



2021 ANNUAL REPORT

**First Presbyterian Church
La Crosse, WI**



*Gratitude
During a
Season of
Challenge*



First Presbyterian Church
more than just Sunday morning

**2022 Annual Meeting Docket
January 30, 2022
10:30am via Zoom**

Opening Prayer

Opening Comments by Pastor

Minutes from January 31, 2021, Annual Meeting (available on request: email info@firstpreslax.org)

Pastor's Report (pg. 2)

Clerk of Session Annual Report and 2021 Membership Report (pg. 5-6)

Committee, Team, and Ministries Reports:

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Treasurer's Report (Brad Dinsmoor)

2021 Budget & Expenses (To be displayed)

2022 Budget (To be displayed)

Pastor's Terms of Call (To be displayed)

Adjournment and Benediction

Pastor's Report 2021

Each team or committee was charged with making their report for this year's annual meeting a "Gratitude Report." We invited everyone to spend some time reflecting on the people and situations or experiences from 2021 that caused them to thank God and express gratitude. I want to accept that invitation as well.

First, although it was hard to **say goodbye to long-standing church staff colleagues** – Emily Thomas-Harned, Cindi Kyte and Steve Koch – I feel deep gratitude for the years I was able to serve alongside these ministry partners. Each one fulfilled God's call to leadership, service and discipleship with diligence, faithfulness and creativity. Our congregation and community is both better and blessed because of the good work of Emily, Cindi, and Steve. It is a rare thing to have gotten to work with the same team for almost 2 decades, so I feel blessed and grateful for that foundation, which gives us a firm footing to step into 2022.

I am also so **very grateful for the staff I continue to work** with on a daily and weekly basis.

Rick is a lot of fun and we enjoy some give-and-take. I am continually appreciative of the great job he does that often goes unnoticed. Rick is one who, whenever given a task, he is on it immediately. He is also one who does not wait to be asked; but instead, if he sees there is a need, he does it.

Donna has been a wonderful addition to our staff as Administrative Assistant. While Emily was still holding that position, she was always fond of saying "no two days are the same" – and that is still true! Each day and each month brings unique situations and projects for Donna to learn and accomplish. Donna is a great team player, persistent in problem-solving, and committed to making sure that each task is finished well.

When I announced that **Sue** had called me early one Sunday morning to explain that she would not be able to play the organ that morning, she confessed that this was the second time that had happened in 63 years. We dubbed her the *Iron Organist* that morning! Not only is Sue consistent, but she is an excellent musician whose breadth and depth of musical gifting and knowledge means that she is always able to find just the right piece for our worship.

Alex has continued to do youth ministry but, given that it is very different now than when it was fully in-person, Alex has offered his gifts in many other aspects of the life of our congregation. He utilizes his organization skills in very valuable ways. He helped plan and organize confirmation, working with families to determine if Zoom would work and then setting up the schedule. He has edited our worship services since the early days of COVID when we were fully online and did an excellent job. Then, when we returned to in-person services, Alex organized and trained the Tech Team so that we could move to live-streaming. If he sees a place where we need organization, he offers that. Along with learning Mailchimp and helping with congregation emails, he shared a communication grid to help us be consistent with the info we are communicating. We are excited that Alex completed Seminary last spring and is working his way through the ordination exams.

I'm grateful for **Gwyn** Straker who, when the pandemic first started, shifted our *Seniors in Motion* classes to Zoom, complete with a 15-minute coffee/social time. She continued that through 2021 and I heard from many of the participants of how life-giving that class and social time was during a time of isolation. In addition, people were able to

maintain their strength and mobility—something so important, but challenging to do alone.

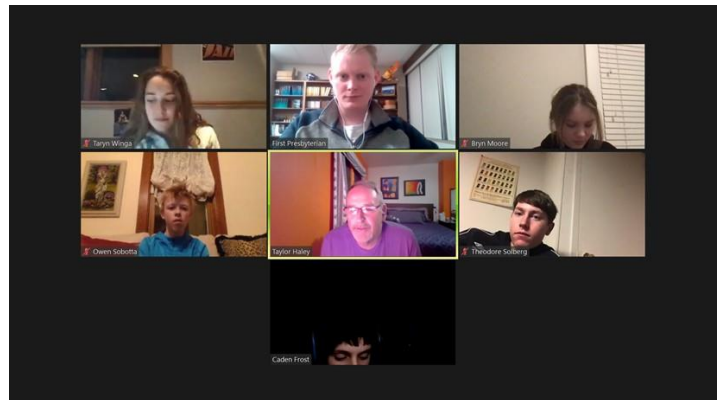
I'm grateful for **Abbie** Leithold-Gerzema's faithfulness in creating our visuals for worship. Sometimes it can be easy for us to take that work for granted, but it adds so much value and beauty to our services. I am grateful for her steadfast commitment to all aspects of worship.

