

**EASTMINSTER PRESBYTERIAN CHURCH
AGENDA FOR STATED CONGREGATIONAL MEETING
SUNDAY, JANUARY 30, 2022**

Quorum from Clerk of Session

Opening Prayer and Thanksgiving from Pastor

Presentation of the 2021 Annual Reports

Report from Long-Range Planning Committee

Report from the Treasurer

Receiving the Annual Report

By-Law Revisions

Recognition of 2021 Memorials and Prayer

Other Business

Prayer and Benediction

Closing Hymn 305

“Come Sing, O Church, in Joy!”

EASTMINSTER PRESBYTERIAN CHURCH, DALLAS
2021 ANNUAL REPORT



Presented to the Congregation on January 30, 2022

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PASTOR'S REPORT

Unbeknownst to us, our children were on the same wavelength as Gary and me. Their Christmas gifts were about sharing old memories and making new ones. We were gifted a "memory book" partially filled with photos and captions about life so far with grandkids, with many pages to fill. And, we were gifted, Storyworth. Weekly we are receiving questions, some of them specifically drafted by the kids for us, others generic. We are able to share our thoughts and we are told at some point this could be a 400-page book, ready to publish and give back to our kids. What a gift to know that our children "want" to record our story and our story with them.

I have been thinking about family stories...a lot! Digging into the family history of Jesus with the stories of Tamar, Rahab, Naomi, and Ruth during Advent reminded me that each of us, with our many stories, share one...we are part of God's family, brothers, and sisters in Christ. And we do have a story to tell. As we leave behind 2021, my prayer for myself and the congregation in 2022 is a renewed energy to share God's story of love in Jesus Christ--not that we have stopped, but we are weary. Our minds are tired from decision-making about the normal things of life that once required little thought. But the Spirit has gifted so many in our congregation and the world with steadfast faith. Surely out of these last two years, we all have stories of how God has worked good in us and in others. To help encourage and strengthen the faith of others, let's make an intentional decision to share "God's story" for generations to come.

A positive step toward discerning how God's story will be shared through Eastminster was the creation of a Long-Range Planning Committee, and then partnering with the Presbyterian Foundation's Project Regeneration. We have met. We have broken bread together. We have prayed. Turned to scripture. Listened to each other, to the congregation, and we have listened for the leading of the Holy Spirit as we seek God's will for the mission and ministries of Eastminster. At this writing, we are looking forward to meeting with our Foundation partner, following our intentional and guided 40-day period of spiritual discernment. We have been listening for God's voice as we seek to follow God's will and way. As the Committee members continue this discernment process, we will include the congregation. In the meantime, continue to keep them in prayer as they lift you all up in prayer.

To the Re-Entry Task Force, my heart! Over the last two years, we have agreed, disagreed, laughed, cried, shared hurt feelings, ask for and given forgiveness. We have been human! There has been nothing easy about wading through the mountains of information about this virus and arriving at a decision we believe comes from the Spirit and from the hearts of each out of love for our members, friends and guests. While the decisions may not have been liked by everyone, I give thanksgiving to God for the way in which the congregation did their best to support and encourage each other in the decisions made. Well done, good and faithful servants!

Breaking bread together at the Lord's Table remains a central part of Eastminster's worship, as we share monthly Holy Communion. As with so many other elements of worship, we modified the way in which we served and, while the method may not be what we desire, there is no doubt that whenever we eat and drink remembering and looking forward to the life of Jesus, Jesus is

present with us. For the quickness and the quality of livestreaming our worship services, my thanksgiving to God for those whose vision and gifts have made this possible. My heart will always long to see the faces of others worshipping together in the pews, but the honest truth--beyond COVID19--we have many members who would also love to be sitting with us, but health or life situations prohibit it. So, for the opportunity to include them in this new way, as well as welcome anyone who comes across the service, I say, "Thanks be to God!"

Speaking of the building, I could fill a book with my comments, but for now I say: WOW and THANK YOU. To Bruce, to Blair, to the House and Property Committee members, to this entire congregation, thank you for your steadfast faith and hard work. Throughout 2020 and into 2021 our property has revealed its age in ways we wish it would not. Then add the great flood...it would have been easy to throw our hands up and surrender. But God had another plan, another story. For the day in and day out hours that Bruce and Blair have spent these past years, so many things were "in order" that swift action helped save much in our building. And I have no doubt that God's fingerprints are all over the blessings we have received even amid such a disaster. We love our building, no doubt. My prayer, though, may we never sacrifice caring for the people of God for the beauty of a building. May we all do our part to care for our property so that we all have time to care for each other.

Modified as it had to be, it was a joy to open the doors of hospitality and food once again to our neighbors, friends, and guests in our Neighborhood Breakfast. Christmas Village "on the road" was a wonderful surprise of getting to know our friends housed at the Presbyterians Children's Home in Waxahachie. Serving fifteen families with thirty-one children was, as always, a joy-filled experience. The staff of PCHAS was instrumental in making the Village come alive and grateful for the opportunity to show off their campus. With so many things taken away or modified, it is a blessing to say that Eastminster honored all her missions and ministries we support, both with finances and with people. I continue to be grateful for the selfless actions of this congregation I have been called to serve.

One of the most gut-wrenching parts of 2020 and 2021, for me, has been the celebration of lives that we have not been able to share together because of health and safety measures--needed no doubt, but still painful. The Church Triumphant gained some very beautiful angels during this time: Peggy Slaton, Jenelle Symns, Lewis Thiebaud, Barbara Wyatt, Alleen Wilkinson. The good news for us...we will see them again. Until then, may these saints watch over us and may we take the lessons learned from them and continue to live as good and faithful servants.

As life comes to an end for some, new life comes to others. It was a joy to officiate the wedding of Karli Gibbs and Chase Elliot...twice! On November 29, 2020, the unimaginable happened. There was a wedding and the whole Karlen clan was not present! Only COVID restrictions could make that happen. But, with a few family members, the wedding took place on a beautiful, muddy, cold day at the Kickin' K Ranch. There was an archway, bales of hay, and communion elements nestled in a family pitcher and plate. A thrift store wedding dress was, by the end of the day, covered with wonderful, muddy pawprints from the friends in attendance--of the furry kind. And, at the end of the day, Karli and Chase became husband and wife. Then, on September 25, 2021,

with a whole host of family and friends, and the “original” wedding gown, Karli made her way down a graveled path again, and as husband and wife affirmed their commitment as life partners, again.

For the commitment of the leadership of the church and the congregation to breath new life into ministries for our children, youth, and families, I am so very grateful. There is no doubt in my mind that the opportunity through the Center for Youth Ministry and Austin Presbyterian Theological Seminary was a God-thing. Equally sure am I that Audrey Webb, our Resident, is a Godsend. It has been energizing, joyful, playful, and spiritually enriching to serve with Audrey. I share with you a portion of my words of evaluation sent to the staff of CYMT and Austin Seminary: Audrey has excelled in building relationships with the youth without putting herself in the center of attention; she is not a limelight-seeker. Her calling and dedication to providing our youth with more than “fun” activities is a blessing. She is engaging our youth in ways that help strengthen their faith lives and build Christ-like community. Audrey’s gifts of organization and planning are also a strength. She is a thinker. A planner. A doer. And she is very good at punting. In a time when our world, and our church, is still trying to “right-side” itself in this on-going pandemic, Audrey has been faced many times with changed plans. I know this must be frustrating to her, but so far, she has stepped up and always done what was right and good for the whole of the church, and especially the youth. To say Audrey has been a breath of fresh air is an understatement. We are most surely blessed with her call to Eastminster. I pray we can, in return, offer a blessed experience of learning and growing in her calling and her faith.

Every year I think that I can become no prouder of the staff of Eastminster, and then...it happens...they capture my heart in new and wonderful ways. We all know that 2020 was a nightmare, but in many ways, 2021 brought its own set of bad dreams, particularly to the staff. They never missed a beat when it came to moving worship from paper to video to pew. The learning curve for technology and the determined hearts to make sure worship was available in new ways is a gift I pray we all celebrate. Freezing weather, flowing water, surgeries, COVID and caregiving are just a few of the other obstacles that faced the staff this year. Chandra, Audrey, Fred, Melody, Betty, Minerva...and our staff-at-heart and hand, Sean, from my heart to yours, thank you all for your steadfast faith, your dedicated work, and your determination to move forward as partners in ministry with me and the congregation. You are deeply loved and appreciated.

On a personal and professional note, a highlight and soul-filling adventure for me was a continuing education opportunity for Transitional Ministry. Although this was a week-long “virtual” event, the information shared, the lessons learned, and the amazing worship was just what my weary soul needed. As Eastminster is in the spiritual discerning process herself, this workshop gave me insight and tools to use that otherwise I would not have. It is that reminder to me that we all have something new to learn because our faith is not stagnant. We serve a living, moving God who is always up to new things that give us the opportunity to grow closer in relationship. Our responsibility: to watch for, even seek out God’s newness and not be afraid to be bold about sharing has God’s story of love in Jesus impacts our faith.

