


Impacting Lives!



"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." -1 Peter 4:10 (NIV)

**ANNUAL STATE OF THE CHURCH AND INCORPORATION
MEETING OF THE CONGREGATION
2020 ANNUAL REPORT
February 21, 2021**

FIRST UNITED PRESBYTERIAN CHURCH OF DALE CITY
Rev. Adam C. Bowling, Pastor
14391 Minnieville Road Woodbridge, VA 22193

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2021 SESSION

Peter Glycer ('21)*Adult Christian Education*.....703-590-0856
 Mike Gundel ('22)*Building & Grounds*301-767-5030
 Ruth Washburg ('22) *Children's Ministry*.....703-407-3976
 Cathlene Albrecht ('23)*Communications* 703-670-8369
 Betsy Gilbert ('23)*Congregational Connections*..... 703-670-4949
 Jon Guest ('22)*Finance & Administration* 703-491-4006
 Chris Martin ('23)*Information Technology*..... 585-455-8423
 Dave Stokes ('22)*Little Hands Preschool* 703-583-9287
 Pam Cox ('21)*Mission & Outreach*..... 703-441-6319
 Linda Wolstenholme ('22) *Nominating*703-878-7317
 Norman Cobb ('21)*Personnel* 703-878-7317
 Jon Guest ('22)*Safety & Security* 703-491-4006
 Pat Manalio ('23)*Stewardship*..... 703-680-5058
 Marti Hall ('22)*Worship*..... 703-626-2269
 Afton Schwalm ('23)*Youth Ministry*..... 571-221-0778

 Rev. Adam Bowling*Moderator*.....828-448-8914
 Sara Porter*Clerk of Session*.....703-670-8737

2021 BOARD OF DEACONS

A Ministry of Compassion and Service

Class of 2021

Agnes Fokwa
 Deborah Folly
 Lisa C. Fortner
 Kathy McNeely
 Carol Schwalm
 Celine Sonkwa

Class of 2022

Liz Goolgasian
 Charlotte Stultz

Class of 2023

Bob Albrecht
 Sandy Chamberlin
 Claudia Cunningham
 Pam Emert
 Ellen Nuernberger
 Tracy Stevens

Ellen Nuernberger *Co-Moderator*..... 703-878-0009
 Carol Schwalm, *Co-Moderator*..... 703-680-7673

ANNUAL SESSION REPORT

as of January 1, 2021

Sara Porter, Clerk

Among the responsibilities of the Clerk of Session is keeping the official records of the church Membership and the Session. Part of that responsibility includes the completion of the Annual Statistical Report for Membership, which is submitted to the Presbytery and then to General Assembly. The 2020 Statistical report follows on the next page.

2020 Church Statistical Report



Church	First United Dale City	PIN	10137
Presbytery	National Capital		
Address	14391 Minnieville Rd, Woodbridge, VA 22193		
Phone	703-670-7834	Fax	
Email	office@fupcdc.org		
Web Site	www.fupcdc.org		

Membership

Prior Active Members	236	Adjusted membership	236
Gains		Losses	
Certificate	4	Certificate	0
Youth Professions	0	Deaths	3
Professions & Reaffirmations	8	Deleted for any Other Reason	6
Total Gains	12	Total Losses	9
Total Ending Active Members	239		

Baptisms

Presented by Others	2	Average Weekly Worship Attendance	190
At Confirmation	0	Female Members	152
All Other	1	Friends of the Congregation	33
		Ruling Elders on Session	14
		Do you have Deacons?	Yes

Age Distribution of Active Members

25 & Under	26
26 - 40	31
41 - 55	39
56 - 70	85
Over 70	58
Total Age Distribution	239

People with Disabilities

Hearing impairment	9
Sight impairment	7
Mobility impairment	3
Other impairment	17

Christian Education

Birth - 3	9	Grade 7	2
Age 4	1	Grade 8	1
Kindergarten	0	Grade 9	0
Grade 1	0	Grade 10	0
Grade 2	7	Grade 11	0
Grade 3	6	Grade 12	0
Grade 4	5	Young Adults	0
Grade 5	6	Over 25	84
Grade 6	6	Teachers/Officers	11
		Total Christian Education	138

Racial Ethnic

Asian/Pacific Islander/South Asian	4	Native American/Alaska Native/Indigenous	0
Black/African American/African	43	White	184
Middle Eastern/North African	2	Multiracial	0
Hispanic/Latino-a	6		
		Total Racial Ethnic	239

