



ENGAGING MINISTRY

Congregational Meeting February 26, 2022

Mission

Called to be a light on the hill, we boldly proclaim and serve Christ, the Hope of our changing world.

Vision

Reaching out as a visible expression of God's grace, we will meet people where they are, inviting all into Christ's family through engaging worship, fellowship, learning, and service.

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Fayetteville, AR 72703

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(479) 442-3791 fax

www.fupcfay.org
info@fupcfay.org

Core Values with Guiding Scripture

Inspiring Worship

Prayerfully praising God together and being touched and changed by the Spirit.

O give thanks to the Lord, call on his name, make known his deeds among the peoples. Sing to him, sing praises to him; tell of all his wonderful works. Glory in his holy name; let the hearts of those who seek the Lord rejoice. Psalm 105:1-3.

Spiritual Growth

Encouraging lifelong growth by prayerfully studying scripture, the Christian faith, and the world around us. As you therefore have received Christ Jesus the Lord, continue to live your lives in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving. Colossians 2:6-7.

Loving Relationships

Nurturing connections and deepening friendships in a joyful environment.

Beloved, since God loved us so much, we also ought to love one another. 1 John 4:11.

Faithful Service

Working together to reflect and demonstrate God's love to all people.

Let us love, not in word or speech, but in truth and action. I John 3:18.

Generous Stewardship

Sharing our gifts, caring for the earth and community, and cultivating our resources for God's purposes. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work. II Corinthians 9:8.

Welcoming Community

Striving to be an inviting, caring, and supportive Christian family.

So deeply do we care for you that we are determined to share with you not only the gospel of God but also ourselves, because you have become dear to us. I Thessalonians 2:8.

Intentional Unity

Seeking common ground to bridge divides in church, community, and culture.

Make every effort to maintain the unity of the Spirit in the bond of peace. Ephesians 4:3.

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CO-PASTORS

*The steadfast love of the LORD never ceases, his mercies never come to an end;
they are new every morning; great is your faithfulness.*

*“The LORD is my portion,” says my soul, “therefore I will hope in him.”
(Lamentations 3:22-24)*

2022 was a year of remembering and hoping for us as the congregation of First United Presbyterian Church of Fayetteville. Weariness had set in across the country in the face of the relentless onslaught of the COVID-19 pandemic. It was comforting in some ways to look back at pre-COVID-19 years and wonder how we could get back to what had seemed “normal” before it began. At the same time, common sense and countless cultural commentators and indicators reminded us that time and our lives never go backwards. We slowly embraced the reality that whatever might turn out to be “normal” in a post-COVID future, it would certainly be something new. Because of a strong emphasis on vaccination and the determination to follow recommended health protocols (including masking when infection risk was high), we were able to begin the year in January with careful face-to-face worship. Our winter worship theme was “God’s Grace and our Response,” based on familiar

passages from Paul’s letter to the Romans. A Honduras weekend was held in February in partnership with the First Presbyterian Church of Bentonville, with our Honduras mission co-worker Rev. Dori Hjalmarson as our guest speaker. Abrahamic Faiths forums continued on Zoom, and various other church programs, ministries, meetings, and small groups either met by Zoom, outdoors, or cautiously in person with masking.

First School remained open throughout the year, with cautious masking protocols, use of external classroom entrances, and class quarantines if anyone became infected. Our first face-to-face Annual Congregational Meeting in two years was held cautiously in early March, with great joy and relief. Thankfully, there were no drastic outbreaks, and by Spring, masking protocols could be relaxed for worship, Sunday spiritual growth groups, First School, and regular office operation. Members returned face-to-face at their own pace, depending on health concerns and caution levels. We found ourselves deeply grateful for the sanctuary renovation of 2018 that had allowed us to so seamlessly move our worship online when needed, and which enabled those with health issues to worship and participate even as COVID-19’s danger began to diminish. Our Lenten worship theme was “Experiencing, Extending, and Seeking Forgiveness.” Holy Week featured the Fauré Requiem performed by our choir, with guest instrumentalists and soloists, and superb leadership from Isaac Thomas and Hyun Kim. Fellowship activities were still accomplished outdoors when possible, and the 8:30 worship service moved outdoors at Easter, not only for health reasons, but also because worshipers had learned to love the beauty of our outdoor courtyard as a place where God would meet us. 11:00 a.m. Easter worship attendance was strong, and we slowly settled into a hybrid approach to worship and other church gatherings and meetings that enabled a variety of forms of participation for people with various health, time, or mobility challenges.

For the Easter and Pentecost seasons (mid-April through mid-July), our worship focused around Jesus' Beatitudes from the Sermon on the Mount. We were challenged to reflect in creative new ways on the nature of true happiness/blessedness as more and more congregants began to feel safer getting out and pursuing social activities, relationships, and friendship with a newfound freedom. In early May we learned that the sanctuary heating and air conditioning system had failed, and we moved worship to the Fellowship Hall for the next seven months. We were grateful that the generosity of previous legacy gift donors allowed us to pay for an expensive new system without borrowing or raising any additional funds. A short worship series on "The Joy of the Lord," based on four Psalms, brought us through the summer. Our Fall Kickoff began with a new series on "The Vital Church," using resource materials provided by the Presbyterian Church (USA). This series, coupled with a late-August Session retreat, enabled us to envision what permanent changes God might be leading us to make in the way we imagine and practice the "engaging worship, fellowship, learning, and service" that our vision statement sets before us in a post-COVID-19 world.

In the fall, our outreach and service were expanded in two important new ways as we formed a Canopy refugee support team, embracing a Guatemalan family who were resettled in Springdale, and helping them adapt to the language and culture of the United States and northwest Arkansas. At the same time, members of the congregation became involved in Circles Northwest Arkansas, a community-driven program that works to increase upward mobility for individuals and families in poverty. Our Stewardship theme was "A Wealth of Generosity," based on II Corinthians 8-9, including a significant effort to help each congregant identify spiritual gifts that would allow them to be involved and energized in church ministries, outreach, and service in our community. Financial goals for 2022 were exceeded, as were pledge goals for 2023. The congregation was able to return to our sanctuary for worship in late November with great joy, with a new heating and air conditioning system that promises to take us through several upcoming eras of our life and worship together. Our Advent and Christmas season focused around how beloved carols tell the Christmas story, with the theme "Sing a Song of Bethlehem."

Through the challenges and changes of the year, the church staff, Session, Deacons, and ministry teams were exceptionally dedicated and mutually supportive of one another and the congregation. In deep gratitude for the steadfast love of the Lord which never ceases, we place our hope in God for exciting new challenges, deeper dedication to serving God's purposes, and the energy and strength to love the Lord our God with all our hearts, souls, minds, and strength and love our neighbors as ourselves.

Isaac Thomas, Director of Music
 Hyun Kim, Organist
 Christopher Verdery, A-V Coordinator
 Megan Ober, Coffee Bar Coordinator
 Maria Teresa Garcia, Coffee Bar
 Kristi Button, Director of Christian Education
 Martha Arambel, Youth Leader
 Mindy Mock, Childcare Coordinator

Tammi Kushner, Office Manager
 Amy Rossetti, Office Manager
 Rosie Haden, Communications Coordinator
 Amy McCann, Membership Coordinator
 Laura Winburn, Financial Administrator
 Cathy Hairston, First School Director

THE SESSION

- 2022 Elders
- Clerk of Session and Membership Changes
- Membership Updates
- Our Session Structure

SESSION

Clerk of Session:

Dennis Brewer

Co-Moderators:

Phil and Jan Butin

Class of 2022

Liz Fulton

Rebecca Haden

Sara Koenig

Jim Price

Charles Williams

Leigh Woodruff

Martin Atungsiri

Class of 2023

David Clay

Charles Cudney

Ross Ferguson

Lupe Gonzalez

Sara Eichmann

Cathy Henry

Mark Power

Class of 2024

Steve Adair

Shawn Daniels

Carol Van Scyoc

Howard Higgins

Frank Millett

Claudia Driver

Bo Morton

Clerk of Session

The Clerk of Session serves as clerk for the Session and secretary for congregational meetings. The Clerk is an ordained elder and is elected annually by the Session. Other duties of this position include:

- coordinating Session meetings with the Co-Pastors to develop the agenda and identify matters requiring Session action to develop the consent agenda.
- monitoring unfinished Session business and meeting Presbytery requirements.
- working with the office staff to document information for church membership rolls and maintaining the records of the church.
- submission of a Clerk's Report for Stated Session meetings that includes members received, transferred, removed, etc., and noting marriages, deaths, baptisms, and name changes of church members.
- recording minutes of Stated Session, Called Session, and Congregational meetings.
- communicating Session-related materials to Session members, moderators, and staff in advance of the monthly Stated Session meetings and as needed throughout the year.
- submission of approved minutes for the permanent Church Record Book.
- working with staff in the completion of the Annual Statistical Report to the Presbytery.

Membership Changes

New Members

Joined at Called Session Meeting on March 13, 2022

Margaret (Maggie) Mae Agerton Welsh, by Profession of Faith.

Jake Evan Smith, by Profession of Faith.