Digging personally deeper, I love my husband! Gary is my best friend and the balance in my life. To say that 2020 and 2021 have been trying for a couple in ministry, is an understatement. I have witnessed his calling become stronger as he has done about everything but stand on his head to keep the youth of Grace Presbytery and youth across our Synod as connected as possible during a time when they need each other. Both of our lives for the past two years have been a series of plan, re-plan, modify, cancel, and try again. Just as Eastminster has not stopped offering worship, youth events for the larger church have been offered in some form. I am extremely thankful for the adaptability of our youth as they seek to stay connected to God and one another. Speaking of adaptability, I am sinfully proud of our children, Ryan, Katy, Brandi, Lorrie, Jordan, and Katie. As parents to toddlers and an infant, they have respected the power of this virus, and yet, they have not let it steal their faith and joy in living. In a recent QUICK trip, we all gathered at Eastminster for dinner and family photo ops. What will forever remain in my heart...realizing that from the pulpit, Molly and Morgan were singing songs about God, Jesus, and love, and then singing Jesus Loves Me to Elaina. Folks, it doesn't get much better than that!

In all things, I give thanksgiving to God, who was, is and will ever be! May the power of the Holy Spirit nudge us in new ways to boldly tell God's story of love in Jesus Christ!

Pastor Sherry

REPORT FROM CYMT RESIDENT

When I began my term as Eastminster's CYMT Graduate Resident in July, the church had not had an active youth program in many years, and the congregation was lacking in opportunities for fellowship with one another. Over the next several months, I worked with youth volunteers to establish weekly rhythms in youth ministry and special events for the congregation.

Our youth ministry format has two components; Sunday School from 9:30 to 10:30 on Sunday mornings and Youth Fellowship from 4:30 to 7:00 on Sunday evenings. Sunday School lessons alternated between the Re:Form Ancestors curriculum and Confirmation class. Youth Fellowship, topical lessons invite youth to engage with scripture, tradition, and their own experiences to cultivate their faith and learn how to be disciples in their contexts. Both components of youth ministry have upheld consistent attendance, and members are always welcome to invite friends.

Outside of our scheduled programming, youth had opportunities to engage with other youth in Grace Presbytery. We had four youth attend Youth Connection at Camp Gilmont in the fall, and the event sparked interest in attending more presbytery events. Both middle and high school students have expressed interest and/or signed up for more camps and conferences in the New Year.

Our dedicated volunteers have included Sherry Holloman, Gary Holloman, Denise Bennett, Christine Blair, Kathy Kreger, Walter Kahrs, Michele Pappas, Vicki Thiebaud, Philis Knox, and Truleigh Thiebaud. We are hoping to expand our volunteer list in the future so that the youth ministry at Eastminster becomes more sustainable.

Returning to the physical building in 2021 gave Eastminster the opportunity to rekindle the relationships that suffered from Covid separation. In the fall of 2021, Eastminster hosted a Fall Festival with pumpkin-decorating and a chili cookoff. This was the first time in months that the congregation was able to gather solely for fellowship (and some fierce competition). Eastminster also offered an intergenerational Advent Workshop during which members of the congregation created flower pot Nativity scenes that doubled as Advent calendars.

Rediscovering youth ministry meant rediscovering play for the whole congregation. Through crafts, games, and fellowship, I hope to nurture spiritual discovery in our youth and spiritual renewal in our adults.

Audrey
CYMT Graduate Resident

CLERK OF SESSION REPORT

1 member was taken from us by death: Alleen Wilkinson.

9 members were removed from the rolls: Paul McLin, Ronnie Dixon, Emily Wood Desmond, Jennifer Gailey, Jerry Jones, Lana Jones, Trey Karlen, Julie Karlen, Sharon Smith

Please see the Book of Order, G302.04: a. Membership Roll ... *The session may delete names from the roll of the congregation when a member so requests, or has moved or otherwise ceased to participate actively in the work and worship of the congregation for a period of two years. The session shall seek to restore members to active participation and shall provide written notice before deleting names due to member inactivity.*

Total membership on December 31, 2020	148
Removed from the Membership Roll	-9
<u>Members who died</u>	<u>-1</u>
Total membership on December 31, 2021	138

The average in-person attendance for worship in 2021 was 40, and average online attendance was 18. Church School average attendance was 23.

In 2021, the Eastminster Session convened for 11 Stated meetings, and 9 called Email meetings.

During the year, the Administrative Committee had 1 Stated meeting and 1 called meeting.

The Congregation held two Stated meetings.

Charlotte Turner,
Clerk of Session

CHRISTIAN EDUCATION COMMITTEE

Christian Education is alive and well at Eastminster. With the addition of our CYMT Resident, Audrey Webb (who is proving to be an amazing addition to our family) programs for children, youth, and adults are growing.

Children's Sunday School is nurturing our young ones under the direction of Christine Blair, Betty Crabtree, and Philis Knox using "Wee Believe" activities designed to keep them engaged, learning, and having fun.

The Youth have been meeting on Sundays with an alternating program of both Sunday School and Confirmation classes led by Pastor Sherry. In addition, children and youth have taken on a greater leadership role in Sunday services, developing lifelong skills and interest in being servant leaders.

Youth Group activities – under Audrey's capable direction – included both Summer and Fall trips to Camp Gilmont, and there are plans for mission trips for both high school and middle school ages. This is in addition to their regular Sunday afternoon meetings.

Adult Education has continued with a variety of topics with the Searchers, Gleaners, and the People of the Bible Class meeting both in-person and via Zoom.

The opportunity for a possible women's retreat is also on the horizon.

It takes faith, care, and commitment to make a successful Christian Education Program. A huge thank you to all who make those programs work at Eastminster.

Vicki Thiebaud
Charlotte Turner
CE Chairs

CONGREGATIONAL CARE COMMITTEE

Congregational Care Committee CCC's missions are sharing Christ's love through communication and interaction between church members and providing for those needing special pastoral care. Two verses chosen to associate with that mission are (1) Matt. 22:39 - You shall love your neighbor as yourself, and (2) Isaiah 6:8b - Here am I; send me!

Committee members include Betty Crabtree, Christine Blair, Jan Anderson, Tom & Michelle Pappas, Bobbe Brown, Melissa Whitley, Jacob Whitley, Darlene West, Linda Stamport and Helen Randolph. Other willing people helped when needed.

Christine Blair, Darlene West and Kathy Kreger served as shoppers; Linda Stamport, Christine Blair, Darlene West and Helen Randolph volunteered to do laundry.

Chandra Anderson mailed the monthly newsletter to homebound members plus the sermon and bulletin to those members with no computer. Darlene West mailed or delivered "These Days" devotionals to homebound. She also delivered the homemade fruit breads from World Communion Sunday to several members.

Food was provided for the Beatty/Wilson family when taking in two foster children, and a bereavement meal was delivered to the Margaret Pearce family.

May 23rd, Pentecost Sunday, each churchgoer received a cupcake to celebrate the church's birthday.

The July 4th Patriotic Celebration was a great success with a delicious meal of fried chicken and trimmings followed by a rousing program planned by the Worship Committee.

The August 17 book review cancelation due to the covid pandemic deprived CCC of its annual cookie showcase.

CCC served as helpers at the November 7th Stewardship Committee congregational meeting when Jason Deli food was served. They also helped on November 14th when Education Committee sponsored an Advert Workshop and meal of casseroles, salads and desserts.

CCC mailed each homebound person a birthday card, Mother's Day or Father's Day card and an Easter card. At Sunday services congregants signed cards to be sent at Halloween and Christmas. Recipients commented enjoying seeing the names of so many of their church friends on the cards.

Many thanks to all who do their bit with calls, cards and visits. It was a trying year with social interaction limited, but we look forward to better times ahead.

Blessings,

Helen Randolph, Chair

HOUSE & PROPERTY COMMITTEE

The year started off with a flood! It seems like February 18th was a long time ago. A lot happened on our church property during 2021 and for the most part, we are better off for it. When the pipe burst and thousands of gallons of water flowed through the property, the word went out to our faithful congregation and friends and over 20 people came to clear the water from the building. SERVPRO handled the water remediation and removed all of the water damaged drywall, insulation, carpet tiles, bookshelves and cabinetry, wood trim and wood flooring. We were blessed with having such a wonderful general contractor, Cousins Remodeling that made all of the repairs and installations of all that was removed or damaged during the flood. Eastminster also received a \$5,000 grant from Grace Presbytery for our losses from the water damage. Thank you, Pastor Sherry for making that happen. The interior and exterior entrances to the front of the

sanctuary were also repaired with new wood and paint. The remodeling project was completed on September 24th with the completion of the chapel pew repairs.

We replaced two water heaters during the year, the water heater behind the resource room was replaced during the remodeling and the sanctuary water heater was replaced in September.