Financial Data

Annual Income	559,777	Mission Expenses	58,187
Annual Expenses	451,965	Personnel Expenses	275,119
		Facilities Expenses	89,614

2020 FINANCIAL RESULTS

2020 Financial Results					
Sources of Income					
Offering Pledged		404,417.39			
Offering Unpledged		90,066.98			
Registration, Tuition & Fees		660.16			
Rental Income		730.00			
Fundraisers		-			
Grants		3,200.00			
Inkind Contributions		-			
Flower Donations		1,150.00			
Memorial Contributions		26,871.00			
Interest Income		1,292.25			
Dividends		28,725.99			
Investment Gain/(Loss)		32,611.73			
Misc. Income		2,663.29			
Total Income		592,388.79			
Distribution of Income					
	Income	Expense	Use of Restricted Funds (+)	Added to Restricted Funds (-)	Net
General	488,609.42	37,550.82	34,548.79	44,482.49	441,124.90
Adult Education	1,462.58	1,397.33	400.00	1,200.00	(734.75)
Building & Grounds	3,880.00	59,556.77			(55,676.77)
Children's Ministries	250.00	3,015.38			(2,765.38)
Communication		2,506.99			(2,506.99)
Congregational Connections		827.07			(827.07)
Deacons		70.13			(70.13)
Finance & Admin		20,617.75			(20,617.75)
IT		6,730.02			(6,730.02)
Little Hands	250.00			250.00	-
Mission & Outreach	34,087.60	63,218.64	55,468.64	34,087.60	(7,750.00)
Personnel		275,119.17			(275,119.17)
Safety & Security		2,709.48			(2,709.48)
Session		10,683.65			(10,683.65)
Stewardship		232.98			(232.98)
Worship & Music	1,150.00	7,007.47			(5,857.47)
Youth	1,976.00	(603.97)		4,376.00	(1,796.03)
New Building	60,723.19			60,723.19	-
Total	592,388.79	490,639.68	90,417.43	145,119.28	47,047.26

2021 BUDGET

2021 Budget					
Sources of Income					
Offering Pledged		409,800.00			
Offering Unpledged		48,000.00			
Registration, Tuition & Fees		-			
Rental Income		1,000.00			
Fundraisers		-			
Inkind Contributions		-			
Flower Donations		-			
Memorial Contributions		-			
Interest Income		1,200.00			
Dividends		-			
Investment Gain/(Loss)		-			
Misc. Income		-			
Total Income		460,000.00			
Distribution of Income					
	Income	Expense	Use of Restricted Funds (+)	Added to Restricted Funds (-)	Net
General	459,000.00	3,600.00			455,400.00
Adult Education		2,390.00			(2,390.00)
Building & Grounds	1,000.00	81,524.00			(80,524.00)
Children's Ministries		3,000.00			(3,000.00)
Communication		4,200.00			(4,200.00)
Congregational Connections		735.00			(735.00)
Deacons		3,515.00			(3,515.00)
Finance & Admin		25,575.00			(25,575.00)
IT		8,073.00			(8,073.00)
Little Hands					-
Mission & Outreach		12,555.00			(12,555.00)
Personnel		288,467.00			(288,467.00)
Safety		4,030.00			(4,030.00)
Session		10,734.00			(10,734.00)
Stewardship		900.00			(900.00)
Worship & Music		6,850.00			(6,850.00)
Youth		3,650.00			(3,650.00)
New Building					-
Total	460,000.00	459,798.00	-	-	202.00

STATEMENT OF FINANCIAL POSITION

Statement of Financial Position, December 31, 2020

ASSETS

Liquid Assets

Checking/Savings	319,947.09
Mutual Funds	471,401.14
Advance Payments	1,923.60
	793,271.83

Fixed Assets

Building & Land	3,887,600.00
Building Improvements	119,770.91
Furniture	18,986.00
AV and Music Systems	40,800.93
Parking Lot	106,467.75
Accumulated Depreciation	-142,902.16
	4,030,723.43

Promissory Note	90,000.00
	90,000.00

TOTAL ASSETS	4,913,995.26
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LIABILITIES & EQUITY

Current Liabilities	0.00
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Reserve Fund	75,000.00
Restricted Funds	572,602.74
Building & Land Equity	3,887,600.00
Improvements Equity	143,123.43
Promissory Note Equity	90,000.00
Unrestricted Net Assets **	145,669.09

