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**2013 Annual Report**

**Annual Meeting**

**Sunday February 2, 2014**

Our Core Values

Relying on the grace of God, we the people of Saint Mark seek to be
a community where spirit and service come together.

With faith in God through Jesus Christ we honor these core values:

Commitment: We offer ourselves, our time, our gifts and our
resources to the service of God.

Community: We are a caring family of faith, honoring the gifts of
all people and celebrating our life together.

Compassion: We care for all God's children, responding to those
in pain and nurturing one another in love.

Hospitality: We welcome everyone to share with us
in the community of Christ.

Mission: We listen and respond to the needs of the world, reaching out
to serve others in our community and throughout the world.

Spiritual Growth: We grow closer to God through the disciplines
of prayer, study, service and worship.

**Saint Mark Presbyterian Church**

10701 Old Georgetown Rd

North Bethesda, Maryland 20852

301-530-0600

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**Agenda**

**Preliminaries** Thank you to all of the ministries for the work you have done and will continue to do in the future. Welcome new members and special guests

**Call to Order** The Rev. Dr. Roy W. Howard, Moderator

**Opening Prayer** The Rev. Dr. Roy W. Howard

**Moderator states:** A quorum of at least 10% (33) of the total active membership is present. The Clerk of Session will act as secretary for the meeting.

The purpose of the meeting is to review reports of the ministries and boards of the church; to receive the 2014 Church Budget; to approve the 2014 Terms of Call for the Pastor; to approve the 2014 Terms of Call for the Associate Pastor and to do any business that may properly come before this meeting.

**Approval of the following minutes of congregational meetings held in 2013:**

* The Annual Meeting on February 10, 2013
* The special meeting on March 17th (for the purpose of hearing the report of the Nominating Committee and electing new members of session to fill unexpired terms in the Class of 2013 and 2014)
* The special meeting on June 16th (for the purpose of hearing and acting upon the report of the Associate Pastor Nominating Committee)
* The special meeting on October 6th (for the purpose of hearing the report of the Nominating Committee and electing new officers for the class of 2016)

**Reports**

* + Pastor – The Rev. Dr. Roy W. Howard
	+ Clerk of Session – Sara Coe
	+ Board of Deacons – Dana Johnson

**Mission, Compassion and Commitment**

* Local Mission Ministry – Suzanne Lofhjelm
* Global Mission Ministry – Alison Dewey
* Finance Ministry – Rachel Zutshi and Brent Shoemaker
* Personnel Ministry – Walla Dempsey
* Nominating Ministry – Diane Wirono and Teddy Ferguson
* Stewardship Ministry – Walla Dempsey and Alison Bennett
* Planned Giving – Lee LaRoche

**Spiritual Growth**

* Worship and Music Ministry – Karl Kaufman and Mary Jo Mountain
* Christian Formation Ministry – Rev. Shelby Etheridge

**Community and Hospitality**

* Parish Life Ministry – Mike Welsh and Elizabeth Bono
* Welcoming and Outreach Ministry – Diane Wirono and Teddy Ferguson
* Property Ministry – Mike Welsch, Brent Shoemaker and Sharon Tarr
* Memorial Garden Walk Ministry – Lee LaRoche

**Motion:** To receive 2013 reports

**New Business**

* 2013 Budget vs. 2013 Actual
* 2014 Church Budget
* 2014 Terms of Call for the Pastors

**Approval of Minutes**

# Minutes - Annual Meeting of the Congregation on February 10, 2013

The annual meeting of the Congregation of Saint Mark Presbyterian Church was held on February 20, 2013 in the Macdonell Fellowship Hall. The purpose of the meeting was to review reports of the ministries and boards of the church; to receive the 2013 Church Budget; to approve the 2013 Terms of Call for the Pastor; to elect four members-at-large to serve on the 2013 Nominating Committee, to hear the report of the 2012 Nominating Committee and elect an elder to fill an unexpired term, and to do any business that may properly come before this meeting.

The meeting was called to order at 1:05 p.m. with prayer led by the Moderator, the Rev. Dr. Roy W. Howard. The Moderator stated the purpose of the meeting, that a quorum of at least 33 (10% of total active membership) was present, and that the Clerk of Session, Sara Coe, would act as secretary for the meeting. The meeting had been announced at worship services on the last two Sundays and the annual report had been distributed.

The Pastor thanked the Parish Life Ministry for organizing and setting up a wonderful lunch and recognized special guests. Elder Alison Bennett welcomed new members.

It was **moved, seconded, and carried** to approve the minutes for the Annual Meeting on January 29, 2012, the Special Meeting on September 23, 2012 (for the purpose of hearing the report of the Nominating Committee and electing new officers for the Class of 2015), the Special Meeting on November 25, 2012 (for the purpose of concurring in the request of Associate Pastor LeAnn Hodges to dissolve her relationship with Saint Mark, hearing and acting upon the report of the Nominating Committee, and electing a ruling elder to fill an unexpired term in the Class of 2014), and the Special Meeting on December 16, 2012 (for the purpose of hearing and acting upon the report of the Nominating Committee and electing an Associate Pastor Nominating Committee)

The annual meeting was recessed.

**Saint Mark Presbyterian Church, Inc.:** The meeting of Saint Mark Presbyterian Church, Inc. was called to order by President Lucy Leuchtenburg. Sara Coe acted as secretary. The President gave her report. It was **moved, seconded, and carried** to approve the minutes of Saint Mark Presbyterian Church, Inc. Meeting of Trustees, for February 21, 2012. The meeting of Saint Mark Presbyterian Church, Inc. was adjourned and the annual meeting resumed.

Elder Gerald Aldridge gave testimony on his life in the church and especially at Saint Mark. Pastor Howard presented the reports of the Pastor, Clerk of Session and Board of Deacons and invited questions. There were none.

Elder Teddy Ferguson gave a report on behalf of the Nominating Committee and **moved** that Suzanne Lofhjelm be elected to fill an unexpired term in the Class of 2014. The motion was **seconded and carried.** Pastor Howard led the election of members-at-large for the 2013 Nominating Committee. It was **moved, seconded and carried by acclamation** to elect Stephanie Laguna, Whet Hutton, June Colilla, and Ray Mountain to the 2013 Nominating Committee.

Deacon Moderator Dana Johnson gave testimony on what Saint Mark has meant in his life. Pastor Howard presented the reports of the Local Mission Ministry, the Global Mission Ministry, the Personnel Ministry, the Nominating Ministry, the Stewardship Ministry, the Worship and Music Ministry, and the Christian Formation Ministry and invited questions. Some questions were asked and answered.

Deacon Jocelyn Henjum gave testimony on her faith journey and her experience at Saint Mark. Pastor Howard presented the reports of the Parish Life Ministry, Welcoming and Outreach Ministry, Property Ministry, and Memorial Garden Ministry and invited questions. Some questions were asked and answered.

It was **moved, seconded and carried** to receive the 2012 reports.

**New Business**

**Church Budget**: Elder Sharon Tarr led the discussion on the results of the 2012 budget and the 2013 budget. Some questions were asked and answered. There was a request that next year the reports include a copy of the balance sheet and a report on the Legacy Campaign.

**2013 Terms of Call:** Elder Walla Dempsey presented the proposed terms of call for Pastor Howard. It was **MSC** to approve the following terms of call for the Pastor:

## 2013 Terms of Call for the Pastor

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  Pastor and Moderator of Session

|  |  |
| --- | --- |
| Salary | $45,991 |
| Housing | $44,000 |
| Pension/MajorMedical/Death and Disability | $29,697 |
| Employers' Contribution to SECA | $6885 |
| Continuing Education Allowance | $1000 |
| Automobile Allowance | $1500 |
| Book Allowance | $500 |
| Expense Allowance | $500 |
| Total Package | $130,073 |

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Bill Nathan from St. Joseph’s Family gave testimony on his life as an orphan and child slave and how he came to St. Joseph’s Family. He is now the Director of St. Joseph’s Home for Boys.

It was **moved, seconded, and carried** to adjourn. The meeting was adjourned with prayer by Pastor Howard at 2:15 p.m.

Sara Coe Rev. Dr. Roy Howard

Clerk of Session Pastor

**Minutes**

**Special Meeting of the Congregation March 17, 2013**

A special meeting of the congregation of Saint Mark Presbyterian Church was held on March 17, 2013 in the sanctuary for the purpose of hearing the report of the Nominating Committee and electing new members of session to fill unexpired terms in the Class of 2013 and 2014. The meeting was called to order at 12:05 p.m. with prayer by the Rev. Dr. Roy W. Howard, Moderator. The Clerk of Session served as secretary for the meeting. A quorum of at least 33 (10% of total active membership) was present. The meeting had been announced at worship services on the last two Sundays.

Ruling Elder Diane Wirono presented the report of the Nominating Committee and put into nomination Whet Hutton for the Class of 2013 and Sharon Tarr for the Class or 2014. The Moderator asked if there were any nominations from the floor; hearing none, he conducted the voting for elder. The **motion** to elect Whet Hutton and Sharon Tarr was **carried**.

It was **MSC** to adjourn the meeting.The meeting was adjourned at 12:08 p.m. with prayer.