On March 27th we had a very successful House & Property Work Day. There were 14 volunteers and they did a wonderful job. Those that served were Jim and Rose Lee, John Randall, Bruce Turner, Sean Turner, Helen Randolph, Daniel Pappas, Mary Kate Bevell, Miatta Wilson, Tony Bennett, Christine Blair, Gary Holloman, Katie Karlen and Blair Garrett. We accomplished the following:

- Painted the shutters on the office building
- Replaced over 300 bulbs with LED Bulbs in the sanctuary, exterior wall sconces and light posts
- Cleaned flower beds in front of the sanctuary
- Painted the wrought iron fence around the playground
- Picked up trash around the entire property
- Repaired a broken hinge to an interior sanctuary door and strengthened hinges with longer screws

The Session approved a contract with Maximum Construction on August 15, 2021 to replace the entire roof, which was covered by insurance, the cost to the church was the deductible of \$2,500. The cost estimate from Maximum Construction was \$101,472.95. Maximum Construction had the project completed in 5 days in September.

The church's annual property insurance premium will increase from \$25,433 in 2021 to \$34,335 in 2022. That is a 32% increase, a statewide increase due to all of the storms in 2021. The Session agreed to the insurance premium for 2022 in the December Session meeting with a \$2,500 deductible per claim. Our insurance claims for 2021 are summarized:

Claims 2021	Roof	Freeze/Water Damage	Total
Total loss on claim	\$101,472.95	\$336,741.44	\$438,214.39
Deductible	\$2,500.00	\$2,500.00	\$5,000.00
Net paid by insurance	\$98,972.95	\$334,241.44	\$433,214.39

I want to thank Jo Byrd and Bruce Turner for serving on the committee and for their time and effort that they contributed while doing reference checks for the three roofing contractors that we considered. Bruce and Jim Lee helped multiple times by moving items from room to room to allow for the individual rooms to be completed by Cousins Remodeling. Bruce also helped assist me with managing the remodel process when I was out of town or just needed a break. Thank you, Bruce!!! Jim Lee painted several of the sconce lights, lamp posts, hand rails and signs around the property.

Other items that have been repaired or replaced during the year:

- Cloister sconce lights
- 3 post lights in front of the sanctuary

- Lighted sign in front of the sanctuary
- Three flood lights for the sanctuary
- New LED lights in the church office, classroom and toddler room
- Chandelier LED bulbs for the entire property
- North facing clock in the tower
- #13 condensation A/C Unit
- Condensation line for sanctuary A/C Units
- Water valve in bathroom across from chapel
- Water shutoff valve for property
- Three thermostats
- Squirrel damage to soffit and wood trim
- Roof leaks above church office and fellowship hall
- Mulch to front beds of church
- Sprinkler system
- Drain in the outside maintenance closet
- Drain line for the sanctuary bathroom
- Cleaned out gutters in courtyard area
- Door closer to one of the narthex doors

Our Fall House & Property Work-Day was October 16th. We painted the electrical panel boxes on the East side of the building and replaced the gate to the playground fence. Thanks to Michele Pappas, Denise Bennett, Tony Bennett, Bruce Turner, Jim Lee and Blair Garrett for their hard work that day.

We finished the year off strong with so much accomplished and we look forward to 2022. God has truly blessed us in many ways.

Faithfully Yours,

Blair Garrett
Chairman, House and Property Committee

1 Kings 5:5 "Behold, I intend to build a house for the name of the LORD my God, as the LORD spoke to David my father, saying, 'Your son, whom I will set on your throne in your place, he will build the house for My name.'

OUTREACH COMMITTEE

2021 was another season of being shut-in, then eventually allowing some in-person involvement with our congregation and neighbors. Some of our committee's activities involved social media (Facebook, Instagram and Twitter), email, gift bags left on members' porches, emails and messages sent through the app "Nextdoor". Several activities showed God's love to neighbors and members alike.

MR. ROGERS KINDNESS DAY— EPC Members took selfies in Mr. Rogers-style sweaters and posted them on social media asking, “Won’t you be my neighbor?” on Mr. Roger’s birthday in February. During a time of conflict, Mr. Roger’s message was timely.



ONE GREAT HOUR OF SHARING— The Stewardship Committee and Outreach Committee combined in April to promote OGHS gifts that provided for Transitional Living Program of Presbyterian Children’s Homes and Services and Pleasant Grove Food Pantry. PRESBYTERIAN GIVING— Presbyteriangifts.org

During the summer, churchwide giving of funds to support sustainable gifts was promoted by members donning chicken beaks and pig snouts prior to worship. (Fishing net \$15, Chicks \$25, Piglet \$40). Photos made their way to Presbyterian Missions webpage.



BACK-TO-SCHOOL BACKPACKS—In August, Presbyterian Children’s Homes & Services selected items on an Amazon wish list needed for students. Members of the congregation shopped online and provided for ten children’s backpacks.

NEIGHBORHOOD BREAKFAST—Reopening to feed a hearty breakfast to anyone looking for food and fellowship, Neighborhood breakfast returned to the Fellowship Hall with a devoted team of cooks, servers and entertainers! Socially spaced and masked is the rule they have followed, all the while sharing God’s love through food and fellowship. We rejoice in reuniting with longtime attendees and thank God for the souls touched by this ministry (both those in the kitchen and those at the tables).

U-Kirk/SMU—In September, led by Rev. Jessie Light-Wells, 25 students and committee members participated in evening worship at Canterbury House adjacent to Southern Methodist University. As an encouragement and thank you to the staff at Parkland Hospital, gift bags were assembled with candy and personally written thank you notes for the service provided to the Dallas

community during Covid-19. The students enjoyed a Campisi's Pizza and Salad dinner and conversation on the patio.

BLESSING OF THE ANIMALS—On Saturday, October 2, Pastor Sherry and Committee members welcomed members and neighbors in the drive, blessing the animals and their owners. God's provision of animals for companionship was celebrated as dogs, cats, and a rabbit were brought to the event.



CHRISTMAS VILLAGE—Several Santa's Sleighs traveled from EPC to the Waxahachie Campus of Presbyterian Children's Homes and Services on December 4 to supply the parents participating in the Single Parent Program with clothing, groceries, books, and Bibles for the holidays. During the celebration of the Christmas season, parents "shopped" and children did crafts with EPC members. It was a new setting with pandemic rules, but an EPC tradition continued on!

THANKS BE TO GOD FOR THE OPPORTUNITIES TO REACH OUT AND SHARE THE LOVE AND LIGHT OF CHRIST TO NEIGHBORS, FRIENDS AND FAMILY!

STEWARDSHIP COMMITTEE

Jim Lee (Elder & Chair), Cindy Garrett (Treasurer), Tony Bennett (Assistant Financial Secretary), Dick Knox, David Anderson, Ronnie Dixon (Elder, until resignation in August 2021), and Darlene West (duly elected Scribe) comprised the 2021 Stewardship Committee.

The following offerings were approved by the Session to receive during 2021:

- One Great Hour of Sharing \$830.00 Recipients: ½ Grace Presbytery, ½ Pleasant Grove Food Pantry
- Mother's and Father's Day \$490.00 Recipients: ½ Faith Presbyterian Hospice, ½ Dallas Meals on Wheels (Administered by the Visiting Nurses Association)
- Christmas Joy Offering \$900.00 Recipients: ½ Presbyterian Christmas Joy offering fund, ½ PCHAS (Presbyterian Children's Homes & Services)

The following offerings and fundraisers were not administered by the Stewardship committee but we will report on the collections & disbursements:

- Souper Bowl of Caring \$315.00 Recipient: Pleasant Grove Food Pantry

- Shoe Drive \$649.64 The balance in the Shoe Drive Fund was used this year Recipient: Wilkinson Center
- Outreach Committee Presbyterian Giving Catalog fundraiser \$540.00 Recipient: Presbyterian Giving Catalog-10 piglets, 5 families of chickens, 1 fishing net

The Stewardship committee meetings were: February 7, March 14, April 11, May 2, June 13, August 8, September 12 and October 10, Due to the pandemic, some meetings were held on Zoom. The Congregational Luncheon was in person on November 7.

A Committee was formed to review the 2020 Financials, consisting of Cindy Garrett, Blair Garrett, Darlene West, Dick Knox and Jim Lee. The financial review was completed on Saturday, April 24, 2021. Tony Bennett, 2020 Treasurer, and Bruce Turner, Assistant Treasurer, were present to answer questions.

Cindy Garrett, Treasurer, reported that the Payroll Protection Program (PPP) loan was forgiven, the Session voted to include the proceeds of \$40,636 in the 2021 operating income because the funds had been used to pay salaries. Eastminster did not qualify for the second round of PPP.

An inventory of the contents of the Safe Deposit Box (SDB) has been made by the trustees, the SDB at Hancock Whitney was closed and the contents moved to a SDB at BBVA. BBVA was bought by PNC Bank and the transition was completed in October, 2021.

