, ending this year with the same number of active members as last year is a reason to pause and give thanks. Due to the tireless effort and innovative solutions provided by our staff and volunteers, our church life continued to provide strength, guidance, and calm in a particularly troubling time.

Five long-time members passed away in 2020. We said goodbye to Josephine McLeod, Robert Harnden, Gilbert Thurston, Robert Monahan, and John Dobbie.

One member requested removal from St. James membership rolls, pending transfer to another Bellingham church.

Six members were added to our rolls this year. Our new members are Jennie and Andrew McLaurin, Maureen and Jim Kosa, Luke Arnold, and Kirsten Oliver.

Although unable to provide an accurate count, the virtual services were well-received and “attended.” Weekly online attendance was estimated to be at least eighty participants.

Serving as Trustees for 2020 were Mark Beaty (President), Aaron Caruso, and Sarah Condreay.

Turnover in leadership positions is relatively small this year. Marlene Amman completed her term as one of our Deacons; we thank you for your service. Also, I will be stepping down as Clerk of Session.



CHURCH REOPENING TASK FORCE

ANNUAL REPORT

Submitted by Susan Diemont-Conwell
Committee Chair

Task Force Members Susan Diemont-Conwell, Mark Beaty, Carol Dellecker, Rick Seater, and Pastor Seth Thomas

The St. James Reopening Task Force was formed by Session on May 10, 2020. From its first week, the task force began meeting weekly, including throughout much of the summer. The task force produced guidelines and supporting materials on worship, church activities, tenant building use, room capacity, and disinfecting procedures. While the task force continues to monitor changes in federal, state, and presbytery guidance (and update the church's reopening guidelines when appropriate), staff and committee chairs have taken over the implementation of these guidelines.

In developing St. James' reopening guidelines and procedures, the task force worked hard to strike a balance between the desire of some to return quickly to in-person worship and building use with the scientific realities of this virus. We have used federal, state, and presbytery guidance in forming our guidance documents, which help to reduce risk. Masks, reducing the number of people in a room and social distancing do help to reduce the risk of exposure from this airborne virus; however, these mitigation measures do not eliminate risk. Until there is a vaccine that is widely available and in use, no guideline or procedure we can implement at St. James is 100% foolproof in eliminating the risk of exposure while in the church building at St. James. The task force's guidelines and procedures, which were adopted by Session on July 12, 2020, were developed with attention to our specific circumstances and demographics at St. James.

These reopening guidelines and support materials have been used as a template for other churches in developing their own guidance documents. The members of this committee have wrestled with difficult issues and worked extremely hard to make decisions that keep the people of St. James as safe as possible. I am incredibly grateful for their continued service to this task force and our church.





BUDGET & FINANCE

ANNUAL REPORT

Submitted By Lindsay Anderson, Chair

Looking back on my first year as the St. James Finance & Stewardship Elder, the phrase I keep coming back to is “better together.” We are better together - with God and with one another - to weather the storms that life brings.

In March, as the pandemic chipped away at the comfortable norms we had grown to count on in our life and worship, there were many ‘what if’s.’ Thanks be to God that we are made for life together. Undeniably, during the pandemic, we did see a drop in income in 2020 - namely due to a loss of facility use from our usual tenants and because of an understandable shift in pledged giving. Yet, because we are in this together we could carry on, completely honoring the commitments we made when drafting the 2020 budget!

You, as a congregation, continued to share resources from a place of trust, hope, and commitment. We were incredibly blessed by the COVID-19 relief passed along to use by the Northwest Coast Presbytery. Our Finance Committee, Session, and Staff sought to use our financial resources with wisdom, not fear. Because of these three things we ended 2020 with roughly \$3,000 in excess.