TOTAL LIABILITIES & EQUITY	4,913,995.26
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** Notes: Unrestricted Net Assets Bridge

2019 Unrestricted Net Assets	106,187.08
2020 Net Income	47,047.26
Fire Alarm Repair	(13,300.00)
Rel. from Promissory Note	12,500.00
Parking Lot	(6,765.25)
 2020 Unrestricted Net Assets	 145,669.09

2020 SESSION COMMITTEE REPORTS

ADULT CHRISTIAN EDUCATION *Elder Peter Glycer, Committee Chair*

“To prepare God’s people for works of service so the body of Christ may be built up until we all reach unity in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” ~ Ephesians 4:12-13

In the year 2020, Adult Christian Education (ACE) pivoted to on-line learning via Zoom, with the coming of the world-wide COVID pandemic. As the church moved to one service on Sunday morning, our Sunday learning time moved to 8:30 AM to enable congregants to attend the 10 o’clock service. We will continue this schedule in 2021 until such time as it is safe to resume in-person attendance at FUPCDC.

In 2021 the ACE program begins the year with a study by Adam Hamilton’s *Simon Peter*, followed by a Lenten program on *Forgiveness* and a study of *Romans* after Easter. There are two Women’s Bible Study opportunities; *Horizons Women’s Bible Study* meets the second Monday of each month at 9:30 AM. *Bible Buddies Women’s Bible Study* meets every Monday night at 7 PM. Both groups study the Bible and its guidance for living today. The Pastor’s Bible study continues Wednesday evenings studying the Gospel of Matthew. In February, March and May, our Fair Share Community Speaker Program will look at topics concerning homelessness, abuse, and dismantling racism, among others. These program opportunities are open to all. Please join us!

BUILDING AND GROUNDS *Elder Mike Gundel, Committee Chair*

“One of the teachers of the law came and heard them debating. Noticing that Jesus had given them a good answer, he asked him, “Of all the commandments, which is the most important?” “The most important one,” answered Jesus, “is this: ‘Hear, O Israel: The Lord our God, the Lord is one. Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this: ‘Love your neighbor as yourself.’ There is no commandment greater than these.” ~ Mark 12:28-31

2020 had its challenges but our committee met and discussed all projects that could be done while the building was closed. We received an earth care grant from Presbytery to retrofit the buildings fluorescent lighting with LED bulbs. The benefit of retrofitting the church’s fluorescent lighting with LED lights will reduce the amount of energy used and show significant cost savings. We completed all regular cleaning and maintenance for the church and have worked with the Safety and Security committee to ensure we are all following proper guidelines. We had a successful fall cleanup and our Garden Angels continue to keep our flower gardens beautiful.

In 2021, through a generous donation, a commission was formed to work on installing a new electronic sign in front of the church. Please watch our progress as we go through the process. Future capital improvements projects in the days, weeks, months, years to come include: Steeple repair and studying to see what the future may be for the sanctuary floor. We will also be prepared for our return to in person church activities.

CHILDREN'S MINISTRY
Elder Ruth Washburg, Committee Chair

"Give thanks to the Lord, for he is good, his love endures forever." ~ Psalm 107:1

During 2020, FUPCDC provided in person Sunday School and Nursery Care from January to March. Unfortunately, due to the COVID pandemic, in March we had to cancel all in person contact for the rest of the year.

After March 2020 we reached out to the children in different ways. We provided a Virtual Staycation Bible and Drama Camp. The children were provided supplies and an online experience. The camp was from July 6-17. We dropped off care packages to the students as school started. We joined a virtual Bible Sunday School in Virginia Beach for 2nd - 6th graders. Santa paid us a visit for a story and zoom call in December.

Plans for 2021: We will continue to find opportunities to connect with our children at FUPCDC while keeping safe.

COMMUNICATIONS
Elder Cathlene Albrecht, Committee Chair

"He said to them, "Go into all the world and preach the gospel to all creation." ~ Mark 16:1

The year 2020 was a pivotal year for FUPCDC with the advent of Covid-19. Advertising for the church went from hard copy to virtual. All of our meetings took place via Zoom and services were broadcast through our own dedicated You tube channel. Facebook replaced local news magazines as our way to communicate with others. The Web page is a major source of information and outreach for our church. The FUPCDC web page is kept current and interactive.