The Stewardship Committee was responsible for receiving and recording offerings on a weekly basis. The committee thanks the faithful money counters, who were assigned as follows:

- First Sunday: Dick Knox and Darlene West
- Second Sunday: Chandra Anderson and Evelyn Parker
- Third Sunday: Cindy Garrett and Blair Garrett
- Fourth Sunday: Jim Lee and Tony Bennett
- Fifth Sunday: Darlene West and Evelyn Parker

The 2021 Stewardship campaign, **The Blessed Heart of a Steward: Looking Up, Looking In, Looking Out** was based on 2 Corinthians 9: 6-8 *Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work.* Pledges received for 2022 of \$231,200 are 79% of our budgeted income for the year, the approved 2022 budget is included in the 2021 Annual Report. Many members completed the Time and Talent Commitment sheet, including online, and the Stewardship Committee is joyfully thankful for the response of our faithful members. God is so generous with us and we are called as His children to bring our first fruits and these pledges indicate our obedience to His word!

We are very thankful for our money counters and officers; Treasurer, Cindy Garrett; Assistant Treasurer, Bruce Turner; Financial Secretary, Chandra Anderson; and Assistant Financial

Secretary, Tony Bennett. Eastminster Presbyterian Church could not perform the business functions of the church and complete the work of our committee without these tireless servants.

Respectfully submitted,

Jim Lee, Chair

Galatians 6:9 Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.

WORSHIP COMMITTEE

Thank you to the committee members Kayla Kreger (Co-chair), Fred Watkins, Sean Turner, Evelyn Parker, Chandra Anderson, Jimmy and Susie Fielding.

With Covid still upon us in the beginning of the year, our first committee meeting was via Zoom in March of 2021. We continued with meetings via Zoom for several months and conducted Worship committee business. Finally, on Good Friday of 2021 we began in person worships, with a successful Easter service that Sunday! And we have been able to continue with in person worships throughout the year.

The biggest accomplishment the Worship committee completed this year was the purchase of the necessary equipment to “go live” with our services on You tube. Thanks to Fred and Sean this has been working since March, so we now have in-person worship and live streaming as well.

The committee continued with any and all necessary functions to make the services run smoothly. Including changing paraments, preparing communion elements, scheduling ushers, upkeep of candles and torches, seasonal decorations, maintaining audio and video needs, pulpit supply when needed, planning and providing special services (July 4th), purchase of new music, hiring musicians for special services.

This is a committee of “doers,” and a lot was accomplished despite any covid restrictions.

Thank you to all of you who made this year at church a hopeful and blessed one.

Respectfully submitted,

Michele Pappas, Chair

TREASURER'S REPORT - FINANCIAL REPORTS
From Statement of Activities ending December 31, 2021

	<u>2021</u>	<u>2021 Budget</u>	<u>2020</u>
Revenue	\$342,805.05	\$352,190.00	\$336,791.26
Expenses	\$340,315.75	\$367,086.05	\$296,761.28
Net Income(Loss)	\$2,489.30	\$(14,896.05)	\$40,029.98

2021

2021 Revenue was 3% under budget
2021 Expenses were 7% under budget

From Statement of Financial Position ending December 31, 2021 ¹

	<u>Jan. 1, 2021</u>	<u>Dec. 31, 2021</u>	<u>Change</u>
Current Assets.....	\$132,384.01	\$77,484.73	\$(54,899.28)
Other Assets.....	\$1,161,716.33	\$1,237,986.91	\$76,270.58
Total Assets.....	\$1,294,100.34	\$1,315,471.64	\$21,371.30
Total Liabilities & Net Assets...	\$1,294,100.34	\$1,315,471.64	\$21,371.30

EPC TPF account balance beginning 1/1/21 and ending 12/31/21²

<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>	<u>Increase</u>	<u>Rate of return</u>
\$209,359.06	\$69,632.67	\$42,310.12	\$236,681.61	\$27,322.55	13%

Owen's Endowment account balance beginning 1/1/21 and ending 12/31/21²

<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>	<u>Increase</u>	<u>Rate of return</u>
\$12,146.58	\$1,962.96	\$22.16	\$14,087.38	\$1,940.80	16%

EDCCPC TPF account balance beginning 1/1/21 and ending 12/31/21²

<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>	<u>Increase</u>	<u>Rate of return</u>
\$94,758.55	\$10,915.46	\$202.75	\$105,471.26	\$10,712.71	11%

¹ Does not include the EDCCPC (Cluster) TPF account balance

² Includes unrealized gain/loss from market, shows 2021 increase in all accounts

Statement of Financial Position

Accounts	Balance as of 12/31/2021
Fund: Church	
Assets	
Current Assets	
1002 BBVA Main	56,893.73
1011 BBVA Tax Account	500.00
1015 Petty Cash	91.00
1016 TPF Money Market	20,000.00
Total Current Assets	77,484.73
Fixed Assets	
1201 Building & Improvements	980,265.05
1220 ADA Improvements 2019-20	26,952.87
Total Fixed Assets	1,007,217.92
Other Assets	
1031 TPF Investment Account	216,681.61
1040 TPF Owen's Endowment	14,087.38
Total Other Assets	230,768.99
Total Assets	1,315,471.64
Liabilities & Net Assets	
Liabilities	
Other Liabilities	
2030 Nursery Remodel 2019-20	617.63
2050 2021 Grant & insurance proceeds water damage	27,303.87
Total Other Liabilities	27,921.50
Total Liabilities	27,921.50
Net Assets	
3001 General - Unrestricted	163,156.46
3201 Increase (Decrease) in Net Assets - Unrestricted	2,445.05
3604 TPF Unrealized Gain/Loss-EPC	68,520.16
Without Donor Restrictions	
Pre 2019 Individual Memorials	
3654 Savilla Howard	3,792.06
Total Pre 2019 Individual Memorials	3,792.06
Designated by Session	
3610 Capital Maintenance	14,585.21
3703 EPW - EPC Food Pantry	111.30
3704 Disaster Assistance	4,066.18
3705 Gleaners Special	3,113.56
3707 School Supplies	453.45
3710 Guest Musicians	1,027.00

Accounts	Balance as of 12/31/2021
3711 Neighborhood Breakfast Program	3,175.85
3713 EPC Pantry	500.00
3714 Youth Fund Raising	3,136.94
3716 Kitchen Equipment	262.07
3717 Pastor's Robe	207.74
3718 All- Church Mission Event (Pastor)	3,666.86
3725 Christmas Offering	900.00
Total Designated by Session	35,206.16
Other	
3613 Building & Improvements	980,265.05
3709 Garage Sale	5,053.61
Total Other	985,318.66
Total Without Donor Restrictions	1,024,316.88
With Donor Restrictions	
3205 General - Restricted	45.05
3210 Increase (Decrease) in Net Assets - Restricted	44.25
3603 TPF Unrealized Gain/Loss-Owens	6,276.94
3615 Owen's Memorial Endowment	7,721.14
3662 Jerry Brumbaugh	15,024.21
Total With Donor Restrictions	29,111.59
Total Net Assets	1,287,550.14
Total Liabilities & Net Assets	1,315,471.64
Fund: Eastern Dallas Cluster of Churches	
Assets	
1030 TX Presby Fund E. Dallas Clstr	105,471.26
Total Assets	105,471.26
Liabilities & Net Assets	
Liabilities	
Total Liabilities	0.00
Net Assets	
3612 East Dallas Cluster Account	105,471.26
Total Net Assets	105,471.26
Total Liabilities & Net Assets	105,471.26

2021 Statement of Activities

Accounts	Actual 2021	Annual Budget 2021	Budget Remaining 2021	Annual Budget % Used 2021
Revenues				
Income				
Offerings				
4001 Identifiable Pledges - Adults	301,612.30	340,000.00	38,387.70	88.71
4010 Loose Church Offering	0.00	2,000.00	2,000.00	0.00
Total Offerings	301,612.30	342,000.00	40,387.70	88.19
Committee Income				
4420 Christian Education	0.00	500.00	500.00	0.00
4450 Congregational Care	0.00	100.00	100.00	0.00
4460 Outreach Committee	100.00	2,500.00	2,400.00	4.00
4470 Stewardship Committee	0.00	10.00	10.00	0.00
Total Committee Income	100.00	3,110.00	3,010.00	3.22
Other Income				
4020 Rental Receipts	0.00	3,000.00	3,000.00	0.00
4024 Owen's Endowment Income	44.25	0.00	-44.25	0.00
4029 Memorials	335.00	500.00	165.00	67.00
4037 Fellowship Breakfast	0.00	1,900.00	1,900.00	0.00
4038 Neighborhood Breakfast	0.00	1,500.00	1,500.00	0.00
4039 Can Recycling	77.50	80.00	2.50	96.88
4046 Grocery Rebates	0.00	100.00	100.00	0.00
4048 Payroll Protection Plan loan proceeds	40,636.00	0.00	-40,636.00	0.00
Total Other Income	41,092.75	7,080.00	-34,012.75	580.41
Total Income	342,805.05	352,190.00	9,384.95	97.34
Total Revenues	342,805.05	352,190.00	9,384.95	97.34
Expenses				
Benevolences				
5001 General Mission	15,500.00	15,500.00	0.00	100.00
5002 Theological Education Fund	500.00	500.00	0.00	100.00
5003 Pleasant Grove Food Pantry	4,390.00	4,000.00	-390.00	109.75
5004 White Rock Center of Hope	400.00	400.00	0.00	100.00
5005 Stewpot	300.00	300.00	0.00	100.00
5007 E. Dallas County Cluster-Gen Dues	100.00	100.00	0.00	100.00
5008 E. Dallas Cty Cluster-Guatemala Pastors	300.00	400.00	100.00	75.00
5009 E. Dallas Cty Cluster-Guatemala Nutrition	600.00	400.00	-200.00	150.00
5011 Pastor's Discretionary Fund	67.92	750.00	682.08	9.06
Total Benevolences	22,157.92	22,350.00	192.08	99.14
Administrative Expenses				
Payroll				
Salaries/Benefits				