Joined at Called Session Meeting on October 2, 2022

Brien Hodge (transfer of letter)

Marjorie Hodge (transfer of letter)

Gayl Lippert (transfer of letter)

Profession of Faith accepted at Stated Session Meeting October 9, 2022

Ronny Pope

Deaths

Robert “Rob” Tucker Hodous (born March 25, 1992) passed away on February 3, 2022.

Don Fredrick “Fred” Shefte (born March 11, 1947) passed away on April 18, 2022.

Joan Gearhart Havens (born September 14, 1925) passed away on October 12, 2022.

Billy Gene (Bill) Garber (born June 21, 1930) passed away on October 24, 2022.

Transfers

Robert Irwin to Kirk of Kildaire Presbyterian Church, Cary, North Carolina.

Bob and Kathy Harriell to Fellowship Bible Church, Fayetteville, AR

Martin and Agnes Atungsiri to First Presbyterian Church, Del Rio, TX

Brianne Christiansen, Minister of the Word and Sacrament, to Yellowstone Presbytery

Jacob Christiansen to First Presbyterian Church, Hamilton, Montana

Removed from Rolls

Beth and Rick Stockdell were removed from the membership rolls at their request.

Sacrament of Baptism

Hadley Davis Werner (born January 18, 2022), daughter of Randy and Melissa Werner was baptized on Sunday, June 19, 2022 with Rev. Leslie Belden and Rev. Phil Butin officiating.

2022 Membership Update

**Total Active Membership
On 12/31/21** **447**

Membership Gains

Reaffirmation of Faith	0
Profession of Faith	3
Letter of Transfer	3
Total Gains	6

Membership Losses

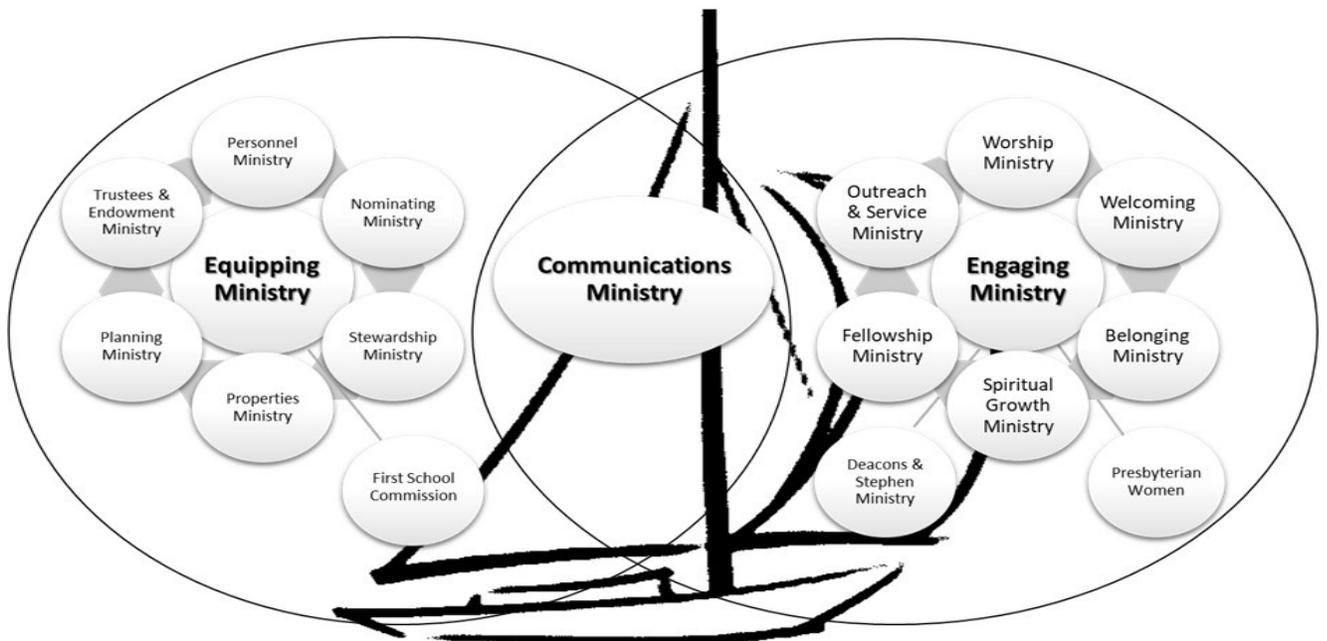
Transfer of Membership	7
Removed from Rolls	2
Due to Death	4
Total Losses	13

**Total Active Membership on
12/31/2022** **440**

Baptisms

Children	1
Adults	0

Session Structure (2020)



ENGAGING MINISTRY

- Belonging & Welcoming
- Deacons
- Fellowship
 - Men's Prayer Breakfast
 - First Fellowship
- Outreach & Service
 - Canopy NWA
- Presbyterian Women
- Spiritual Growth
 - Childcare
 - Library
 - Christian Education
- Worship
 - Director of Music

BELONGING & WELCOMING

Moderator:

Claudia Driver

This year the Belonging Ministry returned to regular meetings post-pandemic in April. We kicked off church social activities with an event focused on new members called “Rolling out the Red Carpet.” It was followed by a cookout and picnic on church grounds on Sunday, June 5. We had great food, games, and prizes for everyone.

Members:

Elizabeth Houle
 Angelika Will
 Yesenia Nevarez
 Lupe Gonzalez
 Cathy Henry
 Lorraine Brewer
 Jessie Koeppe

In September we hosted the first Look Before You Leap since the pandemic with a catered sandwich lunch. On October 2, we welcomed new members without a reception due to services being in Fellowship Hall. With continued concern about COVID-19, we decided not to conduct in-home visits but instead gave the new members their “welcome bags” in person after the service.

During the fall, we worked on a welcome brochure for visitors and reviewed the membership rolls to determine who might have left, transferred, etc. These were reported to the Session. This process will continue into 2023.

Pastoral and Staff

Support:

Jan Butin
 Amy McCann

DEACONS

Class of 2022

Randy Andersen
Liz Blackburn
Lara Miller
Quetta Wardlow

In 2022, the focus of the Board of Deacons was to make connections, and we did just that! By having COVID-19 under better control, we were able to prepare/deliver meals, make in-person visits, and host funeral receptions unlike the previous two years; however, we did decide to meet monthly via Zoom rather than in person. We wanted to remain cautious about the virus, and for some, it was simply a matter of convenience. Zoom meetings seem to work well with this ministry.

Class of 2023

Dave Edmark
Roger Kennedy
Trey Rutledge
Lisa Talbert
(Moderator for Meetings)

The connections with church members and friends that we made in 2022 were in the forms of cards, calls, texts, emails, meals/morsels, coffee/meal cards, and receptions. Additionally, we prepared and delivered communion element packets to those who were unable to attend communion at church. During the Advent season, we coordinated and assisted in the delivery of poinsettias as well as sent Christmas cards to the families that had a challenging year. We also focused on the young adults of the congregation, specifically those who have been out of high school up to five years. We call it the "First Five." We try our best to stay connected with these individuals as they transition into adulthood. The deacons also responded to requests of financial assistance from the Individual Assistance Fund as needed.

Class of 2024

Barbara Brown
Linda Cudney
Sharon James
Ruth Rodgers
(Moderator for Congregational Care)

We're making connections -- not counting the birthday cards that were sent out monthly, the ministry sent over 750 cards and postcards, sending words of encouragement, thinking of you, sympathy, get well soon, and congratulations. Over 250 phone calls, texts, and emails were sent throughout the year. Our deacons, and various members of the congregation, assisted with preparing and delivering approximately four to six meals per month.

Pastoral Support:

Jan Butin

Additionally, breads, muffins, and other morsels were taken to those who didn't need full meals. A few church members who were unable to attend service were visited on a monthly or weekly basis – just to stay connected. The church hosted three memorial receptions, with deacons and other church members volunteering to bake dozens of cookies and make punch, as well as setting up, serving, and cleaning up. Deacons sent a series of four grief booklets to assist those who were dealing with the loss of a loved one.

The Board of Deacons has been busy making connections and it is a gratifying experience. We offer our appreciation to church members who step in and assist us as needed. We have received many thanks of appreciation from those we have had the privilege to connect with in 2022.

FELLOWSHIP

Moderator:

Sara Eichmann
(January—June)

Carol Van Scyoc
(July—December)

The Mission of Fellowship is:

Nurturing connections in a safe and joyful environment,
striving to be an inviting and supportive Christian family.

Members:

Jessie Koeppe
Mary Ellen Moore
Libby Lizarraga
LeNelle Cagle
Cathy Henry
LaNelle Roberts

Safety issues surrounding COVID-19 risk were of some concern as we planned for 2022 activities. Large gatherings involving meals indoors were avoided in 2021, but with health cautions in mind, we held Easter Brunch in Fellowship Hall. We prepared deviled eggs and purchased a variety of pastries. It was a great feeling to be able to sit with members of our church family and celebrate resurrection.

Fellowship joined with Belonging and Welcoming to assist in the “Rolling out the Red Carpet” event in June. A cool summer gathering, “Sundaes on Sunday (with a little splash),” brought ice cream and sprinkles to the Fellowship Hall and Courtyard on August 7. Sprinklers and other small splash toys were set up in the grass to the joy of those playing and watching.