Sara M. Coe The Rev. Dr. Roy W. Howard

Clerk of Session Moderator

**Minutes**

**Special Meeting of the Congregation June 16, 2013**

A special meeting of the congregation of Saint Mark Presbyterian Church was held on June 16, 2013 in Macdonell Hall for the purpose of hearing and acting upon the report of the Associate Pastor Nominating Committee. The meeting was called to order at 11:05 p.m. with prayer by the Rev. Dr. Roy W. Howard, Moderator. The Clerk of Session served as secretary for the meeting and verified that a quorum of at least 33 (10% of total active membership) was present. The call for the meeting was made at worship services on the last two Sundays.

Pastor Howard identified the members of the APNC: Karl Kaufmann, Mary Casper, Bryan Whitney, Steven Bower, Leah Eaton, Tom Prelovsky, and Tamra Hutton.

Mary Casper gave the report of the APNC, describing the process they followed and the candidate they were presenting, Shelby Etheridge, and the terms of call. She also recognized and thanked the Rev. Nancy Clark, the Committee on Ministry liaison from National Capital Presbytery for her valuable assistance to the APNC.

Pastor Howard solicited questions from the congregation, then put the question, and the congregation declared themselves ready to vote. The Pastor explained the voting process, that all active members were entitled to vote, that one vote would be held on both the candidate and the terms of call, and that the vote would be taken by secret ballot, with 3 choices: yes, no, or abstain. The Moderator appointed the tellers: Alison Dewey, Diane Wirono, Alison Bennett, Dana Johnson, Ray Mountain, Jocelyn Henjum, Sharon Tarr, Barbara Welsh, and Walla Dempsey. The ballots were distributed, collected, and counted. The results were: 124 yes, 0 no, 1 abstain.

The terms of call approved for the Associate Pastor are:

**Associate Pastor**

|  |  |
| --- | --- |
| Salary and Housing | $62, 409 |
| Pension/Major Medical/Death & Disability | 33% of Eff. Sal. |
| Employer's Contribution to SECA | $4780 |
| Study Leave Expenses | $1000 |
| Automobile Allowance | $500 |
| Other Professional Expenses | $500 |

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t was moved, seconded, and carried to dismiss the APNC and commend them for their faithfulness to the task.

It was **MSC** to adjourn the meeting. The meeting was adjourned at 11:30 a.m. with prayer by Pastor Howard.

Sara M. Coe The Rev. Dr. Roy W. Howard

Clerk of Session Moderator

**Minutes**

**Special Meeting of the Congregation October 6, 2013**

A special meeting of the congregation of Saint Mark Presbyterian Church was held on October 6, 2013 in the sanctuary for the purpose of hearing the report of the Nominating Committee and electing new officers for the Class of 2016. The meeting was called to order at 10:40 a.m. with prayer by the Rev. Dr. Roy W. Howard, Moderator. Elder Karl Kaufmann served as secretary for the meeting and verified that a quorum of at least 33 (10% of total active membership) was present. The meeting had been announced at worship services on the last three Sundays.

Ruling Elder Diane Wirono presented the report of the Nominating Committee and introduced the nominees for the office of elder and deacon to the congregation. The nominees for office of Ruling Elder, Class of 2016, were: Jennifer Carr, Meisie Roberts, Mike Lutz, Mary Casper. The nominee to fill the unexpired term of Mason Essif, Class of 2015, was George Huggins. The Moderator asked if there were any nominations from the floor; hearing none, he conducted the voting for elder. The **motion** to elect the nominees for elder was **carried** unanimously. The nominees for the office of Deacon, Class of 2016, were: Heather Karakashian, Carey Stipe, Mariechen Bresler, Gina Vitale, David Porter. The **motion** to elect the nominees for deacon was **carried** unanimously.

It was **MSC** to adjourn the meeting. The meeting was adjourned at 10:45 a.m. with prayer.

Karl Kaufmann

Acting Clerk of Session

**Minutes - Meeting of the Trustees of Saint Mark Presbyterian Church, Inc.**

**Held February 19, 2013**

The meeting convened at 9:15.

**Rolls**

**Present:** Moderator, the Rev. Dr. Roy W. Howard;; Elders Gerald Aldridge, Walla Dempsey, Alison Dewey, Mason Essif, Teddy Ferguson, Karl Kaufmann, Brent Shoemaker, Mike Welsh, Clerk of Session Sara Coe

**Excused:** Elder Diane Wirono

**Guests:** Elder-elect Suzanne Lofhjelm

Secretary Sara Coe led the discussion.

The corporate body, Saint Mark Presbyterian Church, Inc. (SMPC Inc.), was established, and the By-Laws approved in August 2005. The Book of Order of the Presbyterian Church, USA, states (Section G-4.0101) that, “Where permitted by civil law, each congregation should cause a corporation to be formed and maintained.” Incorporation is permitted by the State of Maryland. Among the purposes of incorporation is administering long-term funds or real property which has been donated to the church with specific instructions or conditions attached. Incorporation is intended to protect such endowments. Since incorporation, no assets have been transferred to the account of SMPC Inc.

 All elders serving on the Session of Saint Mark Church are the Trustees of SMPC Inc. Elders who have left the Session ceased to serve as trustees and those joining the Session became trustees.

The officers of SMPC Inc. in 2012 were: Lucy Leuchtenburg, President; Sara Coe, Secretary; and Joe Piff, Treasurer. It was **MSC** to elect Lucy Leuchtenburg to be President, Joe Piff to be Treasurer, and Sara Coe to be Secretary of Saint Mark Presbyterian Church, Inc. for 2013.

At 9:20 p.m., it was **MSC** to adjourn the Saint Mark Presbyterian Church, Inc. Meeting of Trustees

Sara M. Coe

Secretary

Saint Mark Presbyterian Church, Inc.

**REPORTS**

**Pastor’s Ministry**

**Hope and gratitude even in grief**

In 2013 our congregation suffered a great deal of grief as a consequence of the death of beloved members or children of our members. There remains the necessary sorrow of these losses; grief is a process rather than a moment and sometimes the process is as painful as the death itself. Yet with the tenderness of others and the mysterious presence of God, healing does occur. Life returns. New beginnings happen. That is the way I view our life together in 2013 and moving now into a new year. We also lost several members who moved away from our community.

This means we begin the new year as a smaller community of faith. Much the way a family remembers its absent beloved around the dinner table, so we remember our own the table of the Lord's mercy. And we carry on in hope and gratitude.

**New beginnings**

Through the abundant goodness of God and significant financial investment in the future we called our new associate pastor Shelby Etheridge to join us in ministry with our children, youth and families. What a delight she has been with her gifts for ministry and maturity beyond her years. I see this as one aspect of the new beginning emerging in our congregation. We have been given this opportunity to launch a talented new pastor into a lifetime of pastoral ministry. We are not focused in what has been rather we are scanning the horizon for what is coming through the power of the Spirit moving among us, guiding us into new ventures. We will learn from Shelby as she deepens in her vocation as a pastor among us, and she will learn from us in that process too. We are a stronger congregation because of her ministry.

**Christian witness for the prevention of gun violence**

In 2013 the session and congregation made an important Christian witness for the prevention of gun violence in our country. The six point plan included a call to action by the Presbyterian Church USA. This resolution will be debated at the General Assembly in the summer of 2014. Such actions, of course, amount to very little unless they are accompanied by faithful practice. Yet giving voice to a desire for better laws is not entirely meaningless. Silence is not golden in the face of innocent suffering. So I am grateful to God for our session and congregation for bearing witness to Christ in this way.

**In 2013, we invested in the lives** of single mothers and their children at our mission partner Crossway Community by providing the funds for a new kitchen enabling them to expand their training programs for these mothers. This is an exciting venture in love for our neighbors that will continue and deepen in 2014. In a similar way, we invested $5000 for the new chapel at St. Joseph's Home for Boys in Port-au-Prince Haiti. This replaces the one that was destroyed in the 2010 earthquake. Several members have been with the boys there and this will continue.

**New Members**

In 2013 we received 14 new adult members. That is slightly less than 10% of our active worship attendance. Church consultants suggest that congregations should have an annual growth of at least 10% of worship attendance. In our case that would be 16 new members with our average worship attendance at 160. I hope we reach that membership growth goal and more in 2014. Our average worship participation is slightly over 50% of our actual membership which the same consultants agree is excellent. What is even more important is the testimony among those in regular worship that our worship is vital, challenging and helpful in their daily Christian life.

**Reaching out to the community**

My hope is that Saint Mark can reach more people in the corridor around Rockville Pike and Old Georgetown Road. This is a high density living area very close to our church. There are people there who will appreciate the witness and ministry of Saint Mark. I hope we can reach them and I will work with the new Welcoming Ministry to that end.

**Give thanks to God for what has been and what is to come**

I cannot predict what future God has for Saint Mark. We have important challenges before us to sustain our vitality as a destination church. I do begin 2014 with a great deal of anticipation for what is coming for our ministry. The year begins with the annual leadership retreat under the guidance of Joan Gray, author of Spiritual Leadership for Church Officers. She speaks of the congregations becoming sailboat churches led by the Holy Spirit in ventures of mission and ministry. This is our hope for Saint Mark and I give thanks to God for what has been and what is surely coming in our future.