Accounts	Actual 2021	Annual Budget 2021	Budget Remaining 2021	Annual Budget % Used 2021
Pastor				
5102 Salary	19,404.96	19,405.00	0.04	100.00
5103 Housing	45,026.04	45,026.00	-0.04	100.00
5104 Deferred Compensation	0.00	1,000.00	1,000.00	0.00
Total Pastor	64,431.00	65,431.00	1,000.00	98.47
Presbytery Required Pastor Benefits				
5106 Pension Plan	5,561.64	7,197.41	1,635.77	77.27
5107 Medical Insurance	18,647.88	17,012.06	-1,635.82	109.62
Total Presbytery Required Pastor Benefits	24,209.52	24,209.47	-0.05	100.00
Pastor Reimbursements				
5108 Car Allowance	3,800.16	4,000.00	199.84	95.00
5109 Continued Education & Prof. Exp.	2,003.18	2,000.00	-3.18	100.16
5110 Telephone Allowance	500.00	600.00	100.00	83.33
Total Pastor Reimbursements	6,303.34	6,600.00	296.66	95.51
Director of Family Ministry and Mission				
5130 Salary	0.00	25,000.00	25,000.00	0.00
Total Director Family Ministry and Mission	0.00	25,000.00	25,000.00	0.00
Presbytery Required DFMM Benefits				
5136 Pension Plan	0.00	2,750.00	2,750.00	0.00
5137 Medical Insurance	0.00	6,500.00	6,500.00	0.00
Total Presbytery Required DFMM Benefits	0.00	9,250.00	9,250.00	0.00
DFMM Reimbursements				
5133 Telephone Allowance	0.00	300.00	300.00	0.00
Total DFMM Reimbursements	0.00	300.00	300.00	0.00
Administrative Assistant				
5120 Salary	43,671.00	43,671.00	0.00	100.00
5121 Continued Education/Memberships	41.34	500.00	458.66	8.27
5123 Telephone Allowance	600.00	600.00	0.00	100.00
Total Administrative Assistant	44,312.34	44,771.00	458.66	98.98
Music Director				
5140 Salary	14,141.04	14,141.00	-0.04	100.00
5141 Continued Education / Memberships	100.00	250.00	150.00	40.00
Total Music Director	14,241.04	14,391.00	149.96	98.96
Organist				
5150 Salary	13,079.04	13,079.00	-0.04	100.00
5151 Continued Education / Memberships	0.00	250.00	250.00	0.00
Total Organist	13,079.04	13,329.00	249.96	98.12
Other Staff				
5160 Custodian's Salary	13,779.96	13,780.00	0.04	100.00
5170 Nursery Attendant's Salary	2,886.00	2,300.00	-586.00	125.48
5180 Activities Hostess / Host	0.00	5,200.00	5,200.00	0.00

Accounts	Actual 2021	Annual Budget 2021	Budget Remaining 2021	Annual Budget % Used 2021
Total Other Staff	16,665.96	21,280.00	4,614.04	78.32
Intern Expenses				
5182 Intern Contract Pmt	16,250.00	0.00	-16,250.00	0.00
5183 Intern Expenses	787.55	0.00	-787.55	0.00
Total Intern Expenses	17,037.55	0.00	-17,037.55	0.00
Total Salaries/Benefits	200,279.79	224,561.47	24,281.68	89.19
Employment Taxes				
5192 Social Security Tax	5,436.00	7,264.60	1,828.60	74.83
5193 Medicare Tax	1,271.36	1,698.98	427.62	74.83
Total Employment Taxes	6,707.36	8,963.58	2,256.22	74.83
Total Payroll	206,987.15	233,525.05	26,537.90	88.64
Church Office				
5201 Postage	660.00	1,300.00	640.00	50.77
5202 Supplies	1,522.23	3,000.00	1,477.77	50.74
5203 Equipment Repair/Purchase	3,800.59	5,000.00	1,199.41	76.01
5204 Technology/Web Site	5,240.97	5,000.00	-240.97	104.82
5205 Telephone/Internet	4,233.96	3,300.00	-933.96	128.30
5206 Memberships, dues, fees	878.55	0.00	-878.55	0.00
Total Church Office	16,336.30	17,600.00	1,263.70	92.82
Committee Expenses				
Worship				
5401 Pulpit Supply	900.00	1,800.00	900.00	50.00
5402 Substitute Choir Director	700.00	1,200.00	500.00	58.33
5403 Substitute Organist	0.00	1,400.00	1,400.00	0.00
5404 Supplies & Cleaning	1,129.39	500.00	-629.39	225.88
5405 Sanctuary Decorations	409.97	500.00	90.03	81.99
5406 Audio Visual Equipment	381.03	400.00	18.97	95.26
5407 Sound Technician	0.00	200.00	200.00	0.00
Music				
5301 Music and Licensing	1,188.22	1,000.00	-188.22	118.82
5302 Choir Retreat/Choir Dinner	0.00	400.00	400.00	0.00
5303 Guest Musicians	945.00	1,000.00	55.00	94.50
5304 Supplies and Cleaning	603.67	400.00	-203.67	150.92
5305 Instrument Repair/Tuning	510.00	800.00	290.00	63.75
Total Music	3,246.89	3,600.00	353.11	90.19
Total Worship	6,767.28	9,600.00	2,832.72	70.49
Christian Education				
5421 Curriculum	953.22	1,400.00	446.78	68.09
5422 Educational Supplies	41.94	300.00	258.06	13.98
5423 Leadership Training	554.67	1,000.00	445.33	55.47
5425 Special Adult Education	0.00	1,000.00	1,000.00	0.00

Accounts	Actual 2021	Annual Budget 2021	Budget Remaining 2021	Annual Budget % Used 2021
5426 Children's Activities	0.00	200.00	200.00	0.00
5427 Nursery	0.00	50.00	50.00	0.00
5428 Children's Camp and Conferences	500.00	500.00	0.00	100.00
5429 Transportation	0.00	3,000.00	3,000.00	0.00
5430 Special Events	238.87	500.00	261.13	47.77
5431 Youth Retreats	200.00	250.00	50.00	80.00
5432 Youth Summer Camps/Conferences	420.00	3,000.00	2,580.00	14.00
5433 Youth Program	104.38	200.00	95.62	52.19
5434 Sponsor Expenses	280.00	1,500.00	1,220.00	18.67
5435 Scholarships	0.00	500.00	500.00	0.00
5436 Background Checks	189.00	300.00	111.00	63.00
Total Christian Education	3,482.08	13,700.00	10,217.92	25.42
Congregational Care				
5451 Care of Members	245.95	800.00	554.05	30.74
5452 Fellowship Supplies & Programs	228.99	1,500.00	1,271.01	15.27
5453 Activities/Scholarships	0.00	250.00	250.00	0.00
5454 Personal Devotions	725.80	500.00	-225.80	145.16
Total Congregational Care	1,200.74	3,050.00	1,849.26	39.37
Outreach				
5461 Emergency Food Pantry	23.48	100.00	76.52	23.48
5462 Mission Programs	432.59	1,000.00	567.41	43.26
5463 Special Needs	100.00	500.00	400.00	20.00
5465 Outreach Other	466.48	1,500.00	1,033.52	31.10
5466 Communications/Website	34.99	400.00	365.01	8.75
Total Outreach	1,057.54	3,500.00	2,442.46	30.22
Stewardship				
5471 Stewardship Other	404.79	900.00	495.21	44.98
5472 Electronic Giving	2,913.57	2,000.00	-913.57	145.68
Total Stewardship	3,318.36	2,900.00	-418.36	114.43
House & Property				
5481 Insurance	25,433.00	17,161.00	-8,272.00	148.20
5485 Lawn Care/Grounds Maintenance	12,489.53	12,500.00	10.47	99.92
5486 Building Maintenance	21,978.41	10,000.00	-11,978.41	219.78
5491 Pest Control	549.95	0.00	-549.95	0.00
Utilities				
5484 Alarm Service	819.88	600.00	-219.88	136.65
5487 Water/Sewer	3,797.07	4,000.00	202.93	94.93
5488 Electric Service	9,837.13	12,000.00	2,162.87	81.98
5489 Gas Service	2,284.04	2,800.00	515.96	81.57
5490 Trash Collection	1,819.37	1,800.00	-19.37	101.08
Total Utilities	18,557.49	21,200.00	2,642.51	87.54