I am grateful for **all the members of our church who contribute to our ministry**—whether by calling fellow members, giving, offering their gifts, or volunteering in the different ministries and committees. We truly are a church that is *more than just Sunday morning*.

I was also grateful for our **drive-thru events**. I especially appreciated the opportunities I had to offer Communion—whether drive-up on communion Sunday or at a drive-thru event (Ash Wednesday pictured). It was meaningful to look into the eyes of masked friends and speak God's truths in-person, during the height of those days of isolation and quarantine.



While I would have much rather been in-person, I was grateful for the **technology of ZOOM** that allowed us to still carry out **Elder/Deacon training, our congregational meeting, Session/Deacon/Committee and Presbytery meetings, and Confirmation** (pictured). I remember our first ZOOM Confirmation meeting, when most of the students had their screens blacked out. I invited them to turn their cameras on and we talked about how hard it is to be community when we can't see one another's faces. As their images appeared on the screen in their home setting, I was reminded of how much I appreciate our middle school and high school students, and the importance of the connection and learning we shared in Confirmation class.



This year, like every year, as a pastor I'm invited into families' lives in the most difficult of circumstances: when a loved one has passed away...And, each time, I am grateful for **the invitation to share in those sacred moments, as well as the trust that is expressed**. Many times the funerals that we offer are of long-standing members—20, 40, 50 years—and I am reminded that **the ministry in which we engage is built upon the shoulders of those who ministered before us, as well as God's work through them... and now through us**.

Lastly, I continue to be grateful for **the generosity of our church members**. Once again, even though we've experienced the restrictions of COVID, our members and

friends have stepped up and given financially of their resources, skills, and time. We experienced a year in which we had the resources we needed for ministry, and even a little bit left over. And that, too, is something for which I am very grateful.

As we continue to live in unprecedented times, **let us be on the watch for God's work in our lives and in the world, remembering to take moments to express our gratitude to God and to those around us.**

A handwritten signature in black ink, appearing to read 'Taylor Haley', with a stylized flourish at the end.

-Taylor Haley, Pastor & Head of Staff

Clerk of Session Report 2021

Our monthly Session meetings end with a time to share how we've seen God working in the life of our church. During this hopefully unique 2021, many experiences and observations were shared. We realized we had many things to be very grateful for, including an appreciation for the Music & Worship team folks who have blessed us with their diligence in making sure music is a part of our worship. There was a concern that when congregational singing was postponed, we would have trouble getting the spirituality that music can bring to our services. However, **due to the work of the Music & Worship Team, we have an awareness of the words and music—even when we can't sing as a congregation—which fills us with grateful hearts.**

Another expressed reason for the gratefulness of the Session is **the thoughtful and respectful conversations over this past year on very difficult topics.** A dominant topic has been figuring out together how to navigate an uncertain and dynamically changing landscape as a church family. Session listened to input from the congregation, the Presbytery, and each other, discerning where God was leading us in the important decision-making process. Session members have expressed a **gratefulness to each other for being heard and being safe in expressing diverse options and in making those decisions.**

Our gratefulness includes the **constancy of God's love and care for all of us.**

Session Members: Bev Ruston, Carol Mitzelfeldt, Dave Johnson, John Miller, Willa MacKenzie, Molly Van Appledorn, Sarah Smith, Casey Weiss

Moderator: Dr. J. Taylor Haley

Clerk: Linda Jawson

Respectfully submitted,

Linda Jawson, Clerk of Session

CLERK OF SESSION'S MEMBERSHIP REPORT

Membership as of January 1, 2021:

Active Roll	229
Affiliate Roll:	2
Inactive Roll:	30

Additions in 2021:

Profession of Faith:	+9
Letter of Transfer:	0

Losses in 2021:

Deaths:	-8
Transfers:	0
Moved to Inactive Roll:	0
Withdrawn by Request:	0

Member Deaths in 2021: James Knudson, Carolyn Philips, Aubrey Kroner, Edward Winga, Barbara Gilles, Mildred Freng, John Ness, Dave Klinge

Pastoral Activities in 2021:

Weddings:	1
Child Baptisms:	3
Adult Baptisms:	1
Funerals:	9 (<i>NOTE: 3 funerals were for non-members</i>)

Present Membership as of January 26, 2022:

Active Roll:	230
Affiliate Roll:	2
Inactive Roll:	30

Board of Deacons 2021

There is so much to be grateful for in 2021!

The Deacons are thankful for...

...God's provision and protection. In spite of the ongoing pandemic, Deacons persevered. We visited homebound members and friends when permitted, made phone calls when we could not, and sent cards whenever needed—or just for fun!

...The ability always to hold our homebound and one another in prayer.

...In-person connections that became possible again in 2021.

...The Care facilities for helping us navigate the safety steps that made personal connections possible.

...Many wonderful memories of visits with homebound members and friends in 2021.

...The privilege of spending time with dear friends who passed on in 2021.

...The privilege of sharing the joy of the Risen Christ by delivering colorful flowering plants to those we visited at Easter time.

...The opportunity to work together to plan, prepare and serve a hearty meal at the Warming Center in April.

...The opportunity our church had to provide for the needs of the residents of Hillview Healthcare Center by hosting the Hillview Giving Tree. It has been a joy for us and for the congregation for several years. A special thank you to all that purchased gifts!

...The ability to share the Peace, Love, Hope and Joy of Christ's birth by delivering beautiful red poinsettias to those we visit (pictured). A special thanks to La Crosse Floral, Donna, and those who purchased flowers!

...The prayerful and financial support each member of this church provides.

...The grace of God and the opportunity to serve Him.

...One another, and for the gifts each Deacon has brought to the board.



...The deacons that effectively served in 2021 and have moved off the board or away: Anita, Alex, Dan and Shannon.

...The deacons that continue to serve: Jan, Dawn, Dave, Tara, Stacey and Marna.

...Those who have accepted the call to be part of this Deacon ministry of Jesus Christ for 2022: Catherine, Steve, Crystal, and Emily.

To God be all Honor and Glory,
-Tara Scaife, Moderator

Music & Worship 2021

Soli Deo Gloria!

The great composer, J.S. Bach, would sign all of his compositions “SDG” for the Latin *Soli Deo Gloria*, meaning “to God be the glory alone”. The mini-teams of Music & Worship have continued to quietly serve this year to the glory of God, exemplifying our mission statement, “*We exist to glorify God.*” **We have much for which to be grateful.**

We started the year creating YouTube worship by recording hymns and sermon response songs. Beginning in April 2020, Sue and Abbie would safely meet with singers and other musicians on a monthly basis to make recordings for Alex. While the pandemic prohibited many activities, **it also blessed us by giving our musicians opportunities to serve when they may have not otherwise been able to participate.** Three young adult members joined the music team!

Once we were gathering in the sanctuary for Sunday worship in April 2021, First Pres continued to stream our live services online. Safely masked, distanced, and limiting congregational participation, **we were thankful to be worshipping together again in person.** Working with Sue and Abbie, a small group of singers have rotated involvement to provide worship music on Sunday mornings.

Streaming live services also created more opportunities for members to serve. While Alex was on leave this summer, volunteers stepped up to develop a system for improving internet in the sanctuary, developing a process for streaming, and working in the booth on Sunday mornings. We are not a “high tech” church, but our purpose is to involve as many members and friends to worship together in communion, whether in

person or at home, on Sunday mornings or watching online another day—“*inviting all into a transforming relationship with Jesus Christ*”. Online services are an extension and inclusion of our Sunday morning activities, not a “production”. While we continue this online ministry, we appreciate your patience as our developing Tech Team learns and grows with the technology (see Tech Team Report for more details).

Especially now that the congregation does not spend as much time in the building, many tasks may go unnoticed, but there have been quiet helpers that decorated the sanctuary and Gathering Area for Christmas, changed paraments, set out communion cups, made and delivered CDs & DVDs of the services, put together worship outlines, gave a Children's Moment, planned and implemented contactless worship activities, and more. We are blessed by these faithful servants who give of their time and talents for the glory of God.