After receiving a generous donation from a member, a task force was formed to implement a new digital sign. We are hopeful that we may see its completion in 2021. This sign has always been a major way of communicating with our neighbors and friends in Prince William County.

CONGREGATIONAL CONNECTIONS
Elder Betsy Gilbert, Committee Chair

*"Therefore welcome one another as Christ has welcomed you, for the glory of God."
~ Romans 15:7*

The last non-service event held in our church was March 13, 2020, Congregational Connections' showing of "NOAH." The doors to our church closed but "The Church" never closed. Our virtual Women's Retreat in June, "Honoring God" included over 60 women from our congregation as well as friends and relatives from Virginia and other states! Staying connected has worked well but in a very different way. This year we have more plans to connect to each other. We've started Care-A-Van 4 Joy, a monthly socially distanced, masked and safe way to have a short visit with

people, especially those who haven't been able to get out. We will also plan more retreats this year, starting with a Women's Retreat in the spring. Safe gatherings, whether virtual or on our church lawn, will continue to work well. When it's safe, our church doors will once again open. There are so many ways each of us can join in and be active in our community of faith. We encourage you to do just that.

FINANCE AND ADMINISTRATION
Elder Jon Guest, Committee Chair

Command them to do good, to be rich in good deeds, and to be generous and willing to share. In this way they will lay up treasure for themselves as a firm foundation for the coming age, so that they may take hold of the life that is truly life. ~ 1 Timothy 6:18-19

The Finance and Administrative committee gives praise, honor and glory to God for his faithfulness through each of you over the past year. Our office staff remained on duty through the year and were an integral part of the face of the church through this past year of the pandemic. Despite closing our doors in mid-March, our financials remained strong through the year allowing us to continue to provide service(s) to our congregation and the community throughout the year. We continued to assess financials mid-year (adjusted where necessary) and finished the year strong. We had a virtual budget retreat and adjusted to look at financials for 2021. The church adjusted the way they were giving as many families turned to online giving through the Presbyterian Foundation.

We are rested, refreshed, and ready to tackle what 2021 has in store for us and are encouraged to see the plans God has for God's church. Amen.

INFORMATION TECHNOLOGY
Elder Chris Martin, Committee Chair

"But all things must be done properly and in an orderly manner." ~ 1 Corinthians 14:40

In CY2020 the Information and Technology (IT) Committee started off the year by continuing normal work of maintaining and updating the network and computers in the church. Pre-COVID-19, starting last year, we were actively working to stream services online. Thanks to COVID-19 this shifted from a nice to have capability to a requirement. Over the year we have made changes to support and enhance the streaming of services by purchasing a new camera as well as other equipment. Outside of the sound booth the team has also been hard at work updating the technology in the church as well as planning for the future. This past year much of the work planned to have been done was scaled down or postponed to accommodate the new focus on meeting the mission in the COVID world including streaming of services.

MISSION AND OUTREACH
Elder Pam Cox, Committee Chair

“The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’ ~ Matthew 25:40

Despite the COVID pandemic, FUPCDC continued to provide financial support, food, supplies, and holiday gifts to many of the organizations/ministries we supported in prior years, such as the Lake Ridge Fellowship House (a low-income senior housing facility), ACTS, Prince William County’s Un-Trim-A-Tree program, Spread the Bread (provided bagged lunches only due to the COVID pandemic), etc. Unfortunately, due to the COVID pandemic, we had to cancel the Rise Against Hunger and National Night Out events.

In 2020 we expanded our outreach to focus on medical and mental health needs in Prince William County. Specifically, we provided financial support to the GPW Health Center for COVID testing and relief activities, as well as financial support and holiday gifts to the Good Shepard Housing Foundation - a mental health program for adults with intellectual challenges, and the ARC of Greater Prince William. In addition, we provided bagged lunches to our brave front-line workers at the Sentara Northern Virginia Medical Center.

Plans for 2021: Continue to build on the current activities/events and identify ministry opportunities on the international level. If you would like to be part of this exciting committee, please contact Pam Cox at imapoohfreak@yahoo.com for details.

