



# Annual Congregational Meeting

Sun • Jan 29 • 11:30am • Grand Hall

First Presbyterian Church of Houston

# Annual Congregational Meeting

January 29, 2017 • 11:30am • Grand Hall



**Welcome & Opening Prayer**

Jim Birchfield, *Moderator*

**Report from the Clerk of Session**

Bill Gutermuth, *Clerk*

**Report from the Operations Committee**

Chris Champion, *Treasurer*

**Change to Terms of Call**

Chris Champion

**Election of Elders, Class of 2020**

Matt Offenbacher, *ONC Chair*

**Election of Officer Nominating Committee**

Sabrina Espinoza, *SCN Chair*

Mary Alford

Martha Barnes

Peter Bruell

Matt Corbett

Mikki Edwards

Mark Grady

Michael Harada

Cindy Marion

Townes Pressler Sr.

Brian Robertson

Sarah Beth Seifert

**Approval of Revised Governance Documents**

Randy Wilson

**Election of Strategic Planning Trustees**

Matt Offenbacher

**Benediction and Doxology**

Jim Birchfield

# Fiscal Year 2016 Budget vs. Actual & Fiscal Year 2017 Budget

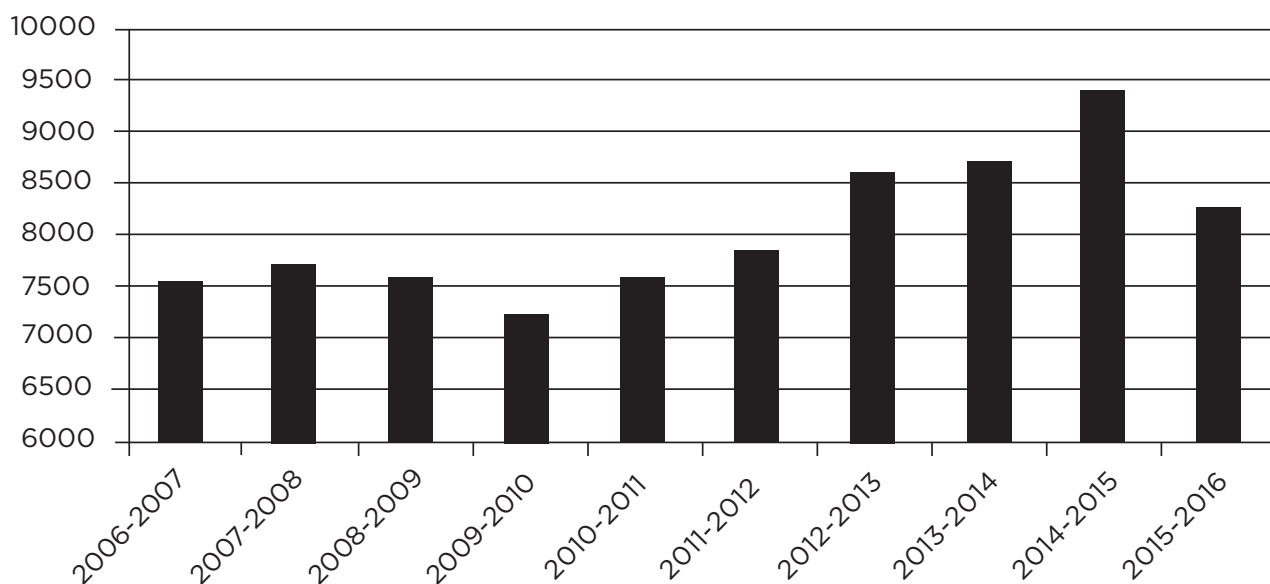
{in thousands}

| <b>Department</b>                | <b>FY16<br/>Budget</b> | <b>FY16<br/>Actual</b> | <b>FY17<br/>Budget</b> |
|----------------------------------|------------------------|------------------------|------------------------|
| Personnel Benefits               | \$1,432                | \$1,154                | \$1,149                |
| Facilities                       | 1,235                  | 1,203                  | 1,146                  |
| Equipping & Sending Missions     | 1,078                  | 1,118                  | 965                    |
| Worship & Fine Arts              | 565                    | 561                    | 570                    |
| Children & Family Ministry       | 503                    | 501                    | 386                    |
| Youth Ministry                   | 422                    | 436                    | 389                    |
| Senior Pastor                    | 365                    | 416                    | 365                    |
| Communications                   | 288                    | 231                    | 284                    |
| Finance                          | 86                     | 94                     | 79                     |
| Media                            | 272                    | 218                    | 241                    |
| Equipping & Sending Discipleship | 256                    | 241                    | 190                    |