Highlights of 2020:

- We welcomed two new committee members, John Sibold and Ray Dellecker!
- St. James received relief and benefits from the Northwest Coast Presbytery that enabled us to implement COVID-19 protocols and adopt a new live-stream worship format.
- Many new people made the shift to online giving.
- We were able to complete a much needed sanctuary refresh, using funds from our healthy Facilities Endowment.
- We drafted and Session has voted to adopt a 10-Year Capital Vision to help us plan for the ongoing maintenance and improvements of our building and grounds. This living document will guide larger expected upkeep as well as allow us to make enhancements in terms of technology, sustainability, accessibility, and efficiency.
- We fulfilled all of our 2020 Mission and Social Action Commitments.

Thanks to the Finance & Stewardship Committee (Pam Gibson, Ray Dellecker, and John Sibold), St. James Treasurer (Marina McLeod), and Pastor Seth for your experience, keen eyes, and steady leadership through this season.

I anticipate 2021 will bring a few more unknowns, but I trust in God for the team he has put in place and give thanks for the continued financial health of St. James. I cannot wait for the unexpected blessings we will discover together in the year to come.



BUILDING & GROUNDS

ANNUAL REPORT

Submitted by Aaron Caruso
Committee Chair

This past year has been different for all of us. The church building was closed for most of the year. We decided to take advantage of the closure by making some big changes to St. James. Our biggest project involved updating the sanctuary. The Sanctuary Update task force (Jenny Sue, Claude Hill, Brian Johnson, and Aaron Caruso) built a plan based on input heard at three different brainstorming sessions. The space saw upgrades to the flooring, painting, lighting, furnishing, video, and sound.

We have worked hard to bring the look and feel of the new sanctuary into your homes with new recording equipment to set us up for future live streaming. The Wi-Fi network and internet capacity received improvements as we continue to look at what is possible.

You will also see a brand new bike rack near the 14th St. entrance and a new ADA compliant automatic door installed in the office entryway.

Our goals for 2021 include more technology upgrades to make our building safer, more accessible, and more inviting to outsiders. We hope you will enjoy the changes when it is safe to come back.





CHRISTIAN FAITH FORMATION

ANNUAL REPORT

Submitted by Sarah Condreay, CFF Committee Elder, and Tracy Caruso, CFM Director

2020 was quite the year for the Christian Faith Formation committee. A huge thank you goes out to our Director of Children and Family Ministries, Tracy Caruso, who was creative, innovative, and energetic despite the challenges of this year.

The year began as normal with a thriving children's education and our fourth year of Godly Play. New stories were added and the nursery children began having stories each week as well. Plans were in place to continue Godly Play throughout the summer. When COVID-19 hit and St. James began meeting online, Tracy began teaching weekly Godly Play lessons during the streaming services. These were met with joy and gratitude by the congregation who don't typically get to listen to the stories on a Sunday morning. A highlight was the Lent lessons which featured our Faces of Easter stories with beautiful new materials created by Claude Hill. Throughout the year, Tracy has put together packets of materials and distributed them to children, and continued to stay connected to the children and families of the church. Due to COVID-19, our traditional VBS was canceled, but children at St. James had the opportunity to participate in the Illustrated Ministry's Vacation Bible School during August.

The youth group began weekly and then bi-weekly Zoom meetings using the Simple Sundays curriculum to guide the discussion. They supported the Vacation Bible School by submitting videos and supporting different activities. The youth group also sent out postcards in December to the entire congregation and supported Interfaith Coalition's Holiday Joy campaign.

As for adult education, the year began with lectionary studies led each week by Faye Hill. During Lent, we began a study of the 7 Marks of Congregational Vitality, before the shift to online gatherings. Adult Education took a turn following the horrific murder of George Floyd in May. In response to the racial and social injustices witnessed in our country, we decided to focus our study on examining our contributions to systemic racism in our community and country. We began with a book study on "White Fragility" by Robin Diangelo. We followed this study with a second one on the book "I'm Still Here" by Austin Channing Brown. As a group, we recognize that our learning and work around racial and social injustice is far from complete and have made a commitment to continued learning and action in this area.