**Clerk of Session**

Members of the Session of Saint Mark Presbyterian Church for 2013 were:

Moderator/Pastor: the Rev. Dr. Roy W. Howard

Associate Pastor: the Rev. Shelby Etheridge

Clerk of Session: Ruling Elder Sara Coe

**Ministries:**

Christian Education – Ruling Elder Whet Hutton

Finance – Ruling Elder Sharon Tarr

Global Mission – Ruling Elder Alison Dewey

Local Mission – Ruling Elder Teddy Ferguson

Nominating – Ruling Elders Diane Wirono and Teddy Ferguson

Parish Life – Ruling Elder Mike Welsh

Personnel – Ruling Elders Walla Dempsey and Diane Wirono

Property – Ruling Elders Mike Welsh and Brent Shoemaker

Stewardship – Ruling Elders Walla Dempsey and Karl Kaufmann

Welcoming – Ruling Elders Diane Wirono and Teddy Ferguson

Worship and Music – Ruling Elders Karl Kaufmann and George Huggins

The session met eleven times for stated meetings, usually on the third Tuesday of the month. There were seven special meetings of the session: four for approving baptisms or receiving new members, one joint deacon and elder meeting, and two for other business matters.

On January 1, 2013 there were 326 active members on the rolls of Saint Mark. In 2013, there was a gain in membership of 14: two by letter of transfer, twelve by reaffirmation of faith. Losses from the active roll for 2013 totaled 30: three by death, four by letter of transfer, four who requested to be removed, one who joined another church, and eighteen who have not actively participated for at least two years. On December 31, 2013 there were 310 active members on the church rolls.

Ruling Elders and Deacons were ordained and installed on January 13, February 24, April 28, and October 13, the Rev. Dr. Roy W. Howard officiating. Associate Pastor Shelby Etheridge was ordained and installed by National Capital Presbytery at Saint Mark on September 22.

There were two weddings performed at Saint Mark in 2013 by Pastor Howard and one wedding of a Saint Mark member performed in Louisiana by Pastor Howard.

There were five baptisms at Saint Mark in 2013, all of which were infants and children.

Communion was celebrated in 2013 at Saint Mark on January 6, February 3, February 10 (Transfiguration Sunday), February 13 (Ash Wednesday), February 17 (first Sunday in Lent), March 3, March 24 (Palm Sunday), March 28 (Maundy Thursday), March 31 (Easter), April 7, May 5, May 19 (Pentecost), May 26 (Trinity Sunday), June 2, July 7, August 4, September 1, October 6 (World Communion Sunday), November 3 (All Saints Day), November 24 (Christ the King Sunday), December 1 (Advent), December 8 (Advent), December 15 (Advent), December 22 (Advent), December 24 (Christmas Eve) and at the officer retreat on February 2.

We were greatly saddened by the death of three members: Caleb Hathaway (E, D) on 3/24/13, Monica Brown (E, D) on 4/24/13, and Theresa Larson (D) on 8/4/13.

The annual meeting of the congregation of Saint Mark Presbyterian Church was held February 10, 2013 in the Macdonell Fellowship Hall to review reports of the minutes and boards of the church, receive the 2013 Church Budget, approve the 2013 Terms of Call for the Pastor, and to elect four members-at-large to serve on the 2013 Nominating Committee. There were three special meetings of the congregation in 2013. Special meetings of the congregation were held March 17 to hear the report of the Nominating Committee and elect elders to fill unexpired terms on session, June 16 for the purpose of hearing and acting upon the report of the Associate Pastor Nominating Committee, and October 6 for the purpose of hearing the report of the Nominating Committee and electing new officers for the Class of 2016.

Elders Sara Coe, Walla Dempsey, Whet Hutton and Brent Shoemaker completed their terms of office. We appreciate the dedicated service that they have provided to Saint Mark Presbyterian Church during their calling.

Respectfully submitted,

Sara M. Coe

Clerk of Session

**Board Of Deacons**

The Board of Deacons is comprised of three classes with five new Deacons chosen each year and five leaving the board after their three-year term is up.

The classes for 2013 were: (The class dates reflect their final term)

2013: Angeline Butler, Dana Johnson, Tanya Keller, Karen Prelovsky and Joela Ranaivo.

2014: Angele Ahianyo, Guy Roberts, Michael Lai, Stephanie Laguna and Jeremy Fleisher.

2015: Jonathan Taylor, Carol Wood, Sandy Champion, Jocelyn Callister, and Leah Eaton.

The Deacons are divided into five ministry teams. While these teams have functioned in various ways over the years, during the previous year, each Deacon was given responsibility for a portion of the Saint Mark congregation. Teams would organize group functions and usher responsibilities. By the end of the year, we had decided it was good to distribute congregation contact for announcements etc. dividing the congregation alphabetically between each of the deacons. For pastoral care / physical assistance and issues regarding the needs and welfare of the church members, the three members of each team would work together which would hopefully provide better and more consistent service, as well as distribute the care for those who were in greater need over three Deacons instead of leaving one to cope.

As a practical matter throughout the year we helped each other whenever help was needed. This in fact was often the most rewarding part of our service and I felt the Deacons as a whole brought out the strength, love and caring in each other, by giving us all the opportunity to help.

Over the years, the Deacons have focused on different roles in the church. Over the past year, partly because the spirit of the Board of Deacons was drawn to care for those in need, pastoral and otherwise, and partly because the past year has seen great loss in Saint Mark and in the families of its members we focused primarily on this aspect of our service. We were honored by the call to serve and pray for our brothers and sisters.

We did hold a series of team organized, after service lunches for the different members of the congregation who each team served. These were great chances for us to get to know the congregation better, and for the congregation to get a chance to get better acquainted in this smaller format, which provided for relaxed quiet conversation directly after the experience of worship. We were very pleased at the general success of this program.

Over the past year, the Deacons took on the task of ushering at services for the most part rather than using the congregation at large as our primary resource for ushering. This had two advantages. First, it gave the Deacons a chance to meet the congregation and our flocks on a regular basis. It also helped to ensure that there was always one usher who was familiar with the process. If there were problems, they were easily addressed by direct communication among the Deacons. We also found that by relying more on the Deacons, we could reduce the total number of ushers needed for each service.

The Deacons held 10 monthly meetings in 2013 with either Kay Hutchins or Roy in attendance at most of them. We would like to express our gratitude toward Kay for her invaluable experience and encouragement, and to Roy for his ceaseless efforts to keep us on track and connected to our spiritual foundation.

There were things that could have gone better this year, the Opportunity Fair for one, but even if they did not produce the results we hoped for, given the amount of effort that was put into them, they gave us valuable knowledge to better tailor future events to our congregation.

The Deacons served individually on many if not all of the different ministries of Saint Mark and took an active role in making our Church the wonderful place to gather and worship that it continues to be.

2013 was my last year of my term on the board and I particularly want to express my gratitude for having been able to do God’s work together these past three years with a group of individuals who were without exception a blessing to our community and myself. These last three years have been a great privilege that I thank all Saint Mark for giving me. Going forward, the Deacons of Saint Mark are in the best of hands, God’s and it shows.

Blessings to you all,

Dana Johnson

2013 Board of Deacons Moderator

**MISSION COMPASSION AND COMMITMENT**

**Local Mission Ministry**

**Local Mission Ministry (LMM) Mission Statement:** “…*ensure that Saint Mark is well connected with its community; that it is widely recognized as a church serving those in need, as well as a center for spiritual leadership. Local mission programs, advocacy and use of its resources should focus on important social concerns that reflect the needs of the community; Saint Mark’s contribution should make a real difference in meeting these needs. As a result, Saint Mark will continue to build upon its legacy of “servant leadership” and forge even a stronger bond with the community while facilitating the personal and collective spiritual growth of the congregation.”*

**Target Population in Need -** the homeless and poor who need shelter and food, low-wage workers who need affordable housing and health services, the mentally and/or physically challenged who need care and support, at-risk youth, runaways and youth in trouble, specific individuals and families who need help, and the elderly who need assisted living.

**Organization of LMM:** Leadership of the LMM in 2012 included

* Local Mission Elder – Suzanne Lofhjelm
* Team to Award Grants - Leader: Ray Mountain
* Team for Scotland Community - Macdonell Scholarship Award – Leader: Caroline Touchton
* Additional team members - Dick Pavlin, Mary Casper, Greg Carr, Kay Haynes, Pat Simmons, Sandy Champion, Bill Reinsch, Barbara Welsh, Tina Moulton, Paige Hawk

**Examples of LMM Activities in 2013**

2013 was a year filled with exciting projects and good work for God's people! Praise God!

In **February**, in response to increasing acts of senseless violence, Pastor Howard and the Saint Mark session initiated a multi-pronged plan; which included hosting a community forum. Suzanne Lofhjelm worked with a team of 15 Saint Mark members to coordinate the Community Forum on Preventing Gun Violence. Attended by a crowd of approximately 200, the event provided our local community with an opportunity to engage a panel of elected officials, mental health experts, public school officials, as well as public safety officers in a conversation about how citizens can get involved in efforts to prevent gun violence.

In **August**, with the leadership of the Casper family, Saint Mark members came together to donate several large boxes of school supplies for Interfaith Works to distribute to needy families in the Montgomery County. We collected backpacks, notebooks, binders, pens/pencils, and other supplies, as well as over $300 in monetary contributions. The program provides supplies to children in Montgomery County that are otherwise unable to afford them. The drive at SMPC involved adults and youth coordinating and delivering the donations.

In **October**, Tom and Sandy Champion led Saint Mark’s efforts in our annual Shelter Week benefitting the Carroll House Men’s Shelter in Silver Spring. Carroll House a 32-bed facility providing housing for about 70 homeless men each year. The program offers residents intensive case management, vocational programming, and a range of services. Saint Mark volunteers provided breakfast, lunch and dinner for the men at the shelter. Last year, more than 70 percent of the men moved to permanent housing and more than 65 percent increased their income.