| Executive Director               | 431                    | 421                    | 459                    |
| Congregational Life              | 203                    | 228                    | 261                    |
| Events                           | 200                    | 194                    | 204                    |
| Executive Pastor                 | 179                    | 197                    | 197                    |
| Evangelism & Mobilization        | 164                    | 95                     | 69                     |
| Information Technology           | 136                    | 198                    | 198                    |
| Young Adult Ministry             | 82                     | 90                     | 134                    |
| College Ministry                 | 62                     | 59                     | 16                     |
| Unbudgeted                       | 50                     | 45                     | 154                    |
| Surplus                          | 0                      | 250                    | 0                      |
| Budget line items under \$50K    | 110                    | 101                    | 44                     |
| <b>Total</b>                     | <b>\$8,119</b>         | <b>\$8,049</b>         | <b>\$7,500</b>         |

FY 2016 Surplus was **\$166**

# A Strong Financial Foundation

## Ten Year Giving History {in thousands}



### Ten Year Giving Totals {in thousands}

|           |                |           |                |
|-----------|----------------|-----------|----------------|
| 2006-2007 | <b>\$7,558</b> | 2011-2012 | <b>\$7,818</b> |
| 2007-2008 | <b>\$7,713</b> | 2012-2013 | <b>\$8,641</b> |
| 2008-2009 | <b>\$7,620</b> | 2013-2014 | <b>\$8,718</b> |
| 2009-2010 | <b>\$7,209</b> | 2014-2015 | <b>\$9,386</b> |
| 2010-2011 | <b>\$7,560</b> | 2015-2016 | <b>\$8,215</b> |

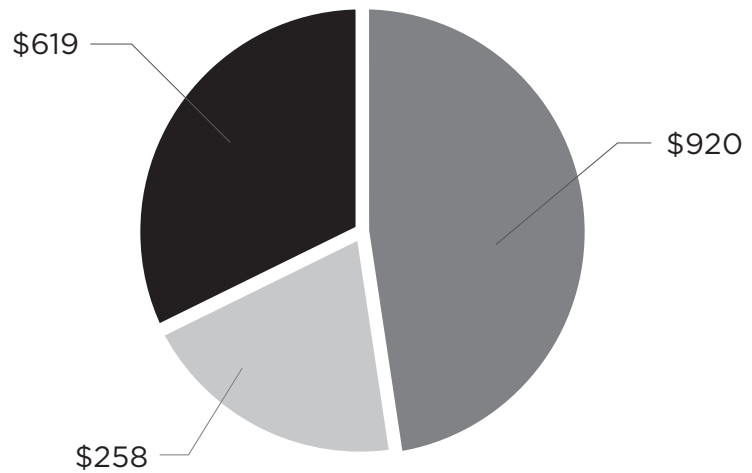
## Financial Position as of December 31, 2016

|  |                 |
|--|-----------------|
| General Fund Cash                          | <b>\$2,619</b>  |
| Capital Fund Cash                          | <b>\$779</b>    |
| Available capacity on Line of Credit       | <b>\$3,000</b>  |
| Fair Market Value of Permanent Funds       | <b>\$19,033</b> |
| Remaining Property Settlement Obligations: |                 |
| Payments to Presbytery                     | <b>(\$350)</b>  |
| Payments to PC(USA) Mission Partners       | <b>(\$270)</b>  |