Accounts	Actual 2021	Annual Budget 2021	Budget Remaining 2021	Annual Budget % Used 2021
Total House & Property	79,008.38	60,861.00	-18,147.38	129.82
Total Committee Expenses	94,834.38	93,611.00	-1,223.38	101.31
Total Administrative Expenses	318,157.83	344,736.05	26,578.22	92.29
Total Expenses	340,315.75	367,086.05	26,770.30	92.71
Net Total	2,489.30	-14,896.05	-17,385.35	-16.71

2022 Budget

Accounts	2021 Budget	2022 Budget	Budget \$ Change
Revenues			
Income			
Offerings			
4001 Identifiable Pledges - Adults	340,000.00	294,000.00	-46,000.00
4010 Loose Church Offering	2,000.00	0.00	-2,000.00
Total Offerings	342,000.00	294,000.00	-48,000.00
Committee Income			
4420 Christian Education	500.00	865.00	365.00
4450 Congregational Care	100.00	0.00	-100.00
4460 Outreach Committee	2,500.00	0.00	-2,500.00
4470 Stewardship Committee	10.00	0.00	-10.00
Total Committee Income	3,110.00	865.00	-2,245.00
Other Income			
4020 Rental Receipts	3,000.00	0.00	-3,000.00
4024 Owen's Endowment Income	0.00	34.14	34.14
4029 Memorials	500.00	502.50	2.50
4037 Fellowship Breakfast	1,900.00	0.00	-1,900.00
4038 Neighborhood Breakfast	1,500.00	7.50	-1,492.50
4039 Can Recycling	80.00	93.98	13.98
4046 Grocery Rebates	100.00	0.00	-100.00
Total Other Income	7,080.00	638.12	-6,441.88
Total Income	352,190.00	295,503.12	-56,686.88
Total Revenues	352,190.00	295,503.12	-56,686.88
Expenses			
Benevolences			
5001 General Mission	15,500.00	14,700.00	-800.00
5002 Theological Education Fund	500.00	500.00	0.00
5003 Pleasant Grove Food Pantry	4,000.00	3,000.00	-1,000.00
5004 White Rock Center of Hope	400.00	0.00	-400.00
5005 Stewpot	300.00	0.00	-300.00
5007 E. Dallas County Cluster-Gen Dues	100.00	100.00	0.00
5008 E. Dallas County Cluster-Guatemala Pastors	400.00	100.00	-300.00

Accounts	2021 Budget	2022 Budget	Budget \$ Change
5009 E. Dallas Cty Cluster-Guatemala Nutrition	400.00	100.00	-300.00
5011 Pastor's Discretionary Fund	750.00	750.00	0.00
Total Benevolences	22,350.00	19,250.00	-3,100.00
Administrative Expenses			
Payroll			
Salaries/Benefits			
Pastor			
5102 Salary	19,405.00	19,405.00	0.00
5103 Housing	45,026.00	45,026.00	0.00
5104 Deferred Compensation	1,000.00	1,000.00	0.00
Total Pastor	65,431.00	65,431.00	0.00
Presbytery Required Pastor Benefits			
5106 Pension Plan	7,197.41	7,197.41	0.00
5107 Medical Insurance	17,012.06	17,012.06	0.00
Total Presbytery Required Pastor Benefits	24,209.47	24,209.47	0.00
Pastor Reimbursements			
5108 Car Allowance	4,000.00	4,000.00	0.00
5109 Continued Education & Prof. Exp.	2,000.00	2,000.00	0.00
5110 Telephone Allowance	600.00	600.00	0.00
Total Pastor Reimbursements	6,600.00	6,600.00	0.00
Director of Family Ministry and Mission			
5130 Salary	25,000.00	0.00	-25,000.00
Total Director of Family Ministry and Mission	25,000.00	0.00	-25,000.00
Presbytery Required DFMM Benefits			
5136 Pension Plan	2,750.00	0.00	-2,750.00
5137 Medical Insurance	6,500.00	0.00	-6,500.00
Total Presbytery Required DFMM Benefits	9,250.00	0.00	-9,250.00
DFMM Reimbursements			
5133 Telephone Allowance	300.00	0.00	-300.00
Total DFMM Reimbursements	300.00	0.00	-300.00
Administrative Assistant			
5120 Salary	43,671.00	43,671.00	0.00
5121 Continued Education/Memberships	500.00	500.00	0.00
5123 Telephone Allowance	600.00	600.00	0.00
Total Administrative Assistant	44,771.00	44,771.00	0.00
Music Director			
5140 Salary	14,141.00	14,141.00	0.00
5141 Continued Education / Memberships	250.00	250.00	0.00
Total Music Director	14,391.00	14,391.00	0.00
Organist			
5150 Salary	13,079.00	13,079.00	0.00
5151 Continued Education / Memberships	250.00	250.00	0.00
Total Organist	13,329.00	13,329.00	0.00

Accounts	2021 Budget	2022 Budget	Budget \$ Change
Other Staff			
5160 Custodian's Salary	13,780.00	13,780.00	0.00
5170 Nursery Attendant's Salary	2,300.00	2,300.00	0.00
5180 Activities Hostess / Host	5,200.00	3,411.44	-1,788.56
Total Other Staff	21,280.00	19,491.44	-1,788.56
Intern Expenses			
5182 Intern Contract Pmt	0.00	28,200.00	28,200.00
5183 Intern Expenses	0.00	500.00	500.00
Total Intern Expenses	0.00	28,700.00	28,700.00
Total Salaries/Benefits	224,561.47	216,922.91	-7,638.56
Employment Taxes			
5192 Social Security Tax	7,264.60	5,603.71	-1,660.89
5193 Medicare Tax	1,698.98	1,310.55	-388.43
Total Employment Taxes	8,963.58	6,914.26	-2,049.32
Total Payroll	233,525.05	223,837.17	-9,687.88
Church Office			
5201 Postage	1,300.00	1,300.00	0.00
5202 Supplies	3,000.00	2,500.00	-500.00
5203 Equipment Repair/Purchase	5,000.00	4,500.00	-500.00
5204 Technology/Web Site	5,000.00	6,200.00	1,200.00
5205 Telephone/Internet	3,300.00	4,233.96	933.96
5206 Memberships, dues, fees	0.00	800.00	800.00
Total Church Office	17,600.00	19,533.96	1,933.96
Committee Expenses			
Worship			
5401 Pulpit Supply	1,800.00	1,500.00	-300.00
5402 Substitute Choir Director	1,200.00	1,200.00	0.00
5403 Substitute Organist	1,400.00	1,400.00	0.00
5404 Supplies & Cleaning	500.00	500.00	0.00
5405 Sanctuary Decorations	500.00	200.00	-300.00
5406 Audio Visual Equipment	400.00	400.00	0.00
5407 Sound Technician	200.00	200.00	0.00
Music			
5301 Music and Licensing	1,000.00	1,000.00	0.00
5302 Choir Retreat/Choir Dinner	400.00	400.00	0.00
5303 Guest Musicians	1,000.00	1,000.00	0.00
5304 Supplies and Cleaning	400.00	400.00	0.00
5305 Instrument Repair/Tuning	800.00	800.00	0.00
Total Music	3,600.00	3,600.00	0.00
Total Worship	9,600.00	9,000.00	-600.00
Christian Education			
5421 Curriculum	1,400.00	1,000.00	-400.00
5422 Educational Supplies	300.00	300.00	0.00

Accounts	2021 Budget	2022 Budget	Budget \$ Change
5423 Leadership Training	1,000.00	500.00	-500.00
5425 Special Adult Education	1,000.00	500.00	-500.00
5426 Children's Activities	200.00	200.00	0.00
5427 Nursery	50.00	50.00	0.00
5428 Children's Camp and Conferences	500.00	500.00	0.00
5429 Transportation	3,000.00	2,000.00	-1,000.00
5430 Special Events	500.00	250.00	-250.00
5431 Youth Retreats	250.00	500.00	250.00
5432 Youth Summer Camps/Conferences	3,000.00	2,500.00	-500.00
5433 Youth Program	200.00	750.00	550.00
5434 Sponsor Expenses	1,500.00	1,000.00	-500.00
5435 Scholarships	500.00	300.00	-200.00
5436 Background Checks	300.00	500.00	200.00
Total Christian Education	13,700.00	10,850.00	-2,850.00
Congregational Care			
5451 Care of Members	800.00	800.00	0.00
5452 Fellowship Supplies & Programs	1,500.00	1,000.00	-500.00
5453 Activities/Scholarships	250.00	100.00	-150.00
5454 Personal Devotions	500.00	500.00	0.00
Total Congregational Care	3,050.00	2,400.00	-650.00
Outreach			
5461 Emergency Food Pantry	100.00	100.00	0.00
5462 Mission Programs	1,000.00	1,000.00	0.00
5463 Special Needs	500.00	500.00	0.00
5465 Outreach Other	1,500.00	1,500.00	0.00
5466 Communications/Website	400.00	400.00	0.00
Total Outreach	3,500.00	3,500.00	0.00
Stewardship			
5471 Stewardship Other	900.00	500.00	-400.00
5472 Electronic Giving	2,000.00	3,500.00	1,500.00
Total Stewardship	2,900.00	4,000.00	1,100.00
House & Property			
5481 Insurance	17,161.00	26,000.00	8,839.00
5485 Lawn Care/Grounds Maintenance	12,500.00	11,000.00	-1,500.00
5486 Building Maintenance	10,000.00	12,500.00	2,500.00
5491 Pest Control	0.00	500.00	500.00
Utilities			
5484 Alarm Service	600.00	700.00	100.00
5487 Water/Sewer	4,000.00	3,300.00	-700.00
5488 Electric Service	12,000.00	11,000.00	-1,000.00
5489 Gas Service	2,800.00	3,200.00	400.00
5490 Trash Collection	1,800.00	1,800.00	0.00
Total Utilities	21,200.00	20,000.00	-1,200.00