Pastoral Support:

Jan Butin

Fall Fest, October 8, was a large outside event held on the west parking lot and grounds. We rented a large inflatable slide and borrowed a smaller bouncy castle; set up pickleball, tic-tac-toe, ladder ball, line dancing, etc.; and had fun indoor crafts. First School’s Director, Cathy Hairston, helped with drawing out a tricycle route on the pavement, setting up corn sensory boxes and a decorating a fall photo bench. Apple “nachos,” popcorn balls, and ice cream treats provided energy for FUPC and First School friends who attended. Children came indoors to make fun fall crafts.

Cocoa and Caroling on December 4 brought Christmas cheer to the doorstep of those kept home these last months. Christmas Brunch on December 18 served all the love and homemade goodness bottled up from the events missed last year. There were biscuits and Marti Woodruff’s sausage gravy, pastries, and casseroles, fruit, and eggs. Best of all were the smiles, buzz of greetings, and warm fellowship seen all around the hall.

MEN'S PRAYER BREAKFAST

Moderator:

James Moore

Since March 31, 2021, the Wednesday Morning Men's Prayer Breakfast has returned to the Village Inn, much to everyone's enjoyment—especially the Village Inn's. With the change to in-person attendance, we lost a couple of our Zoom participants.

Members:

Dennis Brewer
David Clay
Charles Cudney
Ronnie Denn
James Harter
Ed Jackson
Kyle Jenner
James Johnston
Roger Kennedy
Bill Martin
Conrad Odom
Vic Parkerson
Ed Piper
Ron Talbert

James Moore continues to graciously and competently serve as our coordinator and moderator, organizing individual members to be responsible for one month's meetings and devotions. We continue to use Ken Mays' personal library (known as "the book bag") and his format, but there is also more individual input. From the beginning of the Men's Prayer Breakfast, the month's presenter has listed significant notable events for that week. More recently, following the lead of math professor Dennis Brewer, the monthly presenters have turned the listing of notable events into a quiz and we have a surprising number of our attendees who answer the more obscure questions.

We still officially meet at 6:30 a.m., but all are usually seated by 6:15 a.m., and latecomers miss their traditional seat. We enjoy the personal fellowship by meeting in person. On December 28, 2022, the Wednesday Men's Prayer Breakfast met for the 1187th time with 13 present.

Pastoral Support:

Phil Butin

FIRST FELLOWSHIP

Moderator:

Ron Talbert

In the spring, monthly meetings for 55+ adults were held virtually using Zoom One with presentations and discussion starting a 10:30 am on the third Thursday each month. In the fall, in-person participation resumed mostly at the Butterfield Trail Village Lodge, on second Thursdays at 11:30 a.m. with a meal.

Members:

Ed Piper

Jane Piper

Carol Hanna

All Hanna

Dave Edmark

Sally King

Jessie Koepppe

Alice Talbert

Programs in 2022:

January 20 — “Update on the New Tiny Houses for Homeless in Fayetteville”
Solomon Burchfield, Director, New Beginnings.

February 17—“Canopy Update on Resettlement of Afghan Immigrants”
Hannah Lee, Canopy NWA Director of Community Engagement

**Pastoral and
Staff Support:**

Jan Butin

Rosie Haden

March 17— “Current Activities of Shiloh Museum”
Angie Albright, Director

April 14 — “Israel/Palestine from Historical Perspective”
Dr. Raouf Halaby, Emeritus Professor, Ouachita Baptist University, Arkadelphia, AR.

May 19 — “Field Trip to Osage Park in Bentonville, AR” with a picnic lunch from a food trailer and hike with a guide through park wetlands

June — August — Summer Break

September 8 — “The Jones Center”
Terri Trotter, President and CEO

October 13 — “Circles NWA”
Christina Williams, Circles NWA CEO, and T.J. Williams, Leader

November 10 — “Fayetteville Growth and Transportation Projects”
Britin Bostick, Long Range Planning and Special Projects Manager,
City of Fayetteville, AR

December 15 — “Christmas Around the World”
University of Arkansas International Students
Cynthia Smith, Director of Outreach, International Student and Scholars

OUTREACH

Moderator:
Leigh Woodruff

Members:
Bill Hart
Carol Hart
Neil Ingels
David Clay
Leigh Smith
J.P. Peters
Dennis Nelson
Barbara Verdery

Pastoral Support:
Phil Butin

Budgeted and Special Offerings: We are very proud that 99% of the \$109,890 allocated for Outreach and Service through the 2022 budget was spent on bettering our community. The congregation also contributed an additional \$32,358 through special offerings collected throughout the year, a nearly \$3,000 increase from the previous year.

Community Emergency Outreach (CEO): Currently, 18 area churches financially support CEO, including FUPC. Special offerings taken every month of 2022 totaled \$10,101, an increase from last year. These are in addition to the \$2,300 allocated to CEO through the annual budget. Ministry team member, David Clay, continues to serve on the CEO Board. Eight FUPC members volunteer weekly. The Advent season initiative of the Food Angels was successful again this year. Volunteers gathered canned food items two-three times a week to take to CEO. This year, the Food Angels were moved around the church which encouraged more donations. Also, there was a pest problem with non-canned food, so a bin next to the Food Angels was added. This initiative has also proven successful in involving First School families in a church ministry.



Community Meals: Many thanks to Barbara Verdery for her continued leadership in this ministry with the changing needs, as well as the 33 members and friends who volunteered to prepare, deliver, and serve in 2022. FUPC has continued to serve the undernourished residents of Fayetteville with two monthly community meals on the first Sunday of the month at Trinity Methodist Church and 7hills Day Center on the third Friday of the month. 7hills returned to



in-person meals late 2021 with Trinity returning to in-person meals in April, 2022. With the return of in-person meals, the number of clients needing a meal increased. For 2022, we prepared nearly 1,500 meals at a cost just under \$3,400, which is less than \$3/meal. Compared to 2021, we provided 1,000 meals at a cost of \$2,400 meaning a cost of \$2.40/meal. The increased food cost is mainly due to not being able to purchase proteins through the NWA Food Bank (mainly able to purchase canned vegetables, some pastas, and canned fruits) but also due to the general increase of food prices with inflation and supply issues. For the November and December 7hills meals, we prepared a more semi-traditional holiday meal of turkey, ham, and side dishes which cost more than the \$150/meal budgeted. We also prepared several meals each month for FUPC members needing a meal as requested by the Deacon's ministry.

OUTREACH



On the church's web page there is a link for volunteers to sign up to help. The church posts regular announcements through the Weekly Update and Facebook. Each meal requires about four–five volunteers to prepare the meal the day before and day of. Neil Ingles, John Stitt, and John's brother are always willing to deliver and serve the meal at 7hills. Mt. Comfort Presbyterian Church has two–three women who help serve the Sunday Supper meal along with

Neil Ingles.

At times, it has been very difficult to find volunteers to help prepare a meal. No solution has been found except for Barbara Verdery to personally ask members. The idea of other church groups preparing meals occasionally has been discussed at Session, but it has not resolved the concern.

Honduras Mission: Our Church and the Presbytery of Arkansas continue to develop a robust relationship with congregations in the Presbytery of Honduras. Leigh Woodruff and Rev. Phil Butin continue to be co-moderators for the Honduran Ministry Subcommittee for the Presbytery of Arkansas. No trips were made this year due to the continued pandemic; however, monthly calls via Zoom between the Honduran Network of those involved with Honduran ministries continued our relationships.



Honduras Festival Retreat: Planned for Jan. 23-27, 2023. This retreat is the first of its kind to gather the PCUSA and Honduran Presbyterian partners together. This will be a time of fellowship and discussion of best practices for this continued relationship. Rev. Phil Butin and Leigh Woodruff of our church and Roy Horan of First Presbyterian Church, Bentonville, plan to attend to represent the Presbytery of Arkansas.

Next Mission Trip: Planned for March, 2023.

Our Mission Co-worker: Rev. Dori Hjalmarson remained in Honduras during this of the pandemic. She continues to help and work from her home in the capital of Tegucigalpa.

OUTREACH



Canopy NWA: We have donated funds to Canopy in the past, but in 2022 Rob Button spearheaded creating a Co-Sponsor Team to support an incoming refugee family. Dennis Nelson serves as the liaison for the Co-Sponsor Team to Outreach. Eight members joined the team and went through the required Canopy Co-Sponsor Training. Considering many team members speak Spanish, Canopy assigned the team to a Guatemalan family in June. The church members enthusiastically collected the needed items to furnish a home in two days, set up their apartment in Springdale, and provided the family with bicycles. The team walked alongside this family to adjust to a new home, culture, language, grocery shopping, finances, new appliances, and winter weather. It's been a joy being part of this transition for this family. The hope is a new team of individuals will co-sponsor a new refugee family each year.

Stalker Gift: The Outreach & Service Team has spent several years researching several options on where to spend this generous gift responsibly. The pandemic delayed many organizations' plans for improvement and growth. The Team would like to give one large gift to one organization to give maximum impact. The Team has mostly discussed giving a gift to 7hills, but no decisions have been made at this time. We want to make certain these funds are used for the continued betterment of the community. This research will continue in 2023.