Also in **October**, Approximately 10 Saint Mark families participated in Habitat for Humanity’s Build Day.Saint Mark volunteers helped make life-saving and critical home repairs for vulnerable families around the county. This year’s project day took place at the [Maple Hill](http://www.maplehill-mc.org/%22%20%5Ct%20%22_blank) Townhome Community on Emory Grove Road in Gaithersburg, MD. This is HFH-MC’s first new-construction project since 2008. All homes will be sold to applicants earning less than 60% of the Area Median Income.

In **November**, Saint Mark donated hundreds of pounds of non-perishable Thanksgiving food items to individuals and families in conjunction with Interfaith Works’ Holiday Linkage program.

The Local Mission Ministry also supported several special projects over the course of the year:

* In 2013, a team of Saint Mark members once again had participated in Interfaith Work's **Friends-in-Action** support initiative which links a group of volunteers with a needy family in the community. The goal of the program is to help the family identify their strengths and develop attainable and manageable goals that guide them toward financial independence and personal well being.

Dean and Dorothy Hearn lead this team and can tell anyone about the interesting and diverse families we have helped over the course of 15 years.

* The Scotland Community-Macdonell Scholarship Program did not award scholarships in 2013. However, donations received in 2013 will allow us to award grants to deserving students in 2014.
* Action In Montgomery’s Senior Issues Chair Dick Pavlin, along with other LMM members, continue to advocate to restore funding for affordable housing. Action In Montgomery is a non-partisan alliance of 30 congregations and neighborhood organizations in Montgomery County representing over 30,000 adults. AIM’s stated goal is to develop local leadership to organize around creating a more just county

Local Mission donated funds to a wide range of organizations whose missions reflect the values of Saint Mark and are working to positively affect the lives of those in need in Montgomery County:

|  |  |
| --- | --- |
| **Organization** | **Amount** |
| Rebuilding Together Montgomery County  | $2750 |
| Manna Food Center | $2500 |
| Montgomery Housing Partnership | $1500 |
| Bethesda Help | $1500 |
| Bethesda Cares, Inc. | $2000 |
| A Wider Circle | $500 |
| Interfaith Works Friends in Action | $5000 |
| Interfaith Works Clothing Center | $5000 |
| St. Luke's House | $2500 |
| Interfaith Works Vocational Services | $5000 |
| Primary Care Coalition | $2000 |
| Action in Montgomery | $2000 |
| Literacy Council of Montgomery County | $500 |
| Hearts and Homes for Youth | $2250 |
| ARC of Montgomery County | $1000 |
| Montgomery County Coalition for the Homeless | $500 |
| Housing Unlimited | $500 |
| Scotland Scholarship | $0 |
| Crossway Community Scholarship | $2500 |
| Saint Mark Friends in Action | $500 |
| Family Services - KHI | $3000 |
| Habitat for Humanity | $1000 |
| Reserve | $1000 |

We look forward to continuing our work in 2014 and urge all members of Saint Mark to support those in our community who need our assistance.

Respectfully submitted,

Suzanne Lofhjelm, Elder LMM

**Global Mission Ministry**

The Global Mission Ministry continues to work prayerfully to support Saint Mark’s stated Mission to “listen and respond to the needs of the world”. In 2013, we worked to answer God’s call through contributing to disaster relief efforts in Philippines and the U.S., humanitarian needs of Syrian refugees, education and health for people of Congo and more.

Through Global Mission, Saint Mark has long-standing relationships with people and organizations in Haiti, Cameroon, and Lithuania and has participated in mission trips to all three countries over the years.

**Global Mission Partnerships**

**1) Haiti Partnership**

Saint Mark has been a prayful and financial supporter of Hearts with Haiti, a 501c3 nonprofit supporting the vision and ministry of the St. Joseph Family in Haiti. We have given $5000 for finishing the worship space at Saint Joseph’s Home. The space is used, at a minimum, twice a day for services and by the community. GMM money was used to purchase and install tile in the worship space.

Additional funds for Roy’s 25th anniversary and member contributions continued to be distributed to Haiti projects throughout the year.

**2) Cameroon Partnership**

Since 2001, our partnership has focused on the villages of Tchekos and Ngoro. Battokok Bityeki continues to be the Saint Mark liaison in the region. In 2013 GMM sent $1000 to the Ngoro church through Battokok. This money was intended for maintenance and improvement projects for the Ngoro church. Another $1000 was sent through Battokok to the Tchekos church intended for dispensary equipment.

**3) Lithuania Partnership**

In Lithuania, we have a long-term relationship, led by Ellen Kiel, with Co-Missionaries Becky and Eric Hinderliter who serve the PCUSA at the Lithuanian Christian College International University in Klaipeda. In 2013, we continued our financial support for Becky and Eric’s mission work and for the University’s scholarship fund. Becky and Eric have been teaching at the University for 12 and 13 years respectively. Their mens’ prison ministry that they began in 2005 continues with monthly visits. The Hinderliters gave an educational presentation on their work during their stateside visit in June. GMM gave $3000 through PCUSA to their continued mission work and $1000 to the University’s scholarship fund.

**Additional Work of Global Mission**

Through the generosity of Saint Mark members, visitors, and friends, we were able to support organizations and individuals responding to disasters and other needs throughout the world. This was the first year GMM gave to the Congo Lotus Care Project, a health clinic focused on female health led by Mpalata and Godlieve Mukanya. The health clinic is still growing and thriving in Kinshasa.

See below for a detailed financial record of our ministries use of the 2013 operating budget. There was additional money distributed through GMM that was allocated last year, generously donated by members, or raised for Haiti relief. Such donations are not reflected in the below 2013 operating budget.

|  |  |  |
| --- | --- | --- |
|  **Group** | **Designated for** | **Amount** |
| Battokok Bityeki | Ngoro Parrish | 1,000.00 |
| Battokok Bityeki | Tchekos Parrish | 1,000.00 |
| Doctors Without Borders  | Syrian Refugee Work in Jordan | 1,000.00 |
| Living Waters for the World | Living Waters for the World | 1,000.00 |
| Congo Lotus Care Project | Congo Lotus Care Project | 490.00\* |
| Presbyterian Church (USA) | Oklahoma Tornado Relief  | 1,000.00 |
| Presbyterian World Mission | Lithuania Christian College Scholarship  | 1,000.00 |
| Presbyterian World Mission | Lithuania mission workers Eric & Becky Hinderliter | 3,000.00 |
| Able & Willing Foundation | Education of Congolese Children | 1,000.00 |
| Presbyterian World Mission | Madagascar, Mission workers | 1,461.66 |
| Presbyterian World Mission | Philippines, Disaster Relief | 1,461.66 |
| Presbyterian World Mission | Philippines, Mission workers | 1,461.67 |
|   | Total: | 14,875.00 |

\*A total of $1000 was donated. Nearly half came out of the 2013 operating budget, while the other half was set aside from the 2012 operating budget.

**2014 AND BEYOND**

In 2014, the Global Mission Ministry Team will prayfully consider our partnerships and our work. Through God’s grace, may we work to improve our ways to help empower those who are weak and support those that are strong so that they may help others. Let us acknowledge the endless need in the world and may our prayers and financial assistance help those in need. We would like to inspire and increase the congregation’s participation in Global Mission possibilities and partnerships.

The Global Mission Ministry is blessed by the generosity of the people of Saint Mark. We take our responsibility seriously as we strive to hear God’s call throughout the world. We thank the members of the Global Mission Ministry Team for their incredible and faithful service during 2013.

Blessings,

Alison Dewey, Elder

Ellen Kiel, Convener

**FINANCE**

(See budget pg 45)

**Personnel Ministry**

The personnel ministry team included the following members: John Hagner, Walla Dempsey (Elder and convener), Diane Wirono, Sharon Shoemaker and Whet Hutton with the Pastor as an ex officio member. Meetings were conducted via conference call or in person.

Although 2013 was a year of many changes, our pastoral staff continued to excel in providing spiritual leadership and direction. In addition to his many duties as senior pastor, Roy Howard assumed the youth ministry responsibilities for the first half of the year, following the departure of our associate pastor, LeAnn Hodges, at the end of 2012. He led the youth and few adult volunteers on a mission trip to Whitesburg, KY as they participated in an Appalachian service project repairing homes. Once again, he completed the Marine Corps Marathon, served on the board of Hearts with Haiti, and maintained an active presence in our Presbytery.

We were fortunate to have Rev. Kay Huggins, step into the role of interim, part time associate pastor. During her few months in that position, Kay worked closely with the Deacons and Parish Life ministry teams and joined the youth on their trip to Montreat this summer. With the call of Shelby Etheridge as the associate pastor, Kay assumed the role of our parish associate and accepted a new position as Interim Associate Presbyter for the National Capital Presbytery.

An associate pastor nominating committee was formed in 2013 and Saint Mark called Shelby Etheridge to the position of associate pastor on August 1, 2013. Shelby has quickly assumed the leadership of the youth programs, co-lead worship on Sundays, and implemented new monthly intergenerational programs, among other duties.

Just as we think the music program can't get better, Jeff Doenges, our music director raises the bar, yet again. The chancel choir has expanded to include several new male voices to support the existing program. Jeff has continued to train young voices with the emerging voices program and lead a superb overall music program for SMPC.

2013 was a challenging time of transitions for the office administrator position. The position has been filled twice with full time employees, with several periods of vacancy. This has caused a significant hardship for the pastoral staff and the church ministries. The position is currently expertly filled by Akayla Boyd, who has been contracted through Graham Staffing. We expect that the position will be filled permanently in the next few months.