Despite the many challenges of 2020, we can see the many ways God used our circumstances to point us to the work he is doing in our world. We will continue to seek opportunities to join in that work and support the ongoing education of the children and families at Saint James.

Thank you to the Christian Faith Formation Committee members: Tracy Caruso, Kyle Anderson, and Faye Hill for your commitment to the challenging work!



MEMBERSHIP

ANNUAL REPORT

Submitted by Susan Diemont-Conwell
Committee Chair

Committee members: Susan Diemont-Conwell (Chair), Alice Beaty, Pam Gibson, Laurie Anderson, and Seth Thomas

Despite the pandemic, St. James welcomed six new members into the church! The Membership committee assisted Pastor Seth with a newcomers' class on March 1 and took photos and wrote bios for various St. James communications, including the church directory, which the committee assisted in revising for the new year.

In April, the Membership committee designed a new Easter ad, which ran on Facebook, the Bellingham Herald, Nextdoor, and Craigslist. It was also distributed on the campus of Western Washington University.

The committee assisted in the rollout of the Planning Center Online's People system. This online system contains the church's membership database and is a tool for managing volunteer service to the church. Additionally, the Membership committee assisted the church office in updating information for the 2021 church directory.

Congregational Life, a subset of the Membership Committee, hosted a movie night in January and raised money during a free ukulele concert and dinner on February 29. Proceeds will be used to offset the cost of a church retreat, which has been tentatively rescheduled for August 2021. All other Congregational Life activities were canceled for the year due to the pandemic.





MISSION AND SOCIAL ACTION

ANNUAL REPORT

Submitted by Carol Dellecker

Mission & Social Action Chairperson

Committee Members: Kenzie Clark, Tim Crandall, Carol Dellecker (elder), Ray Dellecker, Gena Gustafson, Patricia Harris, Glory Johnson, Maureen Kosa, Gretchen Pfueller, Carla Shafer

The Mission and Social Action (MSA) Committee meets monthly to share mission-related news, issues, and ideas. We have a 2021 budget of \$17,000, representing 10% of St. James Presbyterian's anticipated income. The committee desired to strive for this aspirational goal of a tithe. One of the committee's main responsibilities is to select recipients of our mission funds. About two-thirds of our funds are given in support of local mission work, with the remaining third going to our PCUSA denomination for national and international work.

Although our committee typically strives to find ways for the St James community to actively participate in the work of our mission partners, this effort was curtailed by the COVID-19 epidemic in 2020 and is expected to continue into 2021. However, the Green Action Team (GAT) provided us with educational opportunities such as the screening and discussion of the film, "The Human Element" and participation in the Multi-Faith Network for Climate Justice, a local consortium of faith communities advocating for climate change issues.

We hope to form more task forces to study and then propose actions, St James can take to restore and rebuild our world. We seek to understand why we are experiencing the deepening division in the US, and how to repair inequality, racism, and gender discrimination that impacts the vibrancy, outreach, and well-being of all Communities. We have lots of work to do, our community's needs are growing, and we warmly welcome you to join our committee.

Additional gifts disbursed but not part of MSA's 2020 budget:

1. Bellingham Food Bank, from a prior year food bank designated fund \$32
2. Whatcom Dispute Resolution Center, from previous Peace & Global Witness Offering contributions \$489
3. Special offerings (funds received in 2020):
 - a. One Great Hour of Sharing \$450
 - b. Peace & Global Witness \$275
 - c. Pentecost \$45
 - d. Christmas Joy \$845

2020 MISSION & SOCIAL ACTION DISBURSEMENTS

Recipient	Amount
Major Local Partners	
Interfaith Coalition of Whatcom County	\$2978
Habitat for Humanity, Whatcom County	\$2000
Lighthouse Mission	\$2478
Bellingham Food Bank	\$2000
Other Local Partners	
Community 2 Community	\$500
Domestic Violence and Sexual Assault Services	\$500
Lummi Youth Academy	\$500
Whatcom Peace and Justice	\$500
Skookum Kids	\$500
Northwest Youth Services	\$500
Familias Unidas Justicas	\$500
Tierra Nueva	\$500
Opportunity Council	\$500
Bellingham Public Schools Foundation	\$500
Mission Co-Workers	
Doug Dicks - Israel/Palestine	\$200
Tyler Holm - Malawi	\$200
Bernard Adenauer-Risakotta - Indonesia	\$200
Regional & International	
PC(USA) General Assembly Mission	\$3000
PC(USA) Disaster Relief	\$1000
Northwest Coast Presbytery Missions	\$1000
	\$20,056