Alternative Market: The market is a time-honored tradition of this church and had not happened in the past two years due to the pandemic. The market is meant to offer alternative options to traditional Christmas gifts like donations to organizations in the name of a loved one. It's also a time to educate the congregation about organizations we support and to purchase some tangible items members donate and organizations sell. Carol Hart directed the market including 15 organizations on December 4. Unfortunately, the market was not nearly as successful in years past, even though it was well publicized. One challenge was the competing craft markets held at Mt. Sequoyah and The Fayetteville Town Center on the same weekend. The O&S Team is discussing other options for the Alternative Market in the future.



Additional Donations: Annually, our ministry team donates the interest gained from our unrestricted funds. It was just over \$816 this year and given to our Canopy Family. Also, in mid-December the Team voted to evenly divide \$4,800 of unused funds between 7hills and the NWA Food Bank.

Matthew 25 Church: We're very proud to continue work toward being a Matthew 25 Church. Please visit <https://www.presbyterianmission.org/ministries/matthew-25/> for videos and more information.

CANOPY NWA

Canopy Co-Sponsor

Coordinator:

Amethyst Osborne

Core Team:

Rob Button

Lupe Gonzales

Rebecca Haden

Elizabeth Houle

Jessie Koepp

Bo Morton

Dennis Nelson

Leigh Woodruff

Ron Woodruff

FUPC Helpers:

Karen Crocker

Thermon Crocker

Isaac Ripplemeyer

(and many others)

Pastoral

Support:

Phil Butin

Timeline

- ◇ Saturday 8/6 Team training
- ◇ Sunday 8/28 First team meeting
- ◇ Thursday 9/1 Airport Welcome
- ◇ Sunday 9/11 FUPC Furniture, HH donations complete
- ◇ Monday 9/5, first family visit- location 1
- ◇ Tuesday 9/13, visit family at apartment
- ◇ Started 9/2 Drive family to grocery store
- ◇ 10/1 Springdale bus route provided to family (impractical for grocery shopping)
- ◇ 10/3 introduced family to Spanish-speaking upstairs neighbors
- ◇ 10/23 completed home supply list, delivered to Canopy
- ◇ Started 10/6 reviewed list of community resources
- ◇ 10/6 accompanied family for clothing and bicycle shopping
- ◇ 11/5 accompanied family to Springdale Library for library cards
- Family found Iglesia Del Nazarene Vida Abundante as a place of worship
- ◇ 11/24 Thanksgiving with Woodruff family
- ◇ 12/5 located and explained difference between EBT, ATM, and credit cards
- ◇ 12/16 activated Arvest bank account and reviewed draft budget dated 12/10
- ◇ 12/25 Christmas dinner with Houle-Nelson, Crocker, and Ripplemeyer families
- ◇ 12/31 Canopy financial support ended (three months)

Communications

Team meetings have been conducted in person at the Canopy Office, FUPC, and via Zoom. Family contact initiated by text and reported to the core team and Amethyst (of Canopy NWA) via What's App.

Looking Ahead

Many of the activity items on Canopy's Cultural Orientation Checklist (to be placed in the family's case file when our co-sponsor work is officially done March 1) have been completed with the family's complete cooperation.

Transportation

Our family does not have a reliable transportation method outside of the co-sponsor team and Canopy. Although Dad and the sons talk about a car, no one drives. The closest Springdale public bus stop is more than a mile away. Since their arrival, co-sponsors and FUPC friends have driven family members to the grocery store and other shopping locations suggested by Canopy.

Budgeting and Banking

A Spanish-speaking Arvest banker helped the family find automatic Tyson deposits, monthly statements, and set up automatic payments on their phone. However, we have been yet to verify that they can pay their bills and compare income versus expenses.

Housing

The family likely has a copy of the lease, but we have not yet gone over that document. Any matters that arise are handled by a case worker through Canopy NWA.

PRESBYTERIAN WOMEN

PW Coordinating

Team:

Katie Jackson
(Moderator)
Emily Bridges
(Treasurer)
Amy Rossetti
(Together in Service)

Presbyterian Women is a mission-oriented group that donates to church, community, state, national, and international needs through time and treasures. The organization is open to all women in our congregation and community.

2022 brought about another change: any woman who wanted to be in the *Horizons* study was invited to come to the Morning Book Study at the church on the second Tuesday of the month. Former members of Circle 1, the BTV/Circle 3 group, and Circle 4 group came together in one group studying the *Horizons* Bible Study. The church Library has plenty of space for this group and Zoom was offered for those who choose that option.

Circle Moderators:

Barbara Verdery
(Morning Book Group)
Katie Jackson
(Evening Book Group)
Janet Clausen
(Hooks and Needles)
Jessie Koeppel
(Covenant Group)

As the stress of the pandemic lessened, we had most of our groups meeting in person, but we continued to offer Zoom participation for Circle 1 (Tuesday Morning Group) and Covenant Group. Circle 2 (Tuesday Evening Group) met in person in homes and the Hooks and Needles Group gathered at the church.

Circle names shifted to small group names. Circle 1 is now the Morning Book Study and Circle 2 is the Tuesday Evening Book Study.

We continued to have a core group that studied the *Horizons* Bible Study. The spring 2022 study was *What My Grandmothers Taught Me: Learning from the Women in Matthew's Genealogy of Jesus* by Merryl Blair. In the fall, we began *Horizons* study, *Celebrating Sabbath: Accepting God's Gift of Rest and Delight*, by Carol M. Bechtel.

The Tuesday Evening Book Group is currently studying *Whisper: Finding God in the Every Day* by Danielle Bean. The Covenant Group chooses a new book every two or three months and meets the fourth Tuesday of each month at the church. Hooks and Needles meets weekly on Fridays at the church.

In February, PW assembled over 50 care packages to send to our church family members, ages 18-24. In December, we asked for donations of hats, mittens, and socks that were taken to Fayetteville Public Schools Outback. The Hooks and Needles Group donated three boxes of handmade items to this effort. PW members annually help with decorating/undecorating the chrismon tree and the hat and mitten tree. A memorial gift was made to the Library in memory of a church member that passed away in 2022. At the presbytery, national, and international level, our PW contributed \$1,000 to promote an inclusive, caring community for women worldwide.

In August, we were pleased to award a PW Honorary Life Membership to member, Amy Matthews McCann, in recognition of her service to the Church.

The FUPC Presbyterian Women have agreed to host the Synod of the Sun PW Gathering here in July, 2025. We will begin monthly and weekly planning for this event in January, 2024.

SPIRITUAL GROWTH

Moderator:
Sara Eichmann

Members:
Ruth Rogers
Lea Millett
Diane Byars
Nancy Waite
Gayl Lippert

**Youth
Subcommittee:**
Jim Price
(Leader)
Wendy Robbins
Jana Hemphill
Lorraine Brewer

**Staff
Support:**
Kristi Button

In 2022, the Spiritual Growth team offered:

- Three adult Spiritual Growth opportunities (two hybrid Zoom spaces were created)
 - The Bible Study class met primarily in person, while also continuing to engage on Zoom. In the fall, the group was able to meet in the Calvin building and through a computer with those from home. The group used the Present Word Study and was led by Dennis Brewer and Jane Steinkraus.
 - The Thoughtful Christians class met both virtually by Zoom and in person. The group was led by Phil Butin and Derrik Olsen and studied the books:
 - ◆ Winter: G. K. Chesterton, *Orthodoxy*
 - ◆ Spring: Dietrich Bonhoeffer, *Creation and Fall, Temptation*
 - ◆ Summer: Amy-Jill Levine, *The Difficult Words of Jesus*
 - ◆ Fall: Diana Butler-Bass: *Grateful: The Subversive Practice of Giving Thanks*
 - In the fall, the Open Door class returned in person and read *Wholehearted Faith* by Rachel Held Evans. Jan Butin guided these group discussions.
- A new Confirmation Class began in the spring.
- Children's ministry was able to begin in-person activities again in May because of children's vaccinations being available.
 - In May, a five-week, in person program for children of all ages was presented during Spiritual Growth time on Sundays.
 - In the fall, Sunday morning Spiritual Growth resumed with Joy-us group for three years to 3rd graders and Good Neighbors for 4th-6th graders.
 - Vacation Bible School was a three-evening program in June. Families attended together. An evening meal was served and there was programming for preschool, younger elementary, older elementary, and adults. The theme was Heifer International and by the end of the three programs, the group had raised enough money to purchase two goats through Heifer. The fellowship shared during the meal was wonderful.
 - Four FUPC children attended Ferncliff.
 - The annual Celebration at the Manger returned to in-person again. We included many First School families and their older siblings this year. All participants and guests enjoyed cookies in the Gathering Place afterwards.
- Youth Ministry continued until August under the interim leadership of Martha Arambel, U of A student and UCM student intern.
 - They led a Youth Sunday and celebrated graduates in a spring service.
 - In August, youth participated in a one-day mission project and bowling day.
 - Events with Springdale and Bentonville Presbyterian churches were scheduled several times in the fall.
 - A group attended Youthquake in the fall at Ferncliff.

CHILDCARE

**Childcare
Coordinator:**
Mindy Mock

**Childcare
Assistants:**
Nicole Tillery
Sue Conlee

Childcare is available in Upper Knox for children up to five years old on Sundays from 8:15 a.m. - 12:15 p.m. This allows parents and grandparents to attend worship and/or Spiritual Growth. Numbers have been somewhat unpredictable as we gradually return post-pandemic. The most we had in the Nursery this year was four children. We have trained Nursery Assistants who typically work alongside the Childcare Coordinator on Sundays and during other special events. Our childcare staff is consistent, dependable, and has a good reputation with our families. Toys, coloring sheets, a planned craft activity, a short Bible story, and a snack are provided for the children while in our care. We provide childcare for special services such as Ash Wednesday, Holy Week, Easter, and Christmas Eve.