NOMINATING
Elder Linda Wolstenholme, Committee Chair

“There are different spiritual gifts but the same Spirit; and there are different ministries and the same Lord; and there are different activities but the same God who produces all of them in everyone. A demonstration of the Spirit is given to each person for the common good.” ~ 1 Corinthians 12:4-7

The mission of the Nominating Committee is to recommend members of the congregation to serve as elders, deacons, members of the Nominating Committee, and members of the Little Hands Advisory Board. In support of this mission the Committee presented a slate of nominees for the Nominating Committee to the congregation at the Congregational Meeting in February. The slate was approved by the congregation. In March, at the request of the Board of Deacons, the committee presented three members to serve as additional deacons, one each for the classes of 2021, 2022 and 2023. These nominees were also approved by vote of the congregation. During the summer and fall of 2020 the committee developed a form to be used to solicit names of members to be considered for service as elders and deacons. The request to use such a form was presented to and approved by Session.

Due to the proposed/pending reorganization of the leadership structure of FUPCDC the presentation of nominees to the congregation (and the training and installation of new elders and deacons) has been moved from November 2020 to spring 2021. In support of this change the Nominating Committee has compiled lists of eligible individuals to serve as future elders and deacons. Members of the Nominating Committee have been contacting individuals to ascertain their willingness to serve as members of the Class of 2024. A slate of nominees will be presented to the congregation soon.

PERSONNEL

Elder Norman Cobb, Committee Chair

“Whatever you do, work heartily, as for the Lord and not for men” - Colossians 3:23

Committee Members: Norman Cobb (Chairperson and Session Liaison), Gary Smith, Bob Chamberlin, Linda Wolstenholme, Pam Emert, Dave Stokes, and Lora Nedimyer in conjunction with the head of staff (Pastor Adam Bowling)

Summary of 2020 Activities:

- Conducted monthly committee meetings as required
- Reviewed and resolved personnel issues as required
- Submitted Salary Report to Presbytery as required
- Updated Personnel Policy as required
- Conducted staff evaluations
- Developed/issued Music Intern contract
- Reviewed and updated staff employment agreements (tasks/salary)
- Authored Little Hands Preschool (LHP) furlough letters
- Developed staff Letters of Appreciation
- Coordinated with other Session committees as necessary

Terms of Call for Pastor were approved by the congregation on 8 November 2020. Pastor's Terms of Call/staff employment agreements were approved as part of the church's annual budget during the October 2020 meeting.

Planned Future Activities:

- Manage Conflict of Interest program
- Update/issue LHP Director contract
- Issue LHP Teacher/Teacher Assistant contracts
- Update Personnel Policy to reflect changes to FUPCDC organization

PRECHOOL

Elder Dave Stokes, Committee Chair for Little Hands Preschool

“Children are a heritage from the Lord, offspring a reward from him.” - Psalm 127:3

The Preschool Advisory Board has made the difficult decision to remain closed for the duration of the 2020-2021 school year due to staff availability, budgetary constraints and continued health concerns stemming from the coronavirus (COVID-19). To remain connected to Little Hands teachers and preschool families during this challenging time, a weekly children’s sermon from Pastor Adam and a monthly Director’s newsletter were sent by email. As we look toward the future, we are exploring the possibility of offering extended preschool hours and/or program options for the preschool. We are excited to open preschool registration for the 2021-2022 school year, tentatively by March 26th. We also look forward to welcoming families back to school tentatively by September 2021.

SAFETY AND SECURITY

Elder Jon Guest, Committee Chair

“You who live in the shelter of the Most High, who abide in the shadow of the Almighty, will say to the LORD, “My refuge and my fortress; my God, in whom I trust.” - Psalm 91:1-2

The committee was challenged by the pandemic but faced whatever we were given with strength and glory to God. We made a commitment to the congregation to meet each month to evaluate: current infection numbers and status in our zip code and surrounding areas.

Beginning in May through the end of the year our zip code remained at the top 1 or 2 in the state of Virginia. We had 3 of the top 5 zip codes less than 8 miles from our church. We made recommendations to Session about the status of opening the church. We supported some online surveys and co-hosted a town-hall on the COVID situation in our area. In addition, we established safe procedures and protocols for outside activities including worship.

We are excited to see what 2021 has in store for God’s kingdom and the congregation at First United and remain committed to providing the best recommendations and fact-based information to allow the session to make strong decisions. We strive to provide a safe and secure worship experience when we are allowed to meet indoors again later this year.