-SDG



Tech Team 2021

A Brand New Ministry Team!

Although our worship services have had various technological needs over the years—such as audio adjusting, CD recording, slides/visuals, etc.—there was never a pressing need for an actual *team* dedicated to such tasks. In the early months of 2021, however, it became clear that more people were needed to fulfill the lofty goal of offering both a live and virtual service, both containing visuals which enhance the experience.

Although we still have room to grow and improve, especially with our livestream format, we celebrate the tremendous technological improvements made throughout 2021, which would not have been possible without our dedicated volunteers. **We are deeply grateful for those individuals who, over the course of 2021, stepped up to these various technological challenges with patience, creativity, and commitment.** These individuals include Connor Diemer, Caden Frost, Dave Gerzema, Alex Jerve, Abbie Leithold-Gerzema, Nicholas Martin, Willa McKenzie, Owen Sobotta, and Taryn Winga (the latter two pictured). **We were also grateful that we could have our first in-person meeting and meal as a Team in December!**

Respectfully Submitted,
-Alex Jerve, Moderator of Tech Team



Membership and Outreach Team 2021

“Grateful for Connections”

The M&O Team connected with each other as a team to prepare for church activities, and those times together were both productive and fun.

We connected in the church kitchen to prepare for First Pres's Easter drive-thru experience. Cindi procured some amazing food coloring and we frosted dozens of sugar cookies in brilliant springy, jewel-tones colors and individually wrapped the cookies. This was our first in-person activity of the year and we practiced caution: masking and each working in a zone in the big kitchen to help us keep our distance and stay as safe as possible.

On Easter morning, the team connected with everyone that came to the drive-through event. We hosted the “farewell station”, which was the final station of the event. From that station (pictured) we handed out gift bags with Easter sugar cookies, chocolates, and other items. Not only did we share treats, we also shared moments of connecting: greeting old friends and new faces and passing on our Easter blessings and thanks for each person's participation in the event.



In early September, the team connected again in the church kitchen, prepping for Kick-Off Sunday. We happily hosted the food station (pictured) and connected with everyone who stopped by the food tent where the team provided hamburgers and hot dogs, pasta salad, and cookies. **We are grateful for those opportunities to catch up with each other, sharing concerns and joys.**

In October, we again connected around food—which seems to be our theme this year! We joined together early on the afternoon of Trunk or Treat to prepare for the event: baking pans and pans of Mac and Cheese, heating hot dogs and making hot chocolate. The weather cooperated so that we could connect with participants outside under the food tent again. We met church neighbors and old friends! Again, we're grateful for opportunities to safely connect!

M&O team members: Marna Jenson, Cindi Kyte, Pat Reynolds, Emily Thomas-Harned, Libby Winga

Mission and Social Action Team 2021

Members of the Mission and Social Action Team **express their gratitude for each other and for the opportunity to work with a group of people who actively and prayerfully make it their mission to ensure our church understands the needs of others in our community, reaching out to provide support where needed.**

We are also grateful for the support of the members of the congregation who committed their time, talent, and gifts to the projects we invite them to participate in. These projects include:

- **Special Offerings:** Donations to our four special offerings were especially generous this year, despite the lack of “reminder” envelopes in the pews.
- **WAFER food drives:** Our most recent “Vanucopia” event yielded 153 pounds of food and \$605 in monetary donations.
- **Preparation and Delivery of Warming Center meals:** This was a challenging year for the Warming Center, but they continued to operate all winter in a variety of locations to accommodate the ever-evolving public health guidelines. Special thanks to Children’s Ministry, Youth Ministry, Music & Worship, Deacons, Session and the Gerzema family for each taking charge of one of the meals.
- **Mobile Meals (pictured):** First Presbyterian Church volunteers delivered 188 days this year to homebound La Crosse residents, typically serving 8-12 people each of those days.