# Sources of FPC Mission Giving {in thousands}

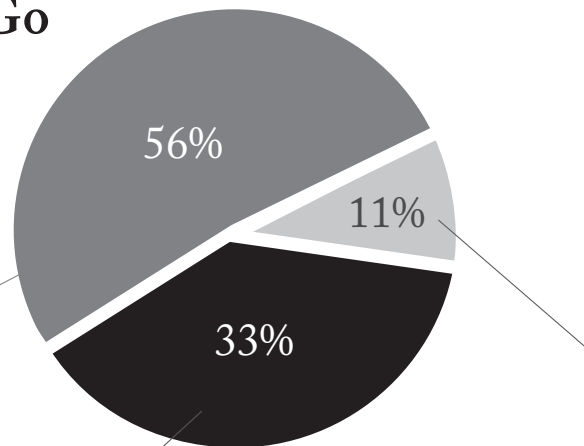
- Operating Funds
- Permanent Funds
- Designated Funds

**Total Missions Giving {FY16}**  
**\$1,797**



# Where FPC Mission Dollars Go

- Local Mission Partners
- International Mission Partners
- Scholarships or Special Gifts



### Examples of Local Mission Partners:

- Main Street Ministries Houston
- Nehemiah Center
- Agape Development
- Generation One
- Open Door Mission
- Bridges International

### Examples of International Mission Partners:

- Africa Renewal Ministries
- Hillcrest AIDS Centre Trust
- Micah Project
- Presbyterian Outreach Foundation
- KEDC in Cairo, Egypt
- Missionaries sent by FPC

### Examples of Scholarships or Special Gifts:

- Amazing Place Houston
- CanCare
- Cho Yeh Camp
- Interface Samaritan
- Mo Ranch
- Presbyterian School
- Seminary Scholarships
- Youth Trip Scholarships

# Proposed Changes to Pastors' Terms of Call 2016-2017

{Effective January 1, 2017}

| <b>JIM BIRCHFIELD</b> | <b>Salary</b> | <b>Housing</b> | <b>Social Security</b> | <b>PDA</b> | <b>Auto</b> |
|-----------------------|---------------|----------------|------------------------|------------|-------------|
| Current               | \$140,401     | \$65,000       | \$15,713               | -          | \$2,050     |
| Proposed              | \$145,513     | \$65,000       | \$16,104               | -          | \$2,050     |

| <b>BILL HESTON</b> | <b>Salary</b> | <b>Housing</b> | <b>Social Security</b> | <b>PDA</b> | <b>Auto</b> |
|--------------------|---------------|----------------|------------------------|------------|-------------|
| Current            | \$64,708      | \$64,000       | \$9,846                | \$1,788    | \$3,000     |
| Proposed           | \$69,850      | \$64,000       | \$10,240               | \$1,788    | \$3,000     |

| <b>JON CRANTZ</b> | <b>Salary</b> | <b>Housing</b> | <b>Social Security</b> | <b>PDA</b> | <b>Auto</b> |
|-------------------|---------------|----------------|------------------------|------------|-------------|
| Current           | \$43,626      | \$45,000       | \$6,780                | \$1,788    | \$3,000     |
| Proposed          | \$53,354      | \$45,000       | \$7,524                | \$1,788    | \$3,000     |

| <b>ANDREW STEPP</b> | <b>Salary</b> | <b>Housing</b> | <b>Social Security</b> | <b>PDA</b> | <b>Auto</b> |
|---------------------|---------------|----------------|------------------------|------------|-------------|
| Current             | \$38,014      | \$46,301       | \$6,450                | \$1,788    | \$3,000     |
| Proposed            | \$47,494      | \$46,301       | \$7,175                | \$1,788    | \$3,000     |

| <b>MICHAEL HOMAN</b> | <b>Salary</b> | <b>Housing</b> | <b>Social Security</b> | <b>PDA</b> | <b>Auto</b> |
|----------------------|---------------|----------------|------------------------|------------|-------------|
| Current              | \$48,822      | \$34,800       | \$6,397                | \$1,788    | \$1,800     |
| Proposed             | \$58,302      | \$34,800       | \$7,122                | \$1,788    | \$1,800     |