Respectfully submitted,

Personnel Ministry

**Nominating Ministry**

**Nominating Ministry** is responsible for compiling lists of nominees for election by the congregation to serve as officers (ruling elders and deacons) to Saint Mark Presbyterian Church. Nominations are accepted by the congregation and added to the nominations by the ministry team, taking into consideration the definitions of the officer roles as set forth in our Book of Order (2013-2015). According to our Book of Order, *the ministry of deacon as set forth in Scripture is one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress. Persons of spiritual character, honest repute, exemplary lives, brotherly and sisterly love, sincere compassion, and sound judgment should be chosen for this ministry.* Additionally, the Book of Order states that for the role of ruling elder, *congregations should elect persons of wisdom and maturity of faith, having demonstrated skills in leadership and being compassionate in spirit. Ruling elders are so named... to discern and measure its fidelity to the Word of God, and to strengthen and nurture its faith and life. Ruling elders... exercise leadership, government, spiritual discernment, and discipline and have responsibilities for the life of a congregation as well as the whole church, including ecumenical relationships.*

During 2013, Nominating Ministry was led by ruling elder Diane Wirono, with the faithful service of: June Colilla, Teddy Ferguson (ruling elder), Stephanie Laguna (deacon), Ray Mountain, Whet Hutton, and Pastor Roy Howard. Our goal was to nominate five members for election to session: four new terms, and one to fill the unexpired term of Mason Essif, and five members for election to the board of deacons. We met regularly beginning in April, and were pleased to present the following names for election by our congregation at the Congregational Meeting on October 6:

Ruling elders:

Jennifer Carr (new term)

Mary Casper (new term)

George Huggins (remainder of Mason Essif's term)

Mike Lutz (new term)

Meisie Roberts (new term)

Deacons:

Mariechen Bresler

Heather Karakashian

David Porter

Carey Stipe

Gina Vitale

With gratitude to God for the members of this ministry team, who served with honesty, enthusiasm, and true commitment to the cause.

Respectfully submitted,

Diane Wirono, ruling elder

**STEWARDSHIP MINISTRY**

Stewardship is more than the annual pledge drive. Stewardship is cultivating a deep awareness that spiritual growth and generosity are intimately connected, providing a way to use all gifts (financial, skill set and time) in becoming disciples.

**Discipleship**

Our ministry spending in 2013 budget (including the percentage of time for the Pastors and specific ministry spending) as mapped to our core values is summarized below:

**Compassion (10% budget)**  includes staff time [Pastor (12%); Associate Pastor (10%)]; pro-rated property/AST expenses and finance expenses; office support; Mission outreach for disaster relief.

**Hospitality (12% budget)** includes staff time [Pastor (13%); Associate Pastor (20%)]; pro-rated Property/AST expenses and Finance expenses; office support; Welcoming ministry

**Community (11% budget)** includes staff time [Pastor (10%); Associate Pastor (20%)]; pro-rated Property/AST expenses and Finance expenses; office support; Parish life ministry, Youth fellowship ministry

**Commitment (15% budget)** includes staff time [ Pastor (17%); Associate pastor (15%)]; pro-rated property/ AST expenses and finance expenses; Per Capita Fees; office support; stewardship ministry

**Mission (21% budget)** includes staff time [Pastor (18%); Associate Pastor (10%)] pro-rated Property/AST expenses and Finance expenses; office support; Local and Global Mission Ministries.

**Spiritual Growth and Development (31% budget)** includes staff time [Pastor (30%); Associate Pastor (25%)]; pro-rated Property/AST expenses and Finance expenses; Office support; Music Director salary/support; Worship Ministry; Christian Education Ministry

Annual Pledge Drive:

Annual stewardship efforts officially began on Sunday October 13, culminating with the consecration of the pledges on November 3rd. Several members testified as to why they give to Saint Mark. To date, 139 pledges have been received totally $522,082. This is a remarkable number. However, it represents a decrease in both the number of pledges and the total dollars from last year.

Special Offerings:

Four special offerings were collected in 2013.

|  |  |
| --- | --- |
| Special Offering | Amount |
| One Great Hour of Sharing | $3687 |
| Peacemaking | $925 |
| Joy (Christmas 2012) | $2248 |
| Pentecost | $1233 |

Peace in Christ,

The Stewardship Ministry Team

Angeline Butler

Dana Johnson

Richard Ridge

Walla Dempsey (convener and elder)

Pastor Roy Howard

**The Legacy Fund**



The Saint Mark Legacy Fund – “The Legacy Continues” – grew out of the celebration of Saint Mark’s 50th Anniversary and was created in 2011 as a three-year capital campaign to finance the sanctuary renovation. The campaign runs through May 2014. Pledges were $730,085; 92% has been received so far, or $671,288. The renovation cost approximately $1.5 million (including expected interest and fees) and was completed and dedicated in May 2012. Gerry Lowrie and Alison Bennett will be leading the next campaign: The Legacy Continues II. We are thrilled to report on the good news of the first campaign, and are sure of the desire shared by all to retire the remaining bank debt and interest payments as quickly as possible. The sooner we pay off the loan the lower the total amount spent will be. We look forward to working with the congregation to reach this goal.

**Environmental Stewardship**

**Earth Care Activities 2013**

Saint Mark’s chapter of Earth Care Congregations (ECC) is a subgroup under the umbrella of the Saint Mark Stewardship Ministry. Stewardship is about making choices, as individuals and in community. It is more than giving money to the church.

Stewardship is about being faithful disciples, caring for and managing all that God has given us. At Saint Mark we believe in Everyday Stewardship. Stewardship is what we do every day of our lives. The following is a compilation of the activities accomplished. For more information on any of these activities or to join the Saint Mark Green Team, please contact Elder Alison Bennett at alison.bennett72@gmail.com.

* On Maundy Thursday, part of our worship service was held outdoors in the Memorial Garden.
* Eco Palms were purchased for Palm Sunday.
* In April, a bulletin insert called attention to the need for recycling – “It is the greatest of all mistakes to do nothing because you can only do a little. Do what you can.”
* For six weeks from April to May a Bulletin Series focused on *Myths and Realities* of environmental protection. For example, it is ok to leave fluorescent lights on and CFLs are not dangerous. Another topic was whether it is worth spending the 20-40% more to buy organic.
* On Earth Day (4/21), Pastor Howard preached his annual Earth Day Sermon.
* Also in April girls from Saint Mark cleaned up the stream in Cabin John Park and did some bird watching, too.
* Saint Mark sponsored a Farm Market in our parking lot, which opened May 1 and continued through October.
* On May 5, we held our annual Alt Trans Sunday to encourage alternate ways to come to church like biking and walking.
* May 11, Roy let a Birder’s Walk for members at Pennyfield Lock.
* Presbyterian Church (U.S.A.) Environmental Ministries recertified Saint Mark as an ECC through May 2014. After pledging to integrate environmental practices and thinking into all facets of church life, each church reports on annual completed projects and activities in the fields of worship, education, facilities, and outreach in order to be recertified.
* Following the service on May 26, a tree was planted in honor of our long time property champion, landscaper, "Grassman" and now "Geranium Man," Harvey Long. Harvey has made Saint Mark's beautiful grounds one of his life's works, and we wanted to show our appreciation in a way that respects all of his efforts and devotion to Saint Mark. The ceremony included prayer, Bible readings, Tom Leuchtenburg’s memories of Harvey’s contributions, and Harvey’s own recollections. Pastor Howard closed with a blessing of the tree.
* In June, Saint Mark hosted a meeting of the NCP ECC for planning and fellowship.
* National Capital Presbytery recognized Saint Mark along with the other local certified PCUSA ECC at the September Presbytery meeting. Saint Mark also participated in an Open Space event at that meeting to publicize NCP member congregations and their activities to encourage other congregations to become certified ECC.

**Planned Giving Ministry**

**Members:** Lee LaRoche, Laura Brouse-Long, Tom Champion, Joe Piff, Roy Howard, Pastor (ex officio). Walla Dempsey, Stewardship Chair, was liaison to the Session in 2013.

**Background**: The Saint Mark Session established the Planned Giving Committee (PGC) 10/22/96. The PGC was charged with informing the congregation about planned giving in the context of the overall financial structure of Saint Mark Church. The Session approved the “Resolution for the Establishment of an Endowment Trust at the Saint Mark Presbyterian Church” 4/22/97. Effective 1/1/99 the Living Memorial Education Fund (LMEF) became part of the Saint Mark Endowment Trust, and was renamed the Endowed Education Fund (EEF).

**Saint Mark Endowment Trust**: The Trust provides for special gifts, bequests, and life income gifts to the Church from donors’ accumulated resources. It is a vehicle for long-term capital gifts that supplement, but do not replace, regular annual stewardship. The purpose of the Trust is to expand and enrich the ministry and mission of the Church, locally, nationally, and globally, and help establish a secure foundation for the work of future generations at Saint Mark.

The Trust is administered by the PGC and includes four separate funds: Worship, Education and Church Programs Endowment Fund (of which the Endowed Education Fund is a part); Church Missions Endowment Fund; Buildings and Grounds Endowment Fund; Unrestricted Endowment Fund. As of 12/31/13, the Endowed Education Fund had a balance of $103,372, and the Church Missions Endowment Fund had a balance of $27,524.

**Grace and Gratitude - Bequests and Planned Gifts:** The church has been blessed to receive generous contributions and bequests. These will be an enduring legacy, in remembering and celebrating members’ and friends’ deep interest and involvement in the work of the church.