Finally, **we are grateful for the financial resources made available to us by our church to allow us to support a variety of local organizations that work to improve food and housing security in our community.** These organizations include:

- Jail Ministries
- New Horizons
- WAFER
- Hunger Task Force
- Salvation Army
- Place of Grace
- Causeway
- Mobile Meals
- Coulee Cap
- Our Savior’s Lutheran Church’s “Come to Supper” program
- Presbyterian Disaster Assistance
- Catholic Charities

Members of the 2021 Mission and Social Action Team: Jan Beckwith, Anita Evans, Dave Gerzema, Bill Haviland, Willa MacKenzie, Joan Romeyn, Barbara Rusterholz

Children's Ministry 2021

Similar to 2020, Children's Ministry looked very different in 2021 than previous years due to the challenges that COVID presented. Even so, **we are grateful for the in-person events and programs we were able to offer children and families in mid-to-late-2021** after having to operate in a virtual capacity for over a year. These in-person gatherings included Vacation Bible School, Summer cooking/art camps, a Christmas Craft party, Trunk-or-Treat, Operation Christmas Child packing parties, and a new weekly youth group for preteens in the fall!

VBS & Other Events

With hopes to have an in-person Vacation Bible School in 2021, Children's Ministry decided in the spring to push VBS back to August. This caution paid off, as we were able to offer a fully in-person week of Vacation Bible School on August 8-12! As an additional precaution, the program was restructured with a mix of traditional,



children-only days (pictured), and days that consisted of outdoor family stations at Pettibone Park, Black River Beach, etc. Overall, 49 children participated in VBS 2021!

Children's ministry also hosted some additional outreach events for children & families in the latter-half of 2020, including cooking and art camps in the summer, Trunk-or-Treat on October 24, and a Christmas Craft party in December. **We are grateful for all of the leadership and volunteers that made all of our 2021 in-person events both possible and low-risk!**

Preteen Youth Group

Looking ahead to another pandemic fall, and with Cindi reducing her hours (see below), Youth Director Alex decided to launch a 5-week series of youth group meetings for preteens (ages 9-12) beginning in September. The students had such a fun time at this program, we added a second set of 5 additional meetings in November and December. The students spent two hours playing games, sharing a meal together, making crafts (pictured), and learning about God as our Creator (in September & October) and what made Jesus special (in November & December). **The Children's Ministry Team is grateful for Libby and Taryn Winga, who volunteered their time and leadership to co-lead these meetings each and every week!** Because the 10 meetings were so well-received by students, the Session approved additional funds for Children's Ministry to continue this Preteen Youth Group all throughout 2022!



A Special Thanks to Cindi!

What also made 2021 unique was that Cindi Kyte (pictured in a still from a 2021 Virtual Sunday School video) stepped down as Director of Children's Ministry after nearly two decades of serving children and families in that role. Cindi's gentleness, creativity, and positive energy made her an invaluable resource to Children's Ministry and the church as a whole! We cannot emphasize how grateful and blessed we are for her! Although we will miss her extensive involvement in Children's Ministry, we are grateful that she will continue to serve on the Team and in other areas of First Pres's ministry.



Children's Ministry Team in 2021: Sheryl Solberg, Kelli Jerve, Danielle Sprain, Jade Moseti, Theresa Frost, and Cindi Kyte.

Youth Ministry 2021

Less is More!

2021 was not a very busy year for Youth Ministry. Due to the pandemic and Alex's summer sabbatical, there were no summer trips, no Spaghetti Dinner, no youth groups until September, and no outreach events. And although we missed some of these pre-pandemic highlights, **we are deeply grateful for having more time, energy, and creativity to invest in the few programs we were able to do in 2021.**

Confirmation Class of 2021

Confirmation became the main focus of Youth Ministry for the first five months of 2021. Taylor, Alex, and Cindi teamed up to lead a primarily virtual Confirmation program. The students met over zoom for class every other Wednesday night to learn basics of the Gospel message, the Bible, Reformed worship, Presbyterian governance, etc. In between their weeks of classes, the students split into two age-specific groups to read and discuss the Gospel of Luke in a way that helped them engage with each chapter. As one student wrote in their faith statement, "In the span of a couple months of reading... Luke, I have learned many new things about what happened in The Bible. I found that reading the Bible makes more sense as I have grown, knowing that some stories are a bit advanced. But overall, the Bible has taught me about God and his ways, that he is always with us, and that everything happens for a reason." For their class project, the students decided together to do yard work in late April to prepare the church grounds for the summer (pictured). **The students confirmed on May 23, 2021, are Caden Frost, Bryn Moore, Owen Sobotta, Teddy Solberg, Jon James Ticku, and Taryn Winga.**