NOMINATING

ANNUAL REPORT

Submitted by Jenny Sue LeSchander
Nominating Committee Chair

Though 2020 wasn't the best year on record, having a fabulous Nominating Committee made things nicer than they could've been. Serving on the 2020 Nominating Committee were: Alice Beaty, Cheryl McGregor, Gale Pfueller, Ray Dellecker, Tess Bowers, Sarah Condreay, and Jenny Sue LeSchander.

Deacons

We thank out-going deacons Marlene Amman and Kate Haworth for their generosity and commitment to faithfully serving through less-than-ideal times. And we welcome four new incoming deacons - Alice Bailey, Kirsten Oliver, Milt Schayes, and Merry Thomas. We also thank Julie Keyes and Adam Beaty for staying for a second term after finishing their first at the end of 2020.

Our current board of deacons is:

- Class of 2021: Pam Gibson, Carla Shafer, Julie Keyes
- Class of 2022: Alice Beaty - moderator, Valerie McBeth, Jean Seater, Rick Seater
- Class of 2023: Alice Bailey, Adam Beaty, Kirsten Oliver, Milt Schayes, Merry Thomas

Elders

We had two elders whose terms expired at the end of 2020 - Faye Hill and Mark Beaty. Thankfully Faye Hill was able and willing to sign on for a second term, but Mark had served more than 2 consecutive terms so had to step down. We're thrilled to have Faye for another three years but very sorry to see Mark go. We're so grateful for Mark's time serving as our Clerk of Session.

We have one new elder joining us - Tess Bowers. This will be Tess's first time serving as an elder and we're very excited to have her join us!

Our current board of session is:

- Class of 2021: Sarah Condreay, Carol Dellecker, Jenny Sue LeSchander
- Class of 2022: Lindsay Anderson, Aaron Caruso, Susan Diemont-Conwell, Nebiyu Tefsa
- Class of 2023: Tess Bowers, Faye Hill





PERSONNEL

ANNUAL REPORT

Submitted by Faye Hill

Personnel Committee Chair

Committee Members: Faye Hill, Gale Pfueller, Katy Read, and Milt Schayes

The St. James staff have truly shown their resiliency, patience, and adaptability throughout this COVID-19 year. Here are some of the many changes that this year required from them:

- Pastor Seth worked with Technology volunteers to set up worship from his home, making it possible for the congregation to not miss a single Sunday of worship. After the sanctuary refresh/remodel was completed, he and the same volunteers arranged to have the worship service live-streamed from our sanctuary.
- Christian Faith Formation Director Tracy Caruso made a bold decision to continue Godly Play online during each of the Sunday worship services. Both children and adults were able to listen and view this program.
- Treasurer Marina set up new ways to receive the offerings that used to be put in the collection plates or brought to the church.
- Administrative Assistant Shannon was required to keep a check on the building to see that those who entered complied with mask-wearing, temperature taking, and other requirements for those using the building.
- Accompanist Luke Arnold played piano both from home and the church.

There was one staff resignation this year. Music Director, Dylan Cisneros, resigned from that position in June. The Personnel Committee decided to not fill the position until we return to worship in the church building.

The Personnel Committee conducted interviews with all members of the staff this year. We also contacted them after the session voted approval for their proposed 2021 salaries. Thank you notes and gift cards were given to each staff member in the spring to express our appreciation for their work.