STEWARDSHIP

Elder Pat Manalio, Committee Chair

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” 1 Peter 4:10

Although we were in a pandemic for most of the year, the congregation of FUPCDC continued to give so that the practice of ***Impacting Lives*** flourished. The Stewardship Committee chose ***Impacting Lives*** as the theme for the 2021 campaign. We shared stories of how FUPCDC ministry is ***Impacting Lives***. Many of you shared heartwarming stories of how ministry at FUPCDC has impacted your life, and we introduced the narrative budget—all done in accordance with safety protocols established due to the coronavirus. To date 108 pledges totaling \$415,400 have been received. Your continued generosity allowed Session to fund almost all budget requests for 2021. In the coming year we will explore other opportunities such as Planned Giving and building the Endowment Fund.

Again, thank you for your generous support of FUPCDC ministries.

WORSHIP

Elder Marti Hall, Committee Chair

“Sing to the Lord, bless His Name, tell of His salvation from day to day!” ~ Psalm 96:2

It is the goal of the Worship Committee to help provide a meaningful and worshipful experience for attendees and members of the congregation of First United Presbyterian Church of Dale City. It is our responsibility to ask for volunteers to be liturgists, Communion servers, as well as provide Communion elements, and any other needs for the services. It is greatly appreciated how many members of our congregation are stepping up during the pandemic and participating in the virtual services.

The committee also manages the flower program and decorates the sanctuary appropriate for the season to include banners, sun catcher, art, candles, and any other special decorations. Music is a large part of the worship experience and the committee assists in the appropriation of special musicians and the music. In addition, we aid in Pulpit Supply when the pastor is absent.

We look forward to in-person worship where we can share our love of Jesus Christ and can sing and hear music live.

YOUTH MINISTRY
Elder Afton Schwalm, Committee Chair

“Train up a child in the way they should go; even when they are old they will not depart from it.” ~ Proverbs 22:6

2020 started off as a normal year with a pool party for the youth group. We transitioned into raising money during Lent for our mission trip at Wednesday night alive. Shortly after that the pandemic hit and the youth group took a pause until the fall. In the fall we launched with the virtual model which included virtual game nights, virtual Bible study, outdoor pumpkin carving, outdoor movies, and more. Youth group ended the year with a mystery box contest which involved having a wrapped box dropped off on their porch and opened on Zoom. The youth received a gingerbread house that they had to build and decorate for a contest. Thanks to everyone who voted in the contest for the best gingerbread house. This was such a fun and great way to end the year for youth group.

In the coming year, we look forward to having the option to go on a mission trip and attend fun events either virtually or in person. Youth group is for all students in grades 6th through 12th. We would also love to have more adult leaders as volunteers to be involved in youth group. Please check out youth group on the church website or email Afton Schwalm at bulldogz89@gmail.com to become involved in this ministry. We will continue with virtual events until safety measures are met. We look forward to the time when youth group can meet in person again even if that involves masks and social distancing.

BOARD OF DEACONS
Ellen Nuernberger and Carol Schwalm, Co-Moderators

“For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me. Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.” ~ Matthew 25:35-36,40

The Deacons worked throughout the year to stay connected and care for the needs of their assigned church members and friends of the church. We provided the main course and sandwiches to Spread the Bread on February 9th and hosted a Meet the Deacons event after the February 23rd One Worship Service before the shutdown started. We overcame the challenges of no in-person church services by reaching out to those we served through phone calls, emails, cards, and texts. In 2021, we look forward to continuing our mission in support of FUPCDC.

COMMISSION ON REORGANIZATION

“For as one body we have many members, and not all members have the same function, so we, who are many, are one body in Christ, and individually we are members of one another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.” ~ Romans 12:4-8

In December 2019 Session formed a *Commission on Reorganization* to look at when we elect, train, and ordain/install church officers as well as the overall leadership structure of FUPCDC, to make sure we have organized our ministries in such a way as to make the best use of everyone’s gifts. Early on the Commission recommended, and Session approved, moving the election, training, and ordination/installation of officers away from the busy Advent/Christmas season. Starting February 2021 we will elect officers at our Annual Meeting. The officers will be trained and examined in the spring and ordained/installed to active service before the end of the school year.

After much prayer and study the Commission recommended, and Session approved, a new structure for leadership at FUPCDC. Our new structure will consist of 9 ordained Elders serving on Session; 9 ministry teams - one of which includes 12-15 ordained Deacons – each led by a member or friend of the church. Session will focus on discerning God’s will for FUPCDC and setting longer term goals; ministry teams will focus on the day-to-day management of our ministries.

A *Transition Team* has been appointed by Session to move us from the current structure to the new structure beginning January 1 with an implementation date of June 6, 2021.