Saint Mark is deeply grateful to the donors of funds, and those who have made future provision.

**Charitable gift annuities:**

 Past: Received beneficial interest in annuity - $10,524 in 2007.

 Future:Two formally advised, face amount - $110,000, residual charitable interest - $38,792.

 One informally advised, amount unknown.

Bequest - $135,000.

Gifts, shared from inheritances - $10,000, $25,000.

Known provision in will or trust - a number of members have informally advised of their plans and intentions.

Respectfully,

Lee LaRoche, Chair

**SPIRITUAL GROWTH**

**Worship and Music Ministry**

The Worship and Music Ministry Team, led by Convener Mary Jo Mountain, had a successful 2013 helping the Saint Mark congregation engage in the “the work of the people.” In addition to preparing the sanctuary for worship each Sunday and making preparations for special services throughout the church year, the ministry team also helps to support Saint Mark’s Music Director, Jeff Doenges, as he leads the Chancel Choir and congregation in worship through music.

A particular highlight of the past year was the introduction of the PCUSA’s new hymnal, *Glory to God,* the first for the denomination in over twenty years. Roy, Shelby, and Jeff, along with members of the congregation all attended several educational sessions held to introduce the hymnal to worship and music leaders. The ministry team is also delighted with how the Saint Mark community has adopted it as a part of its worshipping life.

The Worship and Music Ministry team is looking forward to 2014, and is always seeking new ways to help us all glorify God together as a worshipping community. Won’t you consider bringing your gifts and ideas and joining us in this work in the year ahead? Please contact Mary Jo Mountain, Karl Kaufmann, or any member of the ministry to learn more or give us your ideas and inspiration.

**Memorial Flower and Garden Fund Contributions**

Thank you to those who made memorial contributions in 2013 for flowers to decorate the sanctuary at Easter and Christmas and for delivery by the Deacons to shut-ins, and for contributions to the Memorial Garden Fund.

Net of the cost of the flowers, these donations resulted in additions to the Memorial Garden Fund of $590 at Easter, and $671 at Christmas, totaling $1,261 for the year.

**Christian Formation**

This year has been an exciting one for Christian Formation!

On August 1, 2013, the Christian Formation Ministry started a new phase of life with Rev. Shelby Etheridge coming to Saint Mark as the Associate Pastor for Christian Formation and Family Ministry.

Youth Ministry continues to be a vital part of Saint Mark, we had a great week of Vacation Bible School, Kay Huggins coordinated a One Room Church School for the children this summer, there were vibrant discussions in the Adult Forum, and Saint Markers of many generations gathered during our Table Talk Dinners.

The Book Lovers Club continues to meet monthly for fellowship and rich conversation.

There are several active small groups that meet to study scripture, pray together and support one another.

Our Cherub choir and choristers have been a vital part of worship at Saint Mark, and the children in Church school classes are formed in learning about music and worship.

The Friendship Class has had a fun and enriching 2013: a Halloween picnic and train ride at Cabin John Park, and a snowy Christmas brunch at the Champions’ lovely home. We made the Advent Wreath for the sanctuary, and are enthusiastic participants in worship. We are welcoming and friendly to all. Our teachers and students learn from each other and all spirits are lifted as we study, worship and share fellowship together.

**Adult Forum Highlights**

In a year of eight excellent series, the Saint Mark Sunday Morning Adult Forum experienced informative, interesting, and relevant presentations and discussions.

Here are some highlights:

"Painting the Stars," a DVD series featuring forward looking and challenging theologians and pastors addressing the increasingly important links between religion and science as together leaders in these two fields engage in our 21st century world in a search for meaning and "truth."

"Basic Islam: What Do We Need to Know About it?" taught by Rev Dr. Susan Fellows, a specialist in Interfaith Topics. Her course richly informed us about important practices and beliefs held by followers of that faith while at the same time leading us to look non-judgmentally at them and to appreciate the many significant areas that our two religious faiths hold in common.

Two series of Bible studies featuring the role of women (then and now) and how that impacts and sometimes changes our understanding of the stories and teachings we find in the text: "Bad Girls of the Bible" and (during Advent) "Our Radical Old, Old Story." The leader was Rev. Dr. Margee Iddings, well-known NCP pastor and leader and former director of the "Rising Phoenix" meditation and spiritual center.

**Vacation Bible School**

In June, Saint Mark hosted its annual Vacation Bible School. Over twenty children participated in activities from the Cokesbury curriculum “Everywhere Fun Fair,” learning about other countries and how God’s love crosses all boundaries. About one third of the children were new to Saint Mark, either having friends at the church or being from the community and having seen the banner in front of Saint Mark. There were about eight youth volunteers who were indispensable and helped lead various activities (music, crafts, science, recreation, etc.). Additionally about ten adults volunteered their time, with about six adults present every day of VBS. As in years past, Saint Mark did not charge a registration fee, but did request that participating families volunteer in some fashion, either by donating snacks or volunteering for a day. The VBS planning committee felt like the week was a success due to the many joyful volunteers and the wonderful group of participating children.

**Youth Ministry**

Youth Ministry at Saint Mark has centered around four basic themes: Fellowship, Spirituality, Study and Service.

Fellowship- We gathered for fun activities around the Casper’s pool, around a fire with the youth group of Chevy Chase PC, and had a lively white elephant gift exchange at the Shoemaker-Bower home.

Spirituality- We explored spiritual disciplines like praying in color, praying with the psalms and a style of lectio divina called “wordshare prayer.”

Service- We collected food for Manna Food Center, made dinner for Crossway Community and painted bowls to benefit Interfaith Works.

Study- Middle and high school students engaged with the Bible in a new way, using a curriculum called “Echo the Story,” in which we learn about the biblical story in a way that makes it a part of our story, and us a part of the biblical story.

The Saint Mark youth took trips to Western Kentucky to serve with Appalachia Service Project, to Montreat, NC to grow in faith with thousands of youth from all over the country at the Montreat Youth Conference, and to downtown D.C. with The Pilgrimage to serve at So Others Might Eat, Parks and People and the National Coalition for the Homeless.

Thanks be to God for the wonderful teachers, leaders, volunteers, and students of every age who contribute to the lively and rich life of Christian Formation at Saint Mark Presbyterian Church!

**COMMUNITY AND HOSPITALITY**

**Parish Life**

The Parish Life Ministry strives to create opportunities for our Saint Mark community to come together in fellowship, strengthen our bonds as members of God’s family. We welcome everyone - members and non-members - into our community through the creative events that we sponsor. Mike Welsh became our fearless elder and our loyal members remain: Mariechen Bresler, Ellie Hager, Kay Haynes, Carol and Les Henig, Lyn Hill, Dreama Laroche, Tonya Lee, Lucy Leuchtenburg, Phyllis Norrie, Karen Prelovsky and Kathy O’Brien. We welcomed new committee member Dorothy Alexander.

In 2013 we helped host the following fellowship activities:

* Sunday, February 10th, 2013 – Full house for the Congregational Potluck Lunch at the Annual Meeting
* Lenten Season Soup and Salad Suppers preceding the Wednesday evening programs
* Easter morning Continental brunch, on Sunday, March 31st, 2013 starting at a new time of 10 a.m. and continuing until 11:10 a.m. which drew high participation from our members as we hosted wall to wall people in every classroom in the lower level. Inspired by Karen Prelovsky we created a spring wonder scape environment.
* Sunday, June 16th, 2013 for the Annual Church Picnic in honor of Father’s Day we served barbeque. People gathered inside and out and not a smidge was left.
* Sunday, September 8th, 2013 Staffed a table with a triptych display about, “What Parish Life Does” at the Opportunity Fair. Great Fun!
* Sunday, October 6th, 2013 Co-hosted capacity size International Potluck Dinner with Living Spring Community Church to celebrate World Communion Sunday. Nothing better than filling every table with lively conversation and delicious food.
* Wednesdays, October 16th and November 13th, 2013 Congregational Table Talk Soup & Sandwich suppers preceded clever, stimulating hands on activities suitable for all ages. You go Reverend Shelby.
* After the November 7th typhoon Elder Mike Welsh led a joint supper and fundraiser with Living Spring Church.
* Sunday, November 23rd, 2013 1st Annual Baked Potato bar before the Advent Festival activities. A great, great day.
* Elder Mike Welsh helped host a reception for the book signing of Dr. Alice Miller’s new book.
* In addition Parish Life sponsored:
* Coffee service during fellowship time every Sunday
* “Lemonade on the Lawn” in the summer was hosted by the Welsh family, the Ferguson family, Kathryn and Milt Johnson, Jocelyn Henjum and the Lai family.
* Receptions in Macdonell Fellowship Hall after memorial services for Saint Mark members and friends. We said goodbye to Teresa Larson and Guy and Meisie Robert’s son.
* Periodic kitchen clean-up and restocking of supplies
*
* The church directory and Saint Mark Messenger provide internal communication for the congregation. The directory is online in a “members only” section of our web page, and is updated regularly. In 2013, a new Saint Mark member listing was compiled and distributed to church leadership.
* The Saint Mark Messenger is produced and published monthly by Ellie Hagner. We continued using the electronic version of the newsletter via web link. This web link is distributed through Constant Contact to over 320 people by Akayla. The Messenger is also available on the church website. People without email addresses or those who request the paper version of the Messenger receive it via the U.S. Postal system. Distribution through Constant Contact continues to provide a tremendous financial and ecological savings, and has boosted circulation.