I continue to be very appreciative of our amazing, talented staff. Each of them, in their unique ways, gives wisdom and life to our church programs. Their positive responses to the many required changes during this year of uncharted territory reveal their commitment to our St. James congregation. I thank God for all of them.



SESSION STRUCTURE WORK

ANNUAL REPORT

Submitted by Pastor Seth Thomas, Session Moderator

The COVID-19 pandemic presented many challenges for us in 2020 but it also afforded our organization some opportunities to step back and evaluate how we do what we do. The Session spent time considering the roles of elders and the support of our church committees, praying about and discussing what God is calling us to as we emerge from this season and into the next chapters of our life together.

Based on my work on mission and vision, the Session deliberated during August and considered how we might structure ourselves to respond to the guiding values of *Loving Welcome*, *Joyful Practice*, and *Compassionate Service*. What emerged from this time is a modified structure that continues to support the programs we hold dear, but also reconsiders how they are supported and configured. We came up with two main categories for committees:

- **Vision Committees:** These groups work together to pursue the vision and direction of the church, through our programs, our gatherings, and our outreach to the community.
- **Operational Committees:** These teams work together to keep our church operations functioning smoothly, ensuring that we have stability in the areas of finance, personnel, and facilities areas.

The work of restructuring is not yet finished and will certainly evolve as we resume more of our activities in the year ahead. This process was clarifying for the Session and offered a positive chance to consider how God is leading us forward as a community.

This spring, we intend to host online gatherings to share more about the hopes behind these Vision committees and invite you to participate in these conversations. We want to hear your ideas for ways we can drive our vision forward and we hope this reconfigured structure will inspire you to get involved in activities and projects you feel most passionate about.





WORSHIP & MUSIC

ANNUAL REPORT

Submitted by Nebiyu Tesfa, Elder, and Pastor Seth Thomas

Committee Members: Nebiyu Tesfa, Ann Lary, Cheryl McGregor, Mike Smith, Dylan Cisneros, Pastor Seth Thomas

This year began with high hopes for developing the choral and music program at St. James under the leadership of Music Director Dylan Cisneros. We also set into motion plans to update the Church Sanctuary after careful deliberation about aesthetics, sound system needs, and maintaining the traditional feel of our worship space.

A special thanks to Jill Hoyt, who transitioned off the committee and supported Nebiyu Tesfa as the new elder for Worship & Music.

While our plans for "regular worship" were quickly disrupted by COVID-19, the church's worshipping life transitioned swiftly to online gatherings, using Zoom, Facebook Live, and YouTube to gather in our homes for weekly Sunday meetings. We quickly adapted to using these new tools and have grown through the year to embrace a future of being a "hybrid-capable" worship community committed to offering in-person and digital formats of our gatherings.

The pandemic would not stifle the musical gifts of our congregation! Following the departure of our Music Director, Dylan Cisneros, in June, a team of gifted volunteers and staff stepped up to the plate to support our church's musical worship. A special thanks to Church Accompanist Luke Arnold, Jim Gresham and Merry Thomas, and Dave and Pat Nelson for their many contributions of offertories and musical accompaniment to our worship. A few stats for you:

- Jim Gresham produced over 15 musical pieces (and supported several others), combining audio recordings and visual displays that enhanced our worship and challenged us to reflect!
- Dave and Pat Nelson brought their splendid gifts as a duo seven times since the Summer.
- St. James' Virtual Choir shared renditions of "Goin' Up to Glory," "Lo, How a Rose," and "Precious Lord, Take My Hand," all spliced together in perfect harmony by Jim Gresham!
- St. James' Bell Choir brought us "Sunny Day" and "The Friendly Beasts," carefully recorded at a safe physical distance in our newly updated sanctuary.

Thank you to the Sanctuary Refresh Team, led by Jenny Sue LeSchander, who took the opportunity during our building's closure to coordinate the installation of new carpet, refurbishment of our pews, fresh paint, and lighting and sound enhancements to the St. James sanctuary. The space feels fresh and ready for the next chapter of ministry together.