Accounts	2021 Budget	2022 Budget	Budget \$ Change
Total House & Property	60,861.00	70,000.00	9,139.00
Total Committee Expenses	93,611.00	99,750.00	6,139.00
Total Administrative Expenses	344,736.05	343,121.13	-1,614.92
Total Expenses	367,086.05	362,371.13	-4,714.92
Net Total	-14,896.05	-66,868.01	-51,971.96

*Proposed Bylaw Changes (additions) to **ARTICLE V: TRUSTEES, SECTION 4: DUTIES:***

SECTION 4: DUTIES:

A. To receive, hold, encumber, manage, and transfer property, real or personal, for the congregation, provided that in buying, selling, and mortgaging real property, the trustees shall act only after the approval of the congregation, granted in a duly constituted meeting; to accept and execute deeds of title to such property; to hold and defend title to such property; to manage any permanent special funds for the furtherance of the purposes of the congregation, all subject to the authority of the session and under the provisions of the Constitution of the Presbyterian Church (U.S.A.). The powers and duties of the trustees shall not infringe upon the powers and duties of the session or the board of deacons (Book of Order [Currently G-4.0101]).¹

B. A safe deposit box is currently maintained by PNC. Three Trustees are to sign a new signature card in January. An appropriate letter and a copy of the November “Congregational Meeting Minutes” with the elected Trustees’ names must be taken to the bank to secure new signature cards for completion. A Trustee is to maintain one key on his person and the second key is secured in a locked key box in the copy room at the church. The Trustees (at least two) are to prepare a safe deposit box inventory annually for presentation by the April Session meeting. One copy of this inventory will go to the Clerk of Session (to be reported at the Session meeting), Treasurer, and one copy for the church files. The Treasurer is responsible for seeing that this is completed on a timely basis.

C. The Trustees must ensure both written and picture inventories of the church’s real property are reviewed annually by the House and Property Committee. The Financial Secretary will assist with maintaining both inventories.* What is to be inventoried are valuables – items that could not be replaced if stolen or damaged. For example, paintings by Gloria Taylor, sound equipment, organ, pianos, statue in courtyard donate to the church by artist Carol Ann Haggard, EPC’s silver (stored in parlor); along with pictures of all rooms, i.e., sanctuary, chapel, fellowship hall; parlor; offices, etc.

D. The Trustees working with the Treasurer, Assistant Treasurer, Financial Secretary, and Assistant Financial Secretary shall annually clean and purge financial records, both paper and electronic, retaining at least a few years of records.

E. Beginning in 2021, the Trustees have been assigned the responsibility of evaluating (with the assistance from the House and Property Committee) the coverage the church has for the property, contents, etc. and any additional insurance matters that might arise. The Trustees will

need to work with the Treasurer and the PCUSA Insurance Board to maintain insurance on the property.

*For Information only, not to be included in the Bylaws: The picture inventory was recommended by the insurance company and has been in place for 20-30 years. A new one is being prepared to be current following the remodel of 2021.

BYLAWS

PREFACE

The Bylaws of the EASTMINSTER PRESBYTERIAN CHURCH of Dallas, Texas, as a corporation, shall always be subject to the Constitution and laws of the State of Texas, and also to the Constitution of the Presbyterian Church (U.S.A.).

ARTICLE I: ORGANIZATION OF THE CHURCH

SECTION 1: INTRODUCTION: These Bylaws are intended to define the organization and procedure of EASTMINSTER PRESBYTERIAN CHURCH in areas not defined in the Form of Government of the Presbyterian Church (U.S.A.) and to place in the hands of each member a brief summary of the Form of Government. The General Rules of Judicatories as outlined in the Presbyterian Form of Government shall be the rules adopted for guidance of this church and its various organizations; and the Form of Government and the Book of Discipline of the Presbyterian Church (U.S.A.), shall be adopted by this church. In the event of any conflicting provisions hereinafter listed, the Form of Government of the Presbyterian Church (U.S.A.) shall be the final authority.

SECTION 2: OFFICERS AND GOVERNING BOARDS: Officers and Governing Boards of the church shall include: (a) the Minister(s) of Word and Sacrament, (b) the Session, (c) Trustees, (d) the Church Treasurer and Assistant Church Treasurer, and (e) the Financial Secretary and Assistant Financial Secretary.

SECTION 3: TERMS OF ELECTED OFFICES: The term of office for Ruling Elders and Trustees shall be three (3) years, elected by the congregation in three (3) classes with an equal number in each class. No officer shall serve on any church board for consecutive terms, either full or partial, aggregating six (6) years. Upon the expiration of a full term of service, any officer shall be ineligible to re-election to the same office until one (1) year shall have elapsed. The congregation may also choose to elect a Youth Elder to the Session for a term of one (1) year. All officers of the church shall be Active Members of the church.

SECTION 4: TERMS OF APPOINTED OFFICES: The Treasurer, Assistant Treasurer, Financial Secretary and Assistant Financial Secretary shall be appointed by the Session after due consideration of the recommendation of the Stewardship Committee. Appointments of Treasurer, Assistant Treasurer, Financial Secretary, and Assistant Financial Secretary shall be

made at the January Session meeting and shall be for a term of one (1) year. An appointee may be reappointed for two (2) additional years. Thereafter, a lapse of one (1) year shall intervene before this person may be reappointed to this office. If, in the judgment of the Session, the most effective operation of the church is best served, the Session may, on an individual and annual basis, disregard the three-year term limitation, making note of its intentional decision to do so.

SECTION 5: VACANCIES OF ELECTED OFFICES: Removal from the church community shall automatically vacate any church office when, in the judgment of the Session, an incumbent cannot adequately carry out the duties of the office he/she holds. Any resignation must be made to the Session and acted upon by the Session. Vacancies occurring in any elective office may be filled by a vote of the congregation at any regular or duly called meeting of the congregation. If emergency demands, the Session may make a temporary appointment until a congregational meeting can be properly called.

ARTICLE II: MEETINGS

SECTION 1: STATED CONGREGATIONAL and CORPORATE MEETINGS

A. There shall be an Annual Meeting of the congregation in the church edifice on a Sunday in January for the transaction of any business properly coming before such meeting and to receive the reports from all boards and organizations of the church. Public notice of the time, place and purpose during regular worship at least two (2) Sundays before said meeting and announced through the Sunday church bulletin on two (2) Sundays immediately preceding said meeting.

B. The Annual Corporate Meeting shall be held immediately following the Stated Congregational Meeting for the purpose of electing a Trustee(s).

C. There shall be a regular meeting of the congregation to elect the officers, receive the annual budget and the "Call of the Minister(s) of Word and Sacrament" and to transact other business which may properly come before such meeting. This meeting shall be held in the church edifice on the first Sunday in November each year and announced through the Sunday church bulletin on two (2) Sundays immediately preceding said meeting.

SECTION 2: SPECIAL MEETINGS: Special meetings of the congregation may be held at any time upon the call of the Session or the Presbytery. The time and specific purpose of such meetings shall be given during regular worship at least two (2) Sundays before said meeting and announced through the Sunday church bulletin on two (2) Sundays immediately preceding said meeting.

SECTION 3: PRESIDING OFFICER: The Minister(s) of Word and Sacrament shall preside at all Congregational Meetings. If the church is vacant or if the Minister(s) of Word and Sacrament and the Ruling Elders agree that the subjects to be discussed requires it, or if the Minister(s) of Word and Sacrament is/are ill or are otherwise unable to be present, a Minister(s) of Word and Sacrament of the Presbytery of jurisdiction shall be invited by the Session to preside. This invitation shall be cleared through the Committee on Ministry of the Presbytery.

SECTION 4: SECRETARY: The Clerk of the Session shall be the Secretary of the meeting of the congregation. In the absence of the Clerk, the Minister(s) of Word and Sacrament presiding shall designate an acting Clerk in his/her stead.

SECTION 5: VOTING: All Active Members in good standing shall be entitled to vote at Congregational Meetings. Only Active Members of Eastminster Presbyterian Church and of legal age shall be entitled to vote at meetings of the church corporation. Voting by proxy is not allowed.