A committee including Ellie Hagner sought a consultant to update

And improve our website at [www.saintmarkpresby.org](http://www.saintmarkpresby.org).

* Many, many thanks to the PLM team. There are many members of the congregations who helped coordinate events, and who have participated in a variety of ways on a regular basis (especially for memorial receptions) to whom we are very grateful! Ellie Hagner continues to coordinate the memorial receptions.
* Elder Mike Welsh and family graciously provided a new state of the art coffee percolator and hot water dispenser. The Parish Life budget lasted through most of the year and was periodically refreshed by donations at Coffee Hour.
* The Parish Life Ministry looks forward to discerning new ways, or reviving past ideas, that will continue to provide opportunities to come together in fellowship and strengthen our lives as a community in Christ during the coming year.
* Respectfully submitted,
* Elizabeth H. Bono Parish Life Convener

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**Welcoming and Outreach**

Welcoming Ministry is responsible for advertising and other forms of outreach activities that will increase the visibility of Saint Mark Church in the community, for the website, for organizing and carrying out effective means of welcoming visitors to Saint Mark, for providing a welcoming and nurturing environment for new and prospective members, and for overseeing the administrative aspects of new member classes.

During 2013, ruling elder Diane Wirono led the Welcoming Ministry with the faithful service of: Alison Bennett, Jean Loper, Teddy Ferguson (ruling elder), Stephanie Laguna (deacon).

In 2013, the Welcoming Ministry continued many successful activities and initiated others to reach out to the community. "What makes you come alive?" was the question Pastor Roy Howard posed to members and to newcomers interested in pursuing more than just worship at Saint Mark, and we shortened catch phrase that to "Come alive!" on signage and in our bulletins.

* Early in the year, Pastor Roy represented Saint Mark at a county hearing that resulted in approval to erect a new, beautiful backlit sign on Old Georgetown Road, replacing the existing wooden one, whose location had to be "grandfathered" in, due to its proximity to the street and new county street variances.
* The former wooden sign was erected at the entrance to the driveway, allowing more people to see our name, address, and worship times. Ron Wolfe did a tremendous job positioning it for maximum effect.
* We ordered a large vinyl banner advertising the addition of the farm market on Saturdays (8AM - 1:30PM) in our parking lot
* We took photos of all new members that were displayed in the atrium for our members to see, to become familiar with new faces in the Saint Mark family
* We wrote new member "bios" for the Messenger
* June 17 was "Name Tag Sunday," when Saint Mark members wore name tags as a welcome to our newest members
* We continued to distribute Welcome folders to visitors. Included in these folders are a letter of welcome from Roy, a copy of These Days devotional magazine, our Welcome booklet, Roy's business card, and a Saint Mark pen.
* We designed new double-sided (with a map) outreach business cards to be given by members to guests and visitors, as an invitation to our church which are available in the narthex and the atrium
* As a welcome to our new associate pastor Shelby Etheridge, Welcoming Ministry set up a name tag table in the atrium and every member in attendance wore a name tag on her first Sunday preaching before her ordination
* We organized the first (annual) Opportunities Fair, held on Back to Church Sunday, September 8, after both worship services. A team comprised of both deacons and elders met and constructed colorful information boards for each ministry team, then decorated the fellowship hall and served light refreshments, hosting members and visitors to see what Saint Mark ministry teams do, and as an invitation to see what makes each of us "come alive" in service
* September 22 was the annual New Members picnic, hosted by the Howards and church officers
* ￼On World Wide Communion Sunday in October we hosted new members at an international potluck dinner with Parish Life ministry and Living Springs Church in the fellowship hall
* In November, we created a beautiful new trifold Discipleship brochure, to be included in our Welcome folders and hand distributed by members, inviting all of us to delve deeper into the role of being a disciple (thank you Alison!)
* In November and December, Diane was part of a team including Pastors Roy and Shelby, Ellie Hagner, and Tom Freeman to plan an overhaul of our website. After gathering information and interviewing prospective web designers, Diane presented a motion to session (which was approved) to redesign Saint Mark's website by Paraclete Press. The new site will launch in 2014 and proves to be more user friendly, informative and inviting to visitors (and members too)
* For Advent, we sent out 5500 outreach Christmas cards to neighbors and members of the community
* In December, we finished the redesign of Saint Mark's Welcome booklet for visitors and newcomers, containing information about our staff, core values, schedules, local and global missions, Christian education, and church history. They are to be included in 2014 Welcome folders in the narthex and atrium.
* Due to cost constraints, we discontinued purchasing subscriptions to Presbyterians Today for new members
* Very special thanks to former convener Alison Bennett, for her dedicated continued guidance to our ministry team, and to Jean Loper, who has consistently been the backbone of our Welcome folder efforts!

2013 New Members:

Greg and Colette Ramm, Mary Ramm, Illyana, Rebecca, and Melanie Mputu, Jean Thompson, Bebel Delgado, Beverly (and Bill) May, Tom Akins, Joelle Touw, Mike Lutz

Welcoming Ministry is committed to growth in our pursuit to live out Saint Mark's mission that invites everyone to worship with us. We always welcome new team members and ideas, and look forward to the addition of ruling elder Mary Casper in 2014!

Respectfully submitted,

Diane Wirono, ruling elder

**￼**

**Property Ministry**

Ministry Team Members: Lucy Leuchtenburg Brent Shoemaker

Ray Hodges Justin Ford

Wayne Miller Dick Pavlin

Teddy Ferguson Ellie Hagner

Mike Welsh, Property Ministry Team Elder

The Property Ministry is responsible for the physical assets of the church, which include our buildings, equipment and grounds. The primary purpose of the Property Ministry is to maintain the health, safety, and welfare of anyone while on the premises of Saint Mark. Our goal is to provide a safe, welcoming, hospitable, attractive and comfortable environment for worship, Christian education, fellowship, group meetings and special events for Saint Mark, and for the use and rental of our facilities by outside community organizations.

**Property Ministry Team Strengths, 2013**

* Transitioned from contractor cleaning company to a dedicated contract cleaner, Gladis Burgos, who provided immediate and continuing cost savings along with an overall higher quality and more reliable service;
* Worked closely with Ron Wolfe, Property Manager, to manage daily needs of the facility as well address a variety of special projects;

**Property Ministry Team Challenges, 2013**

* Budget pressures were intense in 2012 for the Property Ministry Team

**Property Ministry Team Opportunities, as we move into 2013**

* With realistic view of monthly expenses and budget/ reserve fund, expectation is that we will be able to tackle more special projects to enhance the Saint Mark environment and Congregational experience
* New members to the Property Ministry Team… remember *being on the Property Ministry Team is FUN!! But that is a little secret of the church!!*
* Continue to revamp the account code system in order to provide better reporting, recording and tracking of property expenses;
* Commit to a quarterly review of all billing vs. contracts and determine areas of improvement, optimization, and cost savings
* Continue focus on growing and improving the environmental-friendly focus on Saint Mark for both buildings and grounds
* Determine how to remodel the kitchen with a focus on ease, quality and cleanliness of use
* Work to establish a monthly or quarterly “Saint Mark Day” to coordinate volunteers for cleaning, organizing and special projects such as Spring and Fall ground clean up
* Focus on what more the Property Ministry Team can do to facilitate the learning and teaching of God’s word in our space.

**Property Ministry Team Concerns, as we move into 2013**

* Failing Education Building HVAC system
* Aging Education Building, in general, with concern for the roof, the systems, and the general impact on safety and security of our Congregation
* On-going need to upgrade office technologies and automation
* Continual budget pressures and general resource constraints--both people and dollars
* Identifying opportunities for increased rental income and procedures
* Need for congregational volunteers to serve on Property Ministry Team *(remember, being on the Property Ministry team is FUN!!!)*

Respectfully submitted,

Mike Welsh, Elder Property Ministry

**Memorial Garden Ministry**

(No report submitted for 2013)