Thank you to everyone for your patience and consistent commitment to worshipping Christ together, no matter what we face. We look forward with hope to 2021!



TERMS OF CALL

PASTOR SETH THOMAS

Approved by Session on January 10, 2021

Effective February 1, 2021

EFFECTIVE SALARY FOR 2021

Cash Salary	\$8,995
Housing Allowance	\$60,000
SECA Supplement	\$5,715
Total Effective Salary	\$74,710*

*Includes at 1.3% Cost of Living Adjustment.

REIMBURSABLE BUSINESS EXPENSES

Professional expense funds of \$3,500/year.

OTHER BENEFITS

Board of Pensions Benefits

Full medical with dental, pension, disability, and death benefits for pastor and family.

Continuing Education/Study Leave

14 days annually, accruing at 1.2 days per month of service until a maximum of 42 days.

Includes a maximum of 2 Sundays.

Vacation

35 days annually, accruing at 3 days per month of service until a maximum of 35 days; unused vacation compensated at the annual salary rate upon termination.

Study leave and vacation are subject to Session approval; use in advance of accruals or accumulations exceeding the limits are at the Session's discretion.

Sabbatical Leave

3 months every 7th year.

Sick Leave

10 working days, including a maximum of 2 Sundays, no accrual or carryover, forfeited at the time of termination.

St. James Presbyterian Church: 2020 Financial Report

19

Prepared by Marina McLeod, Treasurer

Balance Sheet: All Funds Consolidated

ASSETS	2020 Year-End	2019 Year-End
CURRENT ASSETS		
Peoples Checking Account	\$89,298	\$59,138
Peoples Money Market Account	67,824	67,764
NCF Balanced Growth - General Account	133,598	141,019
Petty Cash Funds	103	103
Subtotal Current Assets	290,823	268,023
NEW COVENANT MUTUAL FUNDS		
Facilities Endowment	1,010,055	1,023,946
Music Endowment	18,820	16,305
CFF/Youth Endowment	47,805	41,417
Pastor Transition Reserve	18,100	15,681
Subtotal New Covenant Funds	1,094,780	1,097,350
TOTAL ASSETS	\$1,385,604	\$1,365,373
LIABILITIES & RESERVES	2020 Year-End	2019 Year-End
Sabbatical Reserve	\$7,000	\$7,000
Designated Gifts	0	200
Facilities Endowment Principal	590,318	590,318
Music Endowment Principal	7,998	7,998
CFF/Youth Endowment Principal	21,279	21,279
Payroll Taxes Payable	974	1,105
Pretax Retirement Savings	483	483
Prepaid Building Use Fees	75	70
Prepaid Pledges	5,250	9,840
TOTAL LIABILITIES	633,377	638,293
FUND BALANCE		
EQUITY		
All Funds Consolidated	\$752,227	\$726,230
Mission Reserve	0	850
TOTAL FUND BALANCE	752,227	727,080
TOTAL LIABILITIES AND FUND BALANCE	\$1,385,604	\$1,365,373

Accounting Fund Balances

January - December 2020

Fund	Beginning Balance	Income	Expense	Transfers	Ending Balance
01 - GENERAL FUND	\$ 121,280	\$ 234,817	\$ 231,638	\$ 0	\$ 124,459
02 - DESIGNATED GIVING FUND	93,308	56,927	32,033	942	119,144
03 - OPERATING RESERVES	34,724	-	850	-	33,874
04 - FACILITIES ENDOWMENT	433,641	126,707	141,047	-	419,301
05 - MUSIC ENDOWMENT	8,307	2,515	-	-	10,822
06 - CFF & YOUTH ENDOWMENT	20,138	6,388	-	-	26,526
07 - PASTORAL TRANSITION RESERVE	15,681	2,419	-	-	18,100
Totals	\$ 727,080	\$ 429,772	\$ 405,567	\$ 942	\$ 752,227