SECTION 6: QUORUM: The Moderator, a Secretary and ten percent (10%) of the eligible voters shall constitute a quorum for the transaction of business at the properly called meetings of the congregation, corporate or ecclesiastical.

ARTICLE III: ELECTION OF OFFICERS

SECTION 1: ELIGIBILITY: Any Active Member of the church shall be eligible for the office of Ruling Elder.

SECTION 2: NOMINATING COMMITTEE: A Nominating Committee shall be named in January of each year as soon as the Session and various organizations of the church have been able to complete their organizations. This committee shall be composed as follows: three (3) Ruling Elders elected by the Session from the membership; one (1) of whom shall be elected by the Session as Chairperson of the committee; one (1) Active Member of the Church School elected by the members of the Junior High age or above; one (1) Active Member of the Women's Association; one (1) Active Member from the Men's Group (if there is a men's group); three (3) Active Members of the congregation elected at the Stated Congregational Meeting and nominated by the Nominating Committee of the church; one (1) Active Member elected by and from the combined Junior High and Senior High Youth Groups. The Minister(s) of Word and Sacrament shall hold ex-officio membership. The committee shall serve through the year to bring in nominations for any vacancies occurring and shall in the fall proceed with the matter of nominating officers to be presented at the Congregational Meeting called for the election of officers.

SECTION 3: NOMINATIONS: No later than six (6) weeks prior to the November meeting of the congregation for the purpose of electing officers, but as early as the Sunday following Easter, the Nominating Committee shall request the submission of any suggestions for nominations from the church members. Suggestions must be in writing and bear the signature of the person making the nomination. At this point, the willingness of the nominee to serve will not need to be verified by the person making the suggested nomination. Two weeks following such public announcement of the opening of nominations, the Nominating Committee shall begin its work of preparing a list of nominees for the respective vacancies. Due consideration shall be given to all suggested nominations presented to the committee as well as names generated by the committee itself. Nominations shall be determined by a majority vote of the committee.

SECTION 4: POSTING OF NOMINEES: On the two (2) Sundays immediately preceding the November election, the names of all persons nominated by the committee shall be listed alphabetically in the Sunday church bulletin. No nominations may be posted without the consent of the person nominated to accept the office if elected.

SECTION 5: NOMINATIONS FROM THE FLOOR: Nominations made from the floor and those nominated from the floor will be considered if the Nominee is present to consent to serve or if the Nominee has previously indicated willingness to serve.

SECTION 6: ELECTION BY BALLOT: All elections shall be by ballot unless the Moderator, by majority vote of the congregation, be directed to call for a voice vote.

SECTION 7: ELECTION PROCEDURE: Nominees receiving the highest number of votes and not less than a majority of all votes cast for any particular office shall be declared elected. The congregation may in any election, on motion, eliminate the names of one or more nominees receiving the smallest minority after the first vote.

SECTION 8: ORDINATION AND INSTALLATION OF OFFICERS: The ordination and installation of Ruling Elders shall be celebrated at a worship service on a Sunday in January. The installation of the Trustee(s) will be during the January Stated Congregational Meeting.

ARTICLE IV: THE SESSION

SECTION 1: COMPOSITION: The Session shall consist of the Minister of Word and Sacrament as Moderator and twelve (12) Ruling Elders, each elected for a term of three (3) years, with a class of four (4) Elders being elected each year. If the congregation so desires, the Session may also include a Youth Elder, elected for a term of one (1) year.

SECTION 2: DUTIES: The Session shall perform its duties as outlined in the Book of Order. The Session shall also maintain and administer The Gift Acceptance Policy.

SECTION 3: MEETINGS: The Session shall ordinarily meet once each month, but no less than quarterly, as a Stated Meeting. The Minister of Word and Sacrament shall also convene the Session in special meetings on due notice when he/she deems advisable or when requested to do so by any two (2) Ruling Elders. If a Ruling Elder misses three (3) Stated Meetings during the year with an unexcused absence, the position may be vacated.

SECTION 4: QUORUM: The Moderator and one-third (1/3) of the Ruling Elders shall constitute a quorum for the transaction of business at any duly called meeting.

SECTION 5: CLERK: The Session shall annually elect a Clerk of Session, serving as a Ruling elder, whose term shall be one (1) year. The Clerk may be reappointed for two (2) additional years, providing his or her three-year term of office has not expired.

SECTION 6: STANDING COMMITTEES: At the first meeting of the Session following ordination and installation of Ruling Elders, the Session shall organize itself for the year by naming Ruling

Elders to the standing committees. The committee chairs will subsequently add members to the committees so that each committee will be composed of a majority of non-Ruling Elders. The committee chairperson will be a Ruling Elder. The Standing Committees are responsible to the Session for their several areas of responsibility. The Session may receive the recommendations of committees for action. The Session may delegate authority and empower a committee to act in areas specifically designated and duly recorded in Session minutes. Standing Committee action is subject to the review and final authority of the Session.

In the event any Standing Committee would like to make changes to their Mission Statement, the revised statement must be presented to the Session for final approval.

The Standing Committees are Christian Education, Congregational Care, House and Property, Outreach, Stewardship, and Worship.

SECTION 7: ADMINISTRATIVE COMMITTEE: There shall be an Administrative Committee which shall be composed of the chairpersons of the Standing Committees, the Church Treasurer, the Clerk of Session, and the Moderator of the Session, who shall serve as chairperson of the committee. This committee shall convene upon call of the Moderator at least twice annually.

The mission of this committee shall be to review the general operation and functioning of the church. This committee shall serve as the Personnel Committee of the church and in this capacity see to the preparation of job descriptions for all personnel, conduct performance review of staff and recommend adjustments in compensation of personnel.

The committee shall be responsible for the preparation of the annual budget to be submitted to the Session for approval by December of each year.

The Administrative Committee shall serve as a Special Gifts Committee whose responsibility shall include maintaining a list of necessary or desirable special gifts and the ordering of the priority of these gifts and ensure that the Church Treasurer or his/her designee promptly acknowledges all gifts and memorials received. The Financial Secretary maintains appropriate records pertaining to gifts and memorials received and the Clerk of Session maintains written records of the proceedings of the Administrative Committee.

ARTICLE V: TRUSTEES

SECTION 1: ELECTION/COMPOSITION: The congregation will elect a Board of Trustees composed of three (3) members who may be any Active Members of the church who have reached their legal majority. Each person will be elected for a three-year term, one (1) being elected each year upon nomination by the Nominating Committee. The election will be held at the Stated Congregational Meeting, usually in November, when Ruling Elders are elected. Trustees are installed at the Stated Congregational Meeting, usually in January.

SECTION 2: CHAIRPERSON: The chairperson of the Trustees shall be the "senior" member of the Board. (i.e., the person whose term expires at the end of the current year).

SECTION 3: MEETINGS: The Trustees will meet on the call of the chairperson. The chairperson will call a meeting when directed to do so by the Session.

SECTION 4: DUTIES: The duties of the Trustees are to serve as officers of the corporation. The Trustees will perform such corporate functions as assigned by the Session and duly recorded in the Session's official minutes. Such functions shall be in conformity with the laws of the State of Texas and the Constitution of the Presbyterian Church (U.S.A.).

The Board of Trustees will recommend to the Session the investment and/or disposition of funds or assets given or bequeathed to the church, outside of the Gift Acceptance Policy, paying particular attention to the terms of the gift or bequest as to any specifications of the use of the income or assets.

ARTICLE VI: MINISTER(S) OF WORD AND SACRAMENT

The Minister(s) of Word and Sacrament shall function in accordance with provisions of the Book of Order of the Presbyterian Church (U.S.A.), and shall have ex-officio membership in all Standing Committees of the Session.

ARTICLE VII: CORPORATION MEETINGS

There shall be an Annual Meeting of the corporation in conjunction with the ecclesiastical meeting of the congregation on a Sunday in January of each year, unless otherwise ordered by the Session. Special Corporation Meetings may be called at the request of the Session.

Presbytery may call a special meeting or authoritatively direct the Session to do so. The time and specific purpose of all special meetings shall be given during regular worship at least two (2) Sundays before said meeting and announced through the Sunday church bulletin on two (2) Sundays immediately preceding said meeting.

ARTICLE VIII: THE SACRAMENTS

The sacraments of the church shall be observed at the appointed time and in a manner as determined by the Session.

ARTICLE IX: ROSTER & RECORDS

It is the duty of every organization or department affiliated with the church to file annually with the Session all membership lists, minutes and records involved in their work. The Session or its designee will annually review the roll of the congregation, and will adjust the status of members as may be necessary or desirable, ordinarily at its November or December meeting.

ARTICLE X: AMENDMENTS

The Bylaws may be amended by a two-thirds (2/3) vote at any duly called meeting of the congregation. Proposed changes must be in accord with the Constitution of the Presbyterian Church (U.S.A.). Proposed changes shall be published in the Sunday church bulletin on the two (2) Sundays immediately preceding the meeting.