Childcare is also available for church events, meetings, weddings, and memorials (upon request). Anyone needing childcare services contacts the Childcare Coordinator, Co-Pastors, or Director of Christian Education at least two weeks prior to the event to ensure available and adequate child to provider ratios. This year, we staffed childcare regularly for three worship services, and Marriage Group, and occasional special events.

LIBRARY

Librarian:
Nancy Waite

Continuing COVID-19 protocols begun in 2020, records were maintained on my home computer as the Library computer does not support the latest revisions to our library program. Additions to the collection included the latest children's titles and books to supplement Presbyterian Women's *Horizons* study (the Sabbath). Books displayed in the children's section were continually updated to match calendar events. A very small number of items were checked out by church members, but several items were left in the Library without checkout. Returned items were re-shelved at least every two weeks. Since our library program (Resource Mate) no longer offers the capability to print cards, I printed a subject catalog for members' use. A smart TV was installed in the Library for Zoom meetings and church use. New tables and chairs were added to accommodate Session and ministries meeting in the Library. The goal for 2023 is a full inventory of the collection in anticipation of barcoding and automation.

CHRISTIAN EDUCATION

Director:
Kristi Button

In 2022, the first part of the year was marked by children being eligible for vaccines, so by May we began a five-week, in person, all-ages program for children and it was wonderful to be back together. In the fall, we resumed our Sunday morning Spiritual Growth with Joy-us group for three years - 3rd and Good Neighbors for 4th-6th. Both groups flourished and we sang in worship twice. The highlight was our singing of the Thankful Song in November. It was a treasured moment.

The weekly Mailchimp emails for families continue and have been a wonderful way to get children and family specific information out. Many of these articles are then shared in the Friday all-church email, the Weekly Update.

For my Certificate in Spiritual Direction program, I attended two intensive weeks. Both were in-person on the campus of Columbia Seminary. We completed our work together in November and now complete our supervised direction on our own. I practiced direction during the entire year of 2022 and am expecting to finish all requirements by the middle of 2023.

Our VBS program was a three-evening program near the end of June. We had families attend together and offered a meal and then programming for preschool, younger elementary, older elementary, and adults. Our theme was Heifer International, and in the end, we raised enough money to provide two goats through Heifer. We were so blessed to have the Muma/Atunguri families spend this time with us before their move to Del Rio, TX, as they were Heifer recipients in Cameroon and their families continue to care for those animals. Being together for fellowship around the meal was wonderful, as was having more programming and more volunteers.

The annual Celebration at the Manger was in-person again this year and that was wonderful. The children could hear the entire story again as they played the roles. We included many First School families, including older siblings. We enjoyed cookies in the Gathering Place afterward.

WORSHIP

Moderator:
Francis Millett

Members:
Bo Morton
Mary Mann
Rob Button
Itrel Monroe
Barbara Verdery
Don White
Martin Atungsiri

Support:
Jan Butin
Phil Butin
Isaac Thomas

We have had wonderful worship services throughout the year and have met several difficult challenges successfully. Services were held in-person at 8:30 a.m. and 11:00 a.m. and also livestreamed at 11:00 a.m. This combination has allowed many to participate, including those that have health concerns. The mask policy was adjusted from week to week depending on the severity of COVID-19 in our area. Barbara Verdery organized communion and arranged the purchase of new communion ware and offering plates. The full choir sang at the 11:00 a.m. in-person services, and the choir interns and other volunteers sang at the 8:30 a.m. services. Isaac Thomas and Hyun Kim found an outstanding 2008 Steinway Concert and Artist Model B piano to replace the Baldwin piano in the Sanctuary. This piano was purchased using funds from the Eva Stalker Fund. The Fauré Requiem was sung on Good Friday with Isaac Thomas leading the chancel choir and soloists Tori Rudolph, soprano, and Theodore Carlson, baritone, and Hyun Kim, organ.

Between January 2 – May 8, services were indoors until weather became warm enough for the early service to consistently be held outdoors on the Courtyard. When the Sanctuary HVAC system failed, the Session approved a \$225,000 system replacement, and services were immediately moved to Fellowship Hall, beginning May 15. Many new challenges were addressed. The Steinway piano and other equipment used in the worship services was moved from the Sanctuary. New streaming-system cameras were purchased and installed in Fellowship Hall, Chairs were set up and taken down each week. Many members, Worship ministries, and church staff were involved. Many people liked the smaller and more informal setting in Fellowship Hall.

The Handbells, under the direction of Pam Gilbreath, began rehearsals in Fellowship Hall and enhanced our worship there and in the Sanctuary. The church initiated a new service Third Worship at 4:00 p.m. on the third Sunday of each month, beginning October 16. This is a creative and inspiring service involving engaging music, relaxed liturgy, an interactive message, and table activities for children. The HVAC system replacement was completed, and Third Worship services were moved back to the Sanctuary on November 20. The area behind the Chancel and the Music Room were brightened and a communion table and smart TV were added to create a new worship space for early and other special services. Given the beauty and reverence of the Sanctuary (especially with Advent décor), the distance through the Sanctuary to the new space, the season of winter, and the closeness while coming out of COVID-19, this new space was used only briefly before returning to the Sanctuary. Worshipers now gather in the center section, close to the front, which has helped us to sing and has added a sense of community and warmth. It was wonderful to hold Advent and Christmas services in the Sanctuary again.

MUSIC

Music Director:
Isaac Thomas

Our music ministry was very busy in 2022. Our choir worked hard to prepare the Fauré *Requiem* for Good Friday. On Easter Sunday, we were finally able to resume our tradition of singing Händel's *Hallelujah Chorus* as the finale (after two years of hiatus due to the pandemic).

We were blessed to support our choral intern Tori Rudolph as she prepared for her master's degree concert. We hosted choral rehearsals for six weeks in our music room with 15-20 collegiate singers. Isaac provided the piano accompaniment for the rehearsals and in concert at the U of A.

We purchased a new Steinway Model B grand piano for the sanctuary in the Spring. We were able to feature the instrument when we hosted the University of Arkansas string department in concert in late Spring (showcasing colleagues and students of Hyun Kim, our organist and accompanist). Further concerts are planned for 2023 to highlight the new instrument.

We were blessed to have Pam Gilbreath volunteer to direct our handbell choir. Pam quickly grew the program to a full roster of ringers and the bell choir soon began ringing again in worship.

Our church started a new "Third Worship" service which meets every Third Sunday of the month and features modern worship music geared toward youth and young adults (although all age groups are encouraged to attend). We have had fun participating in this service with Springdale and Bentonville First Presbyterian youth groups. We sing together, have a short message, and then break into groups and have a time of discussion about the Bible passage of the day. A special "thank you" goes to Jake Smith, Connor Button, Cole Jackson, Ceci Allen, Jeffrey Kerst, Ashley Adair, and Evan Blanz for playing and singing in the Third Worship band.

We shifted all of our worship services to the Fellowship Hall for seven months while we waited for the HVAC system to be replaced. This helped bring us closer to one another and began to lift us out of the pandemic lull. We were very happy to resume worship in the sanctuary just in time for Thanksgiving. We also featured our children's choir in worship for Thanksgiving and they sang an anthem entitled "Thankful" under the direction of Ruth Rodgers and Kristi Button (and with the assistance of several adult volunteers).

We were blessed to have Tom King join us on cello several times throughout the year. One of the highlights was during Advent when he played, "O Come, O Come, Emmanuel."

During our Advent season, we were thrilled to have some of our children, youth and college students sing with our choir for our choral program on December 11 (which featured a string quartet comprised of students from the University of Arkansas). We also featured baritone Theodore Rulfs on Christmas Eve as he sang, "O Holy Night" and the Trotter-Wright family (Evan, Allie, and Will) also sang "Mary, Did You Know." Our handbell choir played a lovely arrangement of "Silent Night" for the candlelight service.

Our church welcomed three new choral interns this year (in addition to Jeffrey Kerst, our tenor intern): Cole Birmingham, Ashley Adair, and Isabelle Pennick. We also welcomed a new intern for Third Worship (her name is Ceci Allen). We are grateful to all of our interns for their hard work and dedication.

Finally, our worship band and Hyun Kim have provided beautiful music for our worship services. Thank you to Dennis Brewer, Rob Button, Richard Lee, Steven Jarvis, Connor Button and Hyun Kim. We also want to extend a special thank you to all who help run our sound and video for our worship services: Christopher Verdery, Drew Parker, Liz Fulton, Sharon Taylor, and Caleb Cox. Special thanks to Darren Gould for all of his assistance and helping us with needed A/V equipment.