Income and Expense Statement — General Fund

Acct Name	2020 Actual	2020 Budget	Budget Difference	2021 Budget	Changes for 2021
INCOME					
OFFERINGS					
Pledged Giving	176,542	202,490	(25,948)	171,440	
General Offering	46,935	32,000	14,935	41,000	
Per Capita	1,275	-	1,275	1,000	
<i>Subtotal Offerings</i>	<i>224,752</i>	<i>234,490</i>	<i>(9,738)</i>	<i>213,440</i>	
OTHER INCOME					
Misc. Income	1,160	-	1,160	-	
Building Use	8,905	19,500	(10,595)	16,610	
<i>Subtotal Other Income</i>	<i>10,065</i>	<i>19,500</i>	<i>(9,435)</i>	<i>16,610</i>	
TOTAL INCOME	234,817	253,990	(19,173)	230,050	
EXPENSES					
WORSHIP					
Guest Worship Leader	600	1,800	(1,200)	1,800	
Music Program	320	1,600	(1,280)	1,600	
Worship Committee	754	1,300	(546)	1,300	
<i>Subtotal Worship</i>	<i>1,674</i>	<i>4,700</i>	<i>(3,026)</i>	<i>4,700</i>	
OFFICE EXPENSES					
Per Capita	6,710	6,710	-	6,067	
Office Supplies	1,791	1,000	791	1,500	
Office Eqpt & Service	1,490	900	590	-	** Redistributed
Printing	2,849	3,745	(896)	4,200	
<i>Subtotal Office Expenses</i>	<i>12,840</i>	<i>12,355</i>	<i>486</i>	<i>11,767</i>	
TECHNOLOGY (new for 2021)					
Hardware & Servicing				600	**
Internet Service	869	900	(31)	1,632	** Prev. BUILDING & GROUNDS
Security				280	Cloud storage + \$150 new
Software & Web Subscriptions				950	**
Website	95	325	(230)	300	** Prev. OFFICE EXPENSES
<i>Subtotal Technology</i>	<i>964</i>	<i>1,225</i>	<i>(261)</i>	<i>3,762</i>	
MISSION					
Local Benevolence	12,046	11,000	1,046	12,150	
General Assembly Mission	4,954	6,000	(1,046)	5,000	
<i>Subtotal Mission</i>	<i>17,000</i>	<i>17,000</i>	<i>-</i>	<i>17,150</i>	
BUILDING & GROUNDS					
Custodial Services	8,017	8,400	(383)	8,400	
Maintenance/Supplies	5,582	8,350	(2,768)	8,850	
Insurance and Taxes	7,369	6,800	569	8,231	
Utilities	14,110	15,560	(1,450)	16,234	
<i>Subtotal Building & Grounds</i>	<i>35,078</i>	<i>39,110</i>	<i>(4,032)</i>	<i>41,715</i>	

Continued →

Income and Expense Statement — General Fund (cont.)