**NEW BUSINESS**

**Balances for 2013**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  | **Dec 31, 2013** |
| **ASSETS** |  |  |  |  |  |  |
|  | **Current Assets** |  |  |  |
|  |  | **Checking/Savings** |  |
|  |  |  | **1111 · Eagle Bank General Fund (General Fund)** | 326,594.62 |
|  |  |  | **1112 · Eagle Bank LLC-SR account** | 87,677.32 |
|  |  |  | **1130 · Petty Cash** | 303.02 |
|  |  | **Total Checking/Savings** | 414,574.96 |
|  | **Total Current Assets** |  | 414,574.96 |
|  | **Other Assets** |  |  |  |  |
|  |  | **12331 · SunTrust CD Gen(5/27/14 @3.0)** | 64,966.10 |
|  |  | **1246 · Eagle MM HseSale(on-going at 1%** | 51,061.07 |
|  |  | **12501 · SunTrust CD SILC(7/30/15@0-6.0)** | 105,000.00 |
|  | **Total Other Assets** |  | 221,027.17 |
| **TOTAL ASSETS** |  |  |  | **635,602.13** |
| **LIABILITIES & EQUITY** |  |  |
|  | **Liabilities** |  |  |  |  |  |
|  |  | **Current Liabilities** |  |
|  |  |  | **Other Current Liabilities** |  |
|  |  |  |  | **2001 · Eagle Bank Construction Loan** | 715,476.72 |
|  |  |  |  | **2103 · DC Income Tax due** | -143.76 |
|  |  |  |  | **2200 · Designated Payments & Receipts** |  |
|  |  |  |  |  | **2218 · Publlctns & Wrshp** | 1,259.35 |
|  |  |  |  |  | **2220 · Specified Contrib** | 1,136.47 |
|  |  |  |  |  | **22201 · Specif Contrib-Church Retreats** | -737.85 |
|  |  |  |  |  | **22231 · Specified Contribution - VBS** | 76.94 |
|  |  |  |  |  | **2228 · Building Use Policy & Procedure** | 3,500.00 |
|  |  |  |  |  | **2229 · Young Adult Volunteer Program** | 2,000.00 |
|  |  |  |  |  | **2242 · Global Mission** |  |
|  |  |  |  |  |  | **224206 · Haiti Outreach Ministry** |  |
|  |  |  |  |  |  |  | **2242061 · Haiti Fund** | 4,614.24 |
|  |  |  |  |  |  | **Total 224206 · Haiti Outreach Ministry** | 4,614.24 |
|  |  |  |  |  |  | **2242 · Global Mission - Other** | 256.25 |
|  |  |  |  |  | **Total 2242 · Global Mission** | 4,870.49 |
|  |  |  |  |  | **2245 · NCP NEXT EVENT** | 2,000.00 |
|  |  |  |  |  | **2263 · Adult Fellowship** |  |
|  |  |  |  |  |  | **226304 · Fellowship Events (For Receipts & Payments)** | 644.95 |
|  |  |  |  |  | **Total 2263 · Adult Fellowship** | 644.95 |
|  |  |  |  |  | **2267 · Youth Mission Trips** | 3,786.69 |
|  |  |  |  |  | **2268 · Souper Bowl of Caring** | 122.15 |
|  |  |  |  | **Total 2200 · Designated Payments & Receipts** | 18,659.19 |
|  |  |  |  | **2210 · Special Offering Fd Balances** |  |
|  |  |  |  |  | **2214 · Children's Offering** | 161.98 |
|  |  |  |  | **Total 2210 · Special Offering Fd Balances** | 161.98 |
|  |  |  |  | **2400 · Employee Fund Balances** |  |
|  |  |  |  |  | **2276 · Music Dir Cont Ed - Cum** | -470.77 |
|  |  |  |  | **Total 2400 · Employee Fund Balances** | -470.77 |
|  |  |  |  | **2500 · Other Liabilities** |  |
|  |  |  |  |  | **2215 · New Year Pledges Received '11** | 9,900.02 |
|  |  |  |  | **Total 2500 · Other Liabilities** | 9,900.02 |
|  |  |  | **Total Other Current Liabilities** | 743,583.38 |
|  |  | **Total Current Liabilities** | 743,583.38 |
|  | **Total Liabilities** |  |  | 743,583.38 |
|  | **Equity** |  |  |  |  |  |  |
|  |  | **3001 · General Fund Balances** | 163,010.31 |
|  |  | **3005 · Saint Mark House Mission** | 51,061.07 |
|  |  | **3010 · Staff Housing Reserve (Reserve Account for loan fund)** | 50,000.00 |
|  |  | **3012 · Estate Gift** | 17,318.64 |
|  |  | **3021 · Mission** |  | 27,523.54 |
|  |  | **30211 · Mission Interest** | 949.37 |
|  |  | **3022 · Education - Restricted** | 75,082.37 |
|  |  | **3024 · Education - Unrestricted** | 26,289.79 |
|  |  | **3030 · Scotland Scholar** | 4,000.02 |
|  |  | **3032 · Designated Contributions Funds (Primary Account)** |  |
|  |  |  | **303201 · Library Fund** | 2,907.62 |
|  |  |  | **303202 · Memorial Fund (Contributions & Payments)** | 10,867.21 |
|  |  |  | **303203 · Memorial Garden Fund (Contributions & Payments)** | 17,084.46 |
|  |  |  | **303204 · Pastor's Emergency Mission Fund (Contributions & Payments)** | 295.66 |
|  |  |  | **303205 · SM Lecture & Special Events Fd (Contributions & Payments)** | 2,529.88 |
|  |  | **Total 3032 · Designated Contributions Funds (Primary Account)** | 33,684.83 |
|  |  | **3041 · Hunger Relief (Bread / World (10/10 yrs)** | 297.00 |
|  |  | **3050 · Bldg & Grnd Reserves** |  |
|  |  |  | **30501 · Geraniums** | 303.83 |
|  |  |  | **3050 · Bldg & Grnd Reserves - Other** | 53,547.63 |
|  |  | **Total 3050 · Bldg & Grnd Reserves** | 53,851.46 |
|  |  | **3055 · Bldg Rplc/Cptl Imprvmnt Rsrv** | -721,327.47 |
|  |  | **3060 · Kitchen Reserve** | 8,310.57 |
|  |  | **3070 · Furnishings Reserve** | 3,677.28 |
|  |  | **Net Income** |  |  | 98,289.97 |
|  | **Total Equity** |  |  |  | -107,981.25 |
| **TOTAL LIABILITIES & EQUITY** | **635,602.13** |

**2013 budgets vs 2013 actual budget**

**2014 budget**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013 Actual** |  | **2013 Budget** |  | **2014 Budget** |
|  |  | **Income** |  |  |  |  |  |
|  |  |  | **4010 · Pledge Collections** | 495,276.06 |  | 534,991.00 |  | 522,082.00 |
|  |  |  | **4014 · Per Capita Contribution - congr** | 4,583.32 |  | 5,500.00 |  | 5,000.00 |
|  |  |  | **4015 · Pledge collections - new member** | 3,541.00 |  | 2,000.00 |  | 3,000.00 |
|  |  |  | **4020 · Prior Year Pledges** | 4,772.00 |  | 8,000.00 |  | 8,000.00 |
|  |  |  | **4030 · Loose Collections** | 29,599.60 |  | 19,000.00 |  | 19,000.00 |
|  |  |  | **4050 · Building Use/Service Income** | 44,657.00 |  | 42,000.00 |  | 47,000.00 |
|  |  |  | **4060 · Interest on Investments** | 6,089.91 |  | 3,000.00 |  | 4,000.00 |
|  |  | **Total Income** | 588,518.89 |  | 614,491.00 |  | 608,082.00 |
|  | **Gross Profit** | 588,518.89 |  | 614,491.00 |  | 608,082.00 |
|  |  | **Expense** |  |  |  |  |  |
|  |  |  | **5100 · Parish Life Ministry** | 725.00 |  | 725.00 |  | 975.00 |
|  |  |  | **5200 · Education Ministry** | 6,717.25 |  | 7,625.00 |  | 9,625.00 |
|  |  |  | **5300 · Worship and Music** | 12,133.04 |  | 15,575.00 |  | 12,575.00 |
|  |  |  | **6100 · Local Mission** | 45,000.00 |  | 45,000.00 |  | 45,000.00 |
|  |  |  | **6101 · Youth Mission** | 5,000.00 |  | 5,000.00 |  | 3,500.00 |
|  |  |  | **6200 · Global Mission** | 14,875.00 |  | 14,875.00 |  | 14,875.00 |
|  |  |  | **6300 · Welcoming & Community Outreach** | 3,671.37 |  | 4,050.00 |  | 4,050.00 |
|  |  |  | **7000 · Other Outreach** | 1,000.00 |  | 1,000.00 |  | 4,500.00 |
|  |  |  | **8000 · Personnel** | 297,173.16 |  | 316,214.00 |  | 331,920.00 |
|  |  |  | **8100 · Finance Ministry** | 30,060.29 |  | 30,650.00 |  | 30,812.00 |
|  |  |  | **8300 · Property Ministry** | 130,214.50 |  | 125,000.00 |  | 125,000.00 |
|  |  |  | **8390 · AST (Administrative Support)** | 16,067.80 |  | 19,000.00 |  | 18,000.00 |
|  |  |  | **8400 · Stewardship Ministry** | 841.40 |  | 1,000.00 |  | 1,000.00 |
|  |  |  | **8700 · Hope Fund for Ministry Areas** | 5,000.00 |  | 28,777.00 |  | 25,754.00 |
|  |  | **Total Expense** | 568,478.81 |  | 614,491.00 |  | 627,586.00 |
|  **Net Income** | **20,040.08** |  | **0.00** |  | **-19,504.00** |
|  |  |  |  |  |  |  |  |  |
|  **2012 surplus carryforward** |  |  |  |  | **3,000.00** |
|  **2013 surplus carryforward** |  |  |  |  | **16,504.00** |
|  |  |  |  |  |  |  |  |  |
|  **2014 Budget surplus/deficit** |  |  |  |  | **0.00** |

**2014 Terms of Call**

Pastor and Moderator of Session

|  |  |
| --- | --- |
| Salary | $50,791 |
| Housing | $41,000 |
| Pension/MajorMedical/Death and Disability | $32,127 |
| Employers' Contribution to SECA | $7,022 |
| Continuing Education Allowance | $1000 |
| Automobile Allowance | $1500 |
| Book Allowance | $500 |
| Expense Allowance | $500 |
|  |  |
| Total Package | $134,440 |

Associate Pastor

|  |  |
| --- | --- |
| Salary | $50,929 |
| Housing | $12,000 |
| Pension/MajorMedical/Death and Disability | $22,025 |
| Employers' Contribution to SECA | $4,814 |
| Continuing Education Allowance | $1000 |
| Automobile Allowance | $1000 |
| Book Allowance | $500 |
| Expense Allowance | $500 |
|  |  |
| Total Package | $92,768 |