MUSIC

AUDIO/VISUAL TEAM

Caleb Cox
Liz Fulton
Drew Parker
Sharon Taylor
Christopher Verdery—A/V Coordinator

CHANCEL CHOIR

Ashley Adair, choral intern
Ceci Allen, Third Worship intern
Amy Bearbower
Cole Birmingham, choral intern
Dennis Brewer
Lorraine Brewer
Rob Button
Jim Gilbreath
Pam Gilbreath
Rebecca Haden
Cathy Henry
Jeffrey Kerst, choral intern
Cole Jackson, (seasonal)
Hyun Kim, organist/accompanist
Richard Lee
Mary Mann
Sabra Martin
Eunice Millett
Frank Millett
Bill Mitchell
Itrel Monroe
Derrick Olsen
Julie Olsen
Isabelle Pennick, choral intern
Laurie Reh
Allie Trotter-Wright (seasonal)
Evan Trotter-Wright (seasonal)
Will Trotter-Wright (seasonal)

MUSIC MINISTRY INTERNS

Ashley Adair (Fall)
Ceci Allen (Fall)
Cole Birmingham (Fall)
Paige DeJarnett (Spring)
Jeffrey Kerst (Spring & Fall)
Isabelle Pennick (Fall)
Tori Rudolph (Spring)
Emily Sink (Spring)

11:00 WORSHIP BAND

Dennis Brewer, guitar/vocals
Connor Button, percussion
Rob Button, guitar/vocals
Richard Lee, bass/vocals
Steven Jarvis, electric guitar
Isaac Thomas, piano

ORGANIST & CHOIR ACCOMPANIST

Hyun Kim

THIRD WORSHIP MUSICIANS

Ashley Adair, vocals
Ceci Allen, vocals
Cole Birmingham, bass/vocals
Evan Blanz, bass clarinet/guitar
Connor Button, percussion
Jeffrey Kerst, bass/vocals
Jake Smith, guitar/vocals
Isaac Thomas, piano/vocals

HANDBELLS CHOIR

Pam Gilbreath
Ted Belden
Bill Mitchell
Jim Gilbreath
Dave Edmark
Barbara Stephenson
Marti Woodruff
Jo Rothrock
Jane Steinkraus
Ruth Rodgers
Deeg Mitchell
Laurie Reh
Katie Jackson

COMMUNICATIONS MINISTRY

COMMUNICATIONS

Moderator:
Rebecca Haden

Metrics for Communications Ministry

Members:
Dave Edmark
Jim Gilbreath
Darren Gould
Sally Kelley
Amy McCann

Banner Hangers:
Drew Parker
Connor Robbins

Support:
Phil Butin
Jan Butin
Rosie Haden
Christopher Verdery

	Q4 2020	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022
Worship attend (avg)	20	107	89	146	113 (avg per	114
YouTube views (avg)	218	87	89	82	115 (avg. per	138
Website visits	2202	2302	3407	4257	4248 (327 per wk)	4618
FB page reach	2434	2392	9580	1160	3827 (294 per wk)	5950
FB group reach	unavailable	3003	2494	1969	1747 (134 per wk)	2787
Weekend Update	1794 (138 per week)	2012 (155 per week)	1992 (166 per wk)	2130 (164 per wk)	2317 (166 per wk)	2192 (168 per week)
S School attend (avg)	unavailable	unavailable	unavailable	unavailable	29 (avg per wk)	unavailable

For the full year 2022, we saw 37,366 pageviews from 14,055 visitors (a 12% increase over 2021), including 13,884 new users. Just over 25% of web visits came from Arkansas. Fayetteville and Springdale brought over 75% of these visits, followed by Little Rock and then Benton County.

Facebook showed an organic reach of 12,780 (a 25% increase over 2021) and paid reach of 432,065. The group page had 8,667 views.

The livestream service had over 7,500 views and 33 new subscribers during the year. We saw numbers fall as in-person services became available, but rise soon after and continue to do so, outpacing in-person attendance by mid-year. It should be borne in mind that Christmas fell on a Sunday in 2022, leading to lower than normal physical attendance at that particular service. On the other hand, views of the service count an entire household as one view. With these points in mind, we can assume that online worship attendance was in fact higher on average than in-person attendance for the second half of the year. Combined average attendance went from 238 in Q4 2020 to 252 in Q4 2022.

Goals for Communications Ministry

We worked on this list of goals during 2022. The list came from the Planning ministry and the congregational planning meeting.

Increase FUPC's visibility in the community through traditional and current media.

We completed all the items listed below. We also agreed to continue basic ads with the *Democrat Gazette*, primarily to show support for the local newspaper. Sally Kelley sent information to the Church Notes (free info) section of the *Democrat Gazette* and has volunteered to continue doing so in 2023. We also received a Google ad grant of up to \$10,950 per year. The grant requires a certain engagement rate and we have met this requirement consistently. Rosie manages the account. We proposed improvements for the Weekly Update, made a video for CEO, and showcased members' art and writing in various projects, including a set of special banners for Lent and a Devotional booklet for Advent.

- a. Use online calendars and news sources such as Fayetteville Flyer.
- b. Use Facebook ads.
- c. Improve searchability of current YouTube channel.
- d. Post regularly at Facebook.
- e. Publish news regularly at the website.
- f. Add video kiosk at FirstSchool.

Make and track connections with the church outside of physical attendance. Use the data to celebrate improvements and identify opportunities.

We completed item A below, but determined that B and C are impractical.

- a. Track YouTube views and website visits. Use data for strategic planning.
- b. Track phone contacts.
- c. Track Zoom attendance of spiritual growth opportunities.

Develop print opportunities.

The office staff has been responsible for print materials, including print bulletins for in-person worship and occasional print newsletters. The committee supported these efforts as needed. The committee prepared an Advent Devotional booklet which was printed and distributed as well as being available online.

<https://www.fupcfay.org/wp-content/uploads/2022/11/Advent-Booklet-Final.pdf>

Reconsider the *Focus*.

Add announcements to the bulletin if possible.

Strengthen small groups by letting the congregation know about all the different small groups available.

We used social media and the website to do this. We did not track attendance at small groups, so we do not have measurable results, though we feel like we moved in the right direction.

Publicize events.

Again, we used social media and the website to do this. We saw an increase of 23.57% at the Events page on the website year over year, but did not track attendance of events.

Work to become a more diverse church.

We did a series for Black History Month at Facebook and on the website (<https://www.fupcfay.org/?s=black+history+month>). The posts saw significant engagement. The website pages have received 469 visits, and continue to receive several visits each day.

At our final meeting of the year, we decided to add a page to the website making a statement on diversity and inclusion. The text has been sent to the committee for feedback and will go to Session for approval before publication. In the meantime, we added a welcoming statement prepared by the pastors to two pages: <https://www.fupcfay.org/matthew-25/> and <https://www.fupcfay.org/explore/welcome/>

EQUIPPING MINISTRY

- First School Commission
- Nominating
- Personnel
- Planning
- Properties
 - Earth Care Task Force
 - Garden and Grounds Subcommittee
- Stewardship
- Trustees & Endowment

FIRST SCHOOL

Moderator:
Sara Koenig

First School is a parents' day-out program, pre-school, and kindergarten. The school is an outreach of First United Presbyterian Church. We pledge to provide a safe and loving Christian environment while nurturing a love of learning.

Members:
Erin Wilson
Mary Ward
Sue Gohn
Jim Gilbreath
Christian Hornwell
Miki Rousseau
Valerie Balldin

First School Commission is the governing board made up of parents, teachers, FUPC congregants, and supported by staff.

The return to normalcy after two years of COVID-19 characterized the year. Attendance improved from 102 in the spring to approximately 125 in the two summer sessions, to 141 to start the Fall semester. Events for the families and our church family began again. We held chapel in person with our pastoral staff, Revs. Phil and Jan Butin, and Kristi Button, Director of Christian Education. The congregation was invited to attend First School events including a Spring Hike, the Trike Rally, Play Date in Wilson Park, and the Christmas Program. Several First School families accepted invitations from the church to participate in the Fall Festival and the Celebration at the Manger.

Support:
Cathy Haiston
(Director)
Jan Butin
Phil Butin
Kristi Button
Laura Winburn

We began the Fall semester with the hiring of a music teacher, Patti Dutton, bringing the total staff number to 23. In October, Cathy and 13 teachers attended the Arkansas Early Childhood Association Conference in Little Rock. Teachers attended classes and networked to improve their skills. They received a large bag of new materials for their classroom. We also have four teachers participating in the TEACH program to improve skills and achieve a higher level of certification or degree. Cathy Hairston applied for and received several improvement grants from the State. This money has been used to paint and refurbish the classrooms, improve security and hygiene, and begin plans for an outdoor classroom.

The financial position of the school is strong. We ended the year with tuition over expenses able to give \$15,000 to the Church for overhead and able to move \$25,412 to the school's building maintenance reserve. The Commission approved an hourly increase of .50 for all staff starting in January 2023, a move made necessary by inflationary pressures and competition for qualified teachers.

We provided scholarships to nine families to assist with tuition expenses totaling \$9,185 for the year.

First School successfully passed Arkansas Better Beginnings assessment in January for the time. We are proud that First School has maintained the maximum three-star rating since 2014 as determined by the Arkansas Department of Human Services.

NOMINATING

Moderators:
Bo Morton
(January—May)
Don Johnson
(May—December)

Members:
Laurie Reh
Pam Gilbreath
Deeg Mitchell
Rob Button
Carol Van Scyoc
Howard Higgins
Itrel Monroe
Christi Cox

**Pastoral
Support:**
Phil Butin
Jan Butin

In accordance with the PCUSA Book of Order and the By-laws of First United Presbyterian Church, the Nominating Ministry nominated the following members to the offices of elder and deacon. These members were ordained/installed by the congregation.