Acct Name	2020 Actual	2020 Budget	Budget Difference	2021 Budget	Changes for 2021
CHRISTIAN FAITH FORMATION					
Godly Play Materials & Training	537	1,800	(1,263)	1,800	
Youth	76	200	(124)	200	
Adult Education	147	200	(53)	200	
Vacation Bible School	225	500	(275)	500	
Other Materials	231	650	(419)	650	
<i>Subtotal CFF</i>	<i>1,217</i>	<i>3,350</i>	<i>(2,134)</i>	<i>3,350</i>	
MEMBERSHIP/CONGREG. LIFE					
Membership	23	250	(227)	250	
Advertising/Communication	340	750	(410)	750	
Hospitality (less donations)	213	700	(487)	750	
<i>Subtotal Membership/Cong. Life</i>	<i>576</i>	<i>1,700</i>	<i>(1,124)</i>	<i>1,750</i>	
DEACONS					
Deacons	245	300	(55)	300	
FINANCE					
Finance / Stewardship Exp	200	200	-	200	
Online Giving Service Fee	434	300	134	600	
<i>Subtotal Finance</i>	<i>634</i>	<i>500</i>	<i>134</i>	<i>800</i>	
STAFF					1.3% COLA
Pastor Salary*	8,510	8,510	-	8,995	
Pastor Housing*	60,000	60,000	-	60,000	
Pastor SECA*	5,241	5,241	-	5,715	
<i>Total Pastor Income*</i>	<i>73,751</i>	<i>73,751</i>	<i>-</i>	<i>74,710</i>	
Pastor Pension/Medical	19,883	26,557	(6,674)	26,738	
Pastor Professional Expenses*	3,439	3,500	(61)	3,500	
Godly Play Teachers	657	3,000	(2,343)	3,039	
Nursery Staff	648	2,669	(2,021)	2,703	
CFM Director	21,715	21,715	-	21,998	
Secretary	15,974	15,974	-	16,182	
Treasurer	5,130	5,455	(325)	5,526	
Substitutes	500	500	-	500	
Music Director	6,623	11,981	(5,358)	12,000	
Organist/Pianist	6,554	6,656	(102)	6,743	
Payroll Taxes	6,164	7,182	(1,018)	6,730	
Staff Recognition & Admin	373	600	(227)	600	
<i>Subtotal Staff</i>	<i>161,411</i>	<i>179,540</i>	<i>(18,129)</i>	<i>180,968</i>	
TOTAL EXPENSES	231,638	259,780	(28,142)	266,262	
EXCESS INCOME\EXPENSES	3,179	(5,790)	8,968	(36,212)	

*Pastor's Terms of Call subject to congregation approval

Changes in Designated Giving Funds, January - December 2020

Com- mittee		Starting Balance	Receipts	Disburse- ments	Transfers	Ending Balance
ASSETS						
<u>B&G</u>	Damage Deposits	\$ 50			\$ (50)	\$ 0
	Sanctuary Carpet	24,000		24,000		-
<u>CFF</u>	Adult Education	225				225
	CFF General	934	910	50		1,794
	CFF Event	118				118
	Middle & High School	709				709
	Youth Group Mission	2,519				2,519
<u>FIN.</u>	COVID Reopening	-		1,072	1,072	-
	Designated Gifts	405				405
	Grant Projects	-	5,000		5,000	10,000
	Interest Earned	35,578	16,660		(2,428)	49,810
	Memorials	12,788	10,760			23,548
	Special Projects MMB	2,750			(2,750)	-
	Undesignated Gifts	844	20,000		(844)	20,000
<u>MSA</u>	Angel Tree	191	340	390		141
	Assistance Fund	-	1,500	250		1,250
	Christmas Joy Offering	1,960	845	1,960		845
	Food Bank	32		32		-
	Interfaith Coalition	31	25			56
	Mission Special Projects	-	100		0	100
	MSA General Fund	2,375	200	2,375	(0)	200
	OGHS Offering	240	450	690		-
	Peace & Global Witness Offering	571	275	846		-
	Pentecost Offering	-	45	27		18
<u>MEM.</u>	Congregational Life	316				316
	Evangelism	59				59
	Membership MM Bequest	1,696				1,696
<u>WOR.</u>	Flower Fund	336				336
	Music Fund / Memorials	1,770				1,770
<u>OTHER</u>	Deacons	1,574	50	725	892	1,792
	Presbyterian Women	1,143				1,143
	Women's Retreat	295				295
TOTAL ASSETS		\$ 93,508	\$ 57,160	\$ 32,416	\$ 892	\$ 119,144
LIABILITIES & RESERVES						
	Damage Deposits	\$ 50			\$ (50)	\$ 0
	Special Offerings	150	233	383		-
FUND BALANCE: EQUITY						
	All Funds Consolidated	\$ 93,308	\$ 56,927	\$ 32,033	\$ 942	\$ 119,144
TOTAL LIAB. & FUND BALANCE		\$ 93,508	\$ 57,160	\$ 32,416	\$ 892	\$ 119,144



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