Students Engaging in the Life and Ministry of First Pres

On one of our final Confirmation gatherings, the students took a survey designed to show them which ministry teams of the church would best fit their interests. By the end of 2021, at least half of the Confirmation class has been actively involved in other areas of the church, especially the Tech Team & Children's Ministry programs (the latter is pictured). **We are grateful for the significant contribution these young men and women have made on the life and ministry of First Presbyterian Church!**



Adult Ministries 2021

The Adult Ministries of First Presbyterian Church are represented primarily by the various Faith Nurture groups that meet on a weekly or monthly basis. **We are grateful that two of these groups, which stopped meeting in 2020 due to COVID concerns, were able to start gathering again in 2021!** Two other groups continued to meet regularly throughout 2020 and all of 2021, despite the everchanging policies regarding group gatherings. They shifted from virtual to in-person with masks, and then to in-person with optional masking...and then back to masks required and, most recently, back to virtual meetings. Therefore, as a church, **we are grateful for the group leaders who have made these constant adjustments possible.** We are also **grateful for the persistent commitment that all group members have made to their respective groups**, whether it was meeting virtually or patiently waiting for months to gather again. These groups and their participants keep Adult Ministries at First Pres alive and active!

In 2021, our Adult Ministry Groups included:

- **Sacred Rhythms** – A women's group that meets monthly for chapter-by-chapter discussions of nonfiction Christian literature.
- **Men's Bible Study** – A weekly Bible Study for men that meets on Wednesday mornings and studies a book of the Bible chapter-by-chapter.
- **Morning Circle** – A group for senior women that studies scripture and meets monthly for 10 months out of the year
- **Adult Education** – A weekly group for adults, which meets on Sunday mornings. For the past two years, this group has continued to follow a curriculum that takes groups through the entirety of the Bible.

Respectfully Submitted,

Alex Jerve

(with direction from Deanna Lee, Bev Ruston, Don Campbell, Dawn Martin, & Jan Beckwith)

Buildings & Grounds Annual Report 2021

WE ARE GRATEFUL

We are grateful...

For the resources that allow us to operate and maintain the church and facilities;

For the dedicated members of this committee;

For our custodian Rick;

For the gifts God has given us in this past year;

And to have a “home” to return to as we again gather in person.

2021 REPORT

2021 has been a fairly uneventful year for the Buildings and Grounds Team. We have continued to maintain the facility by keeping up with preventative maintenance on our heating and cooling systems, maintaining our irrigation system and the grounds, and doing routine repairs as necessary. Contracts for lawn weed control and parking lot snow and ice removal were renewed as well.

We purchased and installed new drinking fountains that have a “bottle fill” feature. This has been a welcome addition!

We have scheduled the replacement of a couple of our roofs that have been showing their age recently for spring/summer 2022.

We are blessed to have a dedicated and conscientious custodian in Rick Hall. He has done a wonderful job in the day-to-day maintenance of our church and the grounds!

We have welcomed Jason Sobotta to our team and look forward to working with him! We would also welcome any other folks that would like to be a part of our team! There is no specialized knowledge or skill required! Just a desire to serve!

Respectfully submitted,
-John Miller, Buildings & Grounds Moderator



Finance and Investment Team Annual Report 2021

Our Team has been so very grateful to the members and friends of First Presbyterian for their generosity during the challenging times of 2020 and 2021. Our Team had discussed and was prepared to make adjustments if financial pledges and gifts to the church went into a decline as peoples' lives were altered and abruptly changed. Adjustments were not necessary as the pledges were being fulfilled and gifts to the church were very forthcoming.

We also saw notes and expressions of appreciation for the staff and volunteers working diligently to keep faithful and meaningful worship in place along with the extra care of deliveries and contact through letters, emails, and phone calls. **We were continually grateful for our congregation's dedication to the church and true concern for each other as we navigated the year together.**

We are also grateful to all our Staff, Teams and Committees as they lived into the budgets put forth while keeping their missions intact serving our congregation and community.

On a final note, our Team deeply felt the loss of our friend and long-time Team member Ed Winga. Ed modeled the true meaning of Membership as Ministry.