Elders Filling Unexpired Terms

Lorraine Brewer (Class of 2024)
Carol VanScyoc (Class of 2023)
Don Johnson (Class of 2023)

Elders – Class of 2025

Claudia Driver
Jim Gilbreath
Wendy Robbins
Leah Smith
George Wardlow
Marti Woodruff

Deacons

LaNelle Cagle Yesenia Nevarez
Eunice Millett Debbie Power

The Nominating Committee also filled the following positions:

Clerk of Session

Roger Koeppel - 2023

Treasurer

Tom Verdery - 2023

First School Commission

Quetta Wardlow – 2023 – 2025

Melissa Werner – 2023-2024

Personnel Ministry

Bill Mitchell (2023-2025)

Michelle Price (2023-2024)

Endowment Ministry

Liz Fulton (2023-2025)

Nominating Ministry – 2023

Emily Bridges (Year 1)
Mary Mann (Year 1)
Ron Talbert (Year 1)
Ron Woodruff (Year 1)

Rob Button (Year 2)
Pam Gilbreath (Year 2)
Sharon James (Representing Deacons - Year 2)
Don Johnson, Moderator (Year 2)

PERSONNEL

Moderator:
Charles Cudney

Members:
Shawn Daniels
Buzz Roberts
Dwight Power
Randy Andersen
Jessie Koeppe

**Pastoral
Support:**
Phil Butin
Jan Butin

The Personnel Ministry during the past year has focused on maintaining and growing a positive and collaborative culture among all employees at FUPC. The atmosphere was already positive, but an effort was made to continue to focus on that as a priority. There are observable outcomes from this effort in the music program, First School, and the operation of the administrative office.

Also, a major focus has been the search for a Director of Youth and Young Adults. This effort has included working with the Center for Youth Ministry Training (CYMT) in Brentwood, TN. They provide a Graduate Residency program in Youth Ministry in which a person serves a church while they are attending the Austin Presbyterian Theological Seminary in Austin, TX, where they earn a Master of Arts in Youth Ministry. An appropriate match has not been found to date, but the effort is ongoing.

In the fall, Tammi Kushner, Office Manager, requested a brief Leave of Absence to care for her parents. Church member, Amy Rossetti, effectively covered office responsibilities. After Tammi returned in this role (in the mornings), Amy continued to cover the afternoons. The office functioning smoothly.

Laura Winburn, Financial Administrator, has announced that she will retire at the end of February, 2023. A process is in place to secure a new person to follow in this important role.

PLANNING

Moderator:

Steve Adair

Members:

Shawn Daniels

Roger Koepp

Sabra Martin

Bill Waite

Pastoral

Support:

Phil Butin

Jan Butin

Over the past few years, the church has focused on implementing our Vision and Mission during a time when COVID-19 dramatically altered how we worship while Christians nationwide are continuing to migrate towards non-denominational megachurches. To facilitate our church's ability to thrive in these changing times, the Session adopted FUPC's Course to 2030 during the latter part of 2021.

At the beginning of 2022, the Planning Ministry had the opportunity to welcome new members onto the ministry as all other members except Bill Waite were called to serve on different ministries of the church. As such our focus in 2022 was to (1) reinforce the Course to 2030 plan, (2) update our church's Core Values, and (3) facilitate a spiritually uplifting and energizing Session Retreat.

To reinforce the Course to 2030, the Planning Ministry was given the opportunity to share the key elements of the plan to the congregation during the Annual Congregational meeting and worked with the Communications ministry to enable a link to the plan on the church's website as well as set-up other reminders throughout the church. In addition, the Planning Ministry utilized the Leadership time during Session meetings to share progress being made on ministry-specific strategies and tactics.

The church's Core Values were updated almost 10 years ago, and it is the responsibility of the Planning Ministry to review and revise as needed every few years. The ministry reviewed the current Core Values and determined that our existing Core Values express who we are as a Church but recommended one addition: Intentional Unity, seeking common ground to bridge divides in church, community, and culture. Session unanimously approved this addition in November, and the Communications quickly updated our website to reflect the addition.

Our session retreat was held in August at the Lodge of Butterfield Trail Village. During the retreat, Session completed the Spiritual Skills assessment, and we welcomed as our guest speaker Jody Welker, a Presbyterian minister who is Interim Pastor at Second Presbyterian Church in Little Rock, AR. Jody's presentations aligned with our theme of spiritual and energizing growth with his Friday evening presentation, "Filling up the Cup with Spirituality," and his Saturday morning presentation, "Sharing the Spirit that Overflows the Cup."

PROPERTIES

Moderator:
Charles Williams

Thanks to all of you who made this ministry so enjoyable the past two years. The Properties ministry is responsible for the maintenance of the campus so it can run smoothly, be well maintained, and glorify God. All meetings were held by Zoom.

Members:
Al Hanna
Philip Talbert
David Clay
James Moore
David Rodgers
Ed Piper
Steve Adair
Riley Button
Brad Henry
Larry Stubbs
Jim Vawter

The Properties ministry approved a proposal by Harrison Energy Partners to install a new HVAC system for the Sanctuary which was approved by Session. The new units were installed at a cost in excess of \$225,000. Payment will be completed in 2023. Most services were held in Fellowship Hall during 2022 as a result. HVAC was installed without destruction of the front wall of the Sanctuary and landscaping as required by all other bidders on the project.

COVID-19 continued to have an impact on how buildings were used this year. This has reduced some maintenance and utility costs.

Many thanks to Sabra Martin and James Moore for the beautiful flowers and grounds throughout the year. Mowing, trimming, and leaf removal services contract was renewed with Matt Wantland's company, Elite Lawn Care.

David Rodgers coordinated repair of HVAC units, maintenance, and filter changes during the year. Al Hanna provided able assistance.

Pastoral Support:
Phil Butin

James Moore coordinated the annual spring and fall cleaning of the church grounds. An existing Columbarium on the south wall was repositioned and a new Columbarium was installed. This will allow another Columbarium to be installed on the south wall.

David Clay coordinated repair of the Columbarium walkway. New flagstones were also installed on two of the Courtyard entrances.

The logo (FUPC) entry mats were purchased from Cintas.

Library lights were converted to dimmable LEDs.

Deteriorated insulation was removed from all refrigerant lines on the Daikin HVAC units in Calvin and all new improved UV resistant insulation was installed.

Professional extermination by Rid-a-Pest was required to control rodents in Calvin and Lower Witherspoon.

Kitchen lights were converted to LEDs.

The Church signed up for Swepco's CoolSaver Program and Clear Result unit inspection.

The Properties Committee approved financial assistance to Matthew Stuber to improve an area of the south trail entrance to Brooks-Hummel Nature Preserve. This project was to help Matthew obtain his Eagle Scout designation.

Tom Verdery volunteered to ensure the church vehicles are properly maintained.

Harrison Energy Partners (HEP) installed two new HVAC compressors for the Gathering Space. HEP began their new HVAC service contract and completed the fall inspection and tune-up on all units.

Installation of "information/bulletin" televisions were completed for First School in Calvin and Knox buildings.

Installation of new cameras for Zoom coverage was completed in Fellowship Hall.

Televisions were installed in the library, Calvin 201, and the Sanctuary choir room.

All hot water heaters on the property have been checked and passed inspection.

EARTH CARE TASK FORCE

Moderator:
James Moore

In early 2022, we applied for and received our eighth annual recertification as an Earth Care Congregation from the Presbyterian Church (USA).

Members:
Leslie Belden
Thermon Crocker
Karen Crocker
Rebecca Haden
Sabra Martin
Ed Piper
Don Steinkraus
Diane Warren

During 2022, the ECTF met on November 2 in person in the Outdoor Gathering Space in front of the Sanctuary. During the year, there were efforts made by members of the task force and by other ministries of FUPC to meet specific earth care goals. The Properties Committee planned the replacement of all 15 fluorescent fixtures in the library with dimmable LED fixtures containing 45 long bulbs. Members of the Properties Committee also replaced the kitchen lights with LED fixtures. The Properties Committee is continuing the effort to replace all the less efficient lighting in the church with LED lighting.

The ECTF members encouraged the Properties Ministry Team to seek Session approval for the replacement of the failed HVAC system in the Sanctuary with the most energy efficient. This new Daikin Heat Pump HVAC system will allow a 30% annual energy saving. This continues our HVAC energy saving efforts since the church had installed the same system in the Narthex and in Fellowship Hall recently. These were more expensive systems than conventional split systems, but FUPC is choosing to honor our commitment to Creation Care by using less power to heat and cool our buildings.

Pastoral Support:
Phil Butin

We have continued to monitor and care for our 52 solar panel array that we installed at the end of 2015 on the south facing roof of the Calvin Building. For the entire year of 2022, the panels functioned each day in a quiet and unobtrusive way. During 2022, our solar energy system produced 18,270 kWh (kilowatt-hours) of energy. The average home uses around 11,000 kWh of energy in a year. The cost of electricity has increased, so the electricity produced by our solar panels is even more valuable.