Team Members (as of January 2022): Brad Dinsmoor, Treasurer, Jerry Miller, Rob Lee, Sharon Schoolcraft, Wayne Delagrave, Casey Weiss, Stephen Kinyon, and Linda Jawson

Church Nominating Committee 2021

Early in 2021 the CNC encouraged all of our members to complete *the Spiritual Gifts Survey*. It is a tool to aide us in recognizing the spiritual gifts we are given for the work in God's Kingdom! **We are grateful that much of the congregation found it helpful in identifying how God has entrusted them with specific passions, skills and personality traits.**

Spiritual Gifts are given to us to be developed and used within the church, the body of believers. If you have not had the chance to take the survey, please contact the church office and the tool can be sent to you. Or, if you have completed the survey but haven't connected with a specific ministry to practice and develop the gift, please contact one of our committee's members to explore possibilities within First Presbyterian (see below for contact info).

Our committee meets regularly during the year to discern who God may be calling into Elder and Deacon positions. This year we had 14 positions to fill due to individuals rotating off; relocating or were vacancies that were not filled in the past. We were able to fill 9 of those positions.

Thank you to Casey Weiss, Anita Evans, Sarah Smith, Shannon Phlegar, Alex Fabry and Dan Fabry for serving each of us as Elders/Deacons!

Current Elders: Willa MacKenzie, Dave Johnson, Bev Ruston, Carol Mitzelfeldt, John Miller, Cindi Kyte, Molly Van Appledorn, Rick Harned and Abby Leithold.

Current Deacons: Dawn Martin, Tara Scaife, Jan Beckwith, Dave Martin, Stacey Koenig, Marna Jensen, Steve Kinyon, Kathryn Kinyon, Crystal Sobotta and Emily Harned.

In November, the CNC, hosted an opportunity for Elders to come together for informal discussion and sharing of ideas on how we as a church can move forward; we discussed strengths and areas where we need to grow. Remember, your Elders are available to hear your ideas for ways we can live into the calling God has for our church. And, throughout the year, the CNC welcomes your recommendations for Elder and Deacon positions.

On behalf of the CNC committee,

-Carol

Carol Mitzelfeldt	(608)792-1502
Emily Harned.	(608)784-7585
Tara Scaife	(507)864-2896
Taylor Haley	(608)788-1117

Personnel Committee 2021

After over a decade of basking in the light of stable, competent staff, our committee was put to work in 2021. We received the resignations/retirements of Emily Harned, Cindi Kyte, and Steve Koch—all faithful servants who will be deeply missed. **We are grateful that we found an energetic, capable new administrative assistant in Donna Schneider (pictured), who has approached the formidable job with enthusiasm.** The committee completed exit interviews for Emily and Cindi, as well as annual evaluations of our employees.



As we enter 2022, we continue the process of filling the openings for Director of Children's Ministry and Choir Director. We ask for your prayers that we find the right person for these positions. We also thank those who have stepped forward to help with ministering to children since Cindi's resignation. Particularly, we thank Cindi for continuing to give support and Alex for taking on additional work.

The committee also made some updates to the Employee Manual dealing with employee benefits. This effort is ongoing.

Like other teams, our committee is also seeking members with personnel experience who might be called to join us in our work.

Our team—Libby Winga, Dave Mitzelfeldt, and Bev Ruston—is **grateful for the service of Sue Walby, Rick Hall, Alex Jerve, Gwyn Straker, Emily Harned, Cindi Kyte, Donna Schneider and Taylor Haley in another challenging year.** We trust that our talented employees will continue to serve First Presbyterian with creativity and grace in 2022.

Addendum (January 25, 2022): The Personnel Team met on January 11, 2022, to consider recommendations to the Finance & Investment Team for changes in employee compensation. Based on employee evaluations performed in December 2021, we recommended a percentage increase in salary. Our team further recommended a bonus be awarded based on continued disruptions to job expectations associated with the pandemic. The employees have continued to perform with enthusiasm and creativity despite the challenging circumstances.



***“Gratitude During a
Season of Challenge”***

2021 Annual Report

**First Presbyterian Church
La Crosse, WI**



First Presbyterian Church
more than just Sunday morning

233 West Ave. So., La Crosse WI 54601 | (608) 784-4248 | info@firstpreslax.org