The Worship Committee and our pastors planned a Creation Care Sunday Service in the spring with music, sermon, and service centered on this theme. In addition, the early service met in the outside gathering space beginning in the spring and extending into the fall. Being surrounded with trees, plants, birds, and fresh air, the congregation enjoyed a different worship experience.

During our meeting on November 2, we discussed the four areas that an Earth Care congregation focuses on: Worship, Education, Facilities, and Outreach. We want to meet more often and involve more members now that COVID-19 is much less of a problem. We discussed involving the 140 children in First School more with us and particularly since their new outside play area may encompass our present Butterfly Garden and Cutting Flower Garden. We also want to improve our educational efforts to the congregation in regard to recycling and conserving resources more effectively. We also want to develop the entrance through the church campus into the Brooks Hummel Wildlife Sanctuary in cooperation with the City of Fayetteville.

GARDEN AND GROUNDS SUBCOMMITTEE

Moderator:
James Moore

Members:
Brad Henry
Cindy Andersen
David Clay
Karen Crocker
Philip Talbert
Sabra Martin
Ted Belden
Dwight Power
Mark Power
Mary Ellen Moore

Pastoral Support:
Phil Butin

Garden and Grounds became a subcommittee of the Properties Committee several years ago because some people want to limit their involvement with the planning and care of trees, plants, and gardens, and are not as interested in issues inside the buildings on the property. We report to Properties through their meetings or through the moderator of Properties, who then refers any issues or motions on to the Session. Garden and Grounds members are not required to attend Properties meetings, but the Moderator of G & G and several other members usually attend the Properties meeting, and thoughts and suggestions are exchanged.

Garden and Grounds has divided responsibilities, but we frequently help out in areas that are not our primary area. David Clay looks after the Columbarium on at least a weekly basis, but this year the Columbarium was the focus of a lot of work done with the help of Properties members; Barbara Verdery, who is the head of the Columbarium Committee; the Session; and the Pastors. An additional Columbarium was added with 56 crypts, and planning was carried out for the future. In addition, David coordinated the rebuilding of the stone pathway in the courtyard of the Columbarium.

Philip Talbert takes care of the irrigation system throughout the campus, as well as lawn fertilization and weed control of all the lawn areas. Sabra Martin plans, works on, and brings in workers for garden care in the Calvin Entrance Gardens, Sanctuary Entrance Gardens (along with Karen Crocker), Witherspoon Gardens, Courtyard beds, the Handicapped Parking Bed, and the Garden at the entrance to the Rev. Lee Power Garden. James works on the Butterfly Garden, the Cutting Flower, and the Rain Garden. Dwight Power, Mark Power, Ted Belden, Philip Talbert, and James work on the Rev. Lee Power Garden. Other members fill in where needed. Matt Wantland with Elite Lawn Care is employed by the church and does a fine job with moving and some leaf removal.

We had a very successful church-wide Spring Clean-Up Day on April 9 with good participation in leaf and brush removal, pruning, some power washing, gutter cleaning, planting in some beds, cleaning of the utility pod and dumpster building, some pot cleanout of old plants, cutting back of Liriope and Fountain grass, and general cleaning. A new entrance to Columbarium Garden was created by a group of members who dug out rock and clay, put in topsoil and compost, and planted five holly bushes and other border plants. The Steve Adair family painted all the handrails leading up to multiple concrete stairs to the church, and also painted all the white PVC condensation pipes exiting buildings with brown paint.

Efforts were made year round by G & G to remove dead plants, replace plants where needed in beds and pots, water in a timely manner either by hand or sprinkler as possible, weed beds or pots, mulch areas where needed, repair sprinkler system parts as indicated, pick up and haul off broken limbs, dead head blooms, and care for insect or animal problems. The Belden family purchased plants and materials, and Mary Ellen and James replanted 28 large pots around the church. Zoysia sod was placed in areas of the Courtyard adjacent to the new stone walkway built with supervision of David and Properties.

STEWARDSHIP

Moderator:
Mark Power

Members:
Liz Fulton
Lisa Higgins
Lyle Gohn
Howard Higgins
Amy Rossetti

Pastoral Support:
Phil Butin

During calendar year 2022, the Stewardship Ministry Team focused on several key items. First, the team worked to finalize a legacy giving program by creating a subcommittee to focus on this area. The team will host a series of sessions for the congregation and plans to get this whole program solidly in place by the end of the first quarter of 2023.

Second, the team put a great deal of attention into our annual stewardship campaign. The theme for the 2023 Stewardship Campaign was “A Wealth of Generosity.” Lisa and Howard Higgins chaired the campaign. The goals for the 2023 campaign were to receive \$600,000 in pledges and to add 10 new pledging units. The pledge goal was met and the church added 11 new pledging units.

The FUPC congregation continues to show its amazing generosity! The church met the 2022 stewardship campaign annual goal by raising \$578,176 in pledge income as well as the plate and unpledged goal by raising \$107,715. Also, the Ellen Smith Birthday Fund has raised over \$35,000 since its inception.

Lastly, the team stayed on track for the 2030 goals as shown below.

Goals for the Course to 2030.

1. Increase the financial resources of the church by increasing the number of operating pledging units from 120 to 175.
2. Increase the pledge income by 3% a year with a goal of \$800,000 at the end of 10 years.
3. Add \$1 million in new gifts to increase the endowments and long-term restricted funds by encouraging legacy giving to the church’s Ministry Endowment Fund, Mission and Outreach Fund, Properties Fund, and Lee Power Ministry Scholarship Endowment Fund.
4. Broaden our understanding and practice of stewardship to better incorporate each member’s time and talents.
5. Continue caring for the church property and being good stewards of God’s creation.

ANNUAL FINANCIAL REVIEW

Mark Power, Howard Higgins and Don Cox, conducted a successful annual financial review of the church’s accounting procedures on November 30, 2022. This review was done with Laura Winburn, Financial Administrator, and Tom Verdery, Treasurer.

TRUSTEES and ENDOWMENT

Trustees:

Liz Fulton
Mark Power
Howard Higgins

The Trustee Board met periodically during 2022. We worked with church Treasurer, Tom Verdery, Financial Administrator, Laura Winburn and Rev. Phil Butin to navigate through a rocky year of stock market volatility. We were able to provide financial oversight for the church investments as we faced some necessary major expenditures on the church properties.

Endowment:

Coleman Ward
Chris Boushelle
Don Cox

The Board updated the applications and qualifications for the Lee Power and the Grace Vawter scholarships to make them more inclusive of a wider range of applicants. We awarded the Rev. Lee Power Scholarship to Kristl Button for her pursuit of a certificate in Spiritual Direction from Columbia Theological Seminary. We awarded a Grace Vawter College Scholarship to a college applicant.

Support:

Phil Butin
Laura Winburn

Our meetings included time for discussion of Legacy Giving opportunities and goals related to the church's long-term plan.

The Board members worked faithfully, and their work and input are much appreciated.

FINANCIAL REPORTS

- Treasurer Report

TREASURER'S REPORT

Treasurer:
Tom Verdery

First United Presbyterian Church (FUPC) non-annual operating funds are held in three different ways, as either Endowed Funds, Restricted Funds, or Unrestricted Funds. Endowed funds are gifts from which only the annual or accrued income (value) may be used. Most of our Endowed funds are held at Texas Presbyterian Foundation (TPF), invested in their Balanced Fund. The use of funds held in FUPC's Ministry Endowment is not limited for a specific purpose. Currently, by action of our Session, 5% of the value of the FUPC Ministry Endowment on a rolling 36-month average is calculated on September 1 of the previous year and used in the annual operating budget (\$114,840 in 2022). Additional Endowed funds may be further restricted by the donor for specific purposes such as Mission & Outreach, Properties/Maintenance and Christian education.

In addition to Endowed funds, FUPC holds funds in restricted accounts from which either principal or income can be used by action of Session for limited specific purposes defined by the donors, such as music, maintenance, hospitality, lectures, or the several specific special offerings held during the year. Most of these funds are held at TPF, although some are held in FUPC bank accounts.

Lastly, some funds are received from our members by lifetime gifts or through estates that have been received without restrictions as to their use called "Unrestricted Funds." When we receive unrestricted funds, the Session will vote to move these funds (at the recommendation of the Trustees) to one of four permanent funds (Ministry, Mission & Outreach, Properties, or to Lee Power Ministry Scholarship).

On the next page is a chart that shows some of the more significant funds as well as special offering funds titled Treasurer's Report ending December 31, 2022. In this report, you can see the specific purposes are shown for most of these funds.

In 2022, FUPC had two significant financial challenges which were: 1) the US financial market declines (stocks & bonds) impacting our funds invested in the TPF Balanced Fund (down 17.5% in 2022) and 2) the replacement of a new HVAC system in our sanctuary which cost us approximately \$225,000. Thanks to the generosity of our members and visitors, we had a strong cash flow throughout the year that kept us from having to generate significant monies from our Balanced Fund accounts. Furthermore, we paid the entire HVAC system costs with legacy gifts and funds tied directly to our Properties and Maintenance needs.

Our pledge income came in on budget (100%) as well as an increase versus budget in our plate and unpledged (+55.7%). Due to this giving and watching our expenses, our church was able to end the year with significant cash in the bank. We are truly blessed with a wonderful and giving congregation.