**Explanatory Note:**

*The adjustment to the Terms of Call above are solely driven by changes in healthcare and retirement benefits as a result of FPC Houston's move to ECO. The guiding principle implemented by the Session was that the pastors should not be economically disadvantaged by FPC Houston's move to a new denomination.*

**Other:**

*The amounts in the "other" column for Pastor Birchfield primarily relate to loan and interest forgiveness on his primary residence as previously approved in his original terms of call. For Pastors Crantz and Stepp the amounts relate to the reimbursement of costs while on Sabbatical.*

|                        |              |                 |                   |                    |                  |
|------------------------|--------------|-----------------|-------------------|--------------------|------------------|
| <b>Christmas Bonus</b> | <b>Other</b> | <b>Benefits</b> | <b>Retirement</b> | <b>Study Leave</b> | <b>TOTAL</b>     |
| \$2,054                | \$40,661     | \$34,872        | \$25,263          | \$5,000            | \$331,014        |
| -                      | \$39,859     | \$16,829        | \$43,808          | \$5,000            | <b>\$334,163</b> |

|                        |              |                 |                   |                    |                  |
|------------------------|--------------|-----------------|-------------------|--------------------|------------------|
| <b>Christmas Bonus</b> | <b>Other</b> | <b>Benefits</b> | <b>Retirement</b> | <b>Study Leave</b> | <b>TOTAL</b>     |
| \$1,287                | -            | \$32,734        | \$15,933          | \$1,500            | \$194,796        |
| -                      | -            | \$16,550        | \$37,050          | \$1,500            | <b>\$203,978</b> |

|                        |              |                 |                   |                    |                  |
|------------------------|--------------|-----------------|-------------------|--------------------|------------------|
| <b>Christmas Bonus</b> | <b>Other</b> | <b>Benefits</b> | <b>Retirement</b> | <b>Study Leave</b> | <b>TOTAL</b>     |
| \$886                  | \$9,000      | \$27,984        | \$11,186          | \$1,500            | \$150,750        |
| -                      | -            | \$21,074        | \$12,342          | \$1,500            | <b>\$145,582</b> |

|                        |              |                 |                   |                    |                  |
|------------------------|--------------|-----------------|-------------------|--------------------|------------------|
| <b>Christmas Bonus</b> | <b>Other</b> | <b>Benefits</b> | <b>Retirement</b> | <b>Study Leave</b> | <b>TOTAL</b>     |
| \$843                  | -            | \$26,381        | \$10,676          | \$1,500            | \$134,953        |
| -                      | \$9,000      | \$21,036        | \$11,795          | \$1,500            | <b>\$149,089</b> |

|                        |              |                 |                   |                    |                  |
|------------------------|--------------|-----------------|-------------------|--------------------|------------------|
| <b>Christmas Bonus</b> | <b>Other</b> | <b>Benefits</b> | <b>Retirement</b> | <b>Study Leave</b> | <b>TOTAL</b>     |
| \$836                  | -            | \$24,587        | \$9,902           | \$1,500            | \$130,432        |
| -                      | -            | \$20,952        | \$11,568          | \$1,500            | <b>\$137,832</b> |

Current Total \$941,946  
**Proposed Total \$970,644**  
*Increase \$28,699*

# Nominations for the Elder Class of 2020



## **Gordon Marcum**

Gordon Marcum served in the Army as a Captain and was the Senior Military Leadership Director at the AG School. In 1995, Gordon and his wife, Donna, moved to Houston and joined FPC. They taught Children's Sunday School, served as Stewardship Chairs and greeters, and have been the Mo Ranch coordinators for 22 years. Gordon served as a Stephen Minister for several years, along with serving on the Nehemiah Board and Youth Committee and previous terms as a Ruling Elder.

Gordon has served as the Presiding Judge of the City of Houston Municipal Court #13 for 16 years. He and his wife have four children from previous marriages. They have five grandchildren and one great grandchild.



## **Robert Moore**

Robert and his wife, Linda, have been members at FPC for almost 20 years. They regularly attend the 11:05 service and are members of the newly formed "Intersections" Sunday School class. Robert has participated in numerous short-term mission trips to Honduras, Jordan, Uganda, and South Africa. Robert served as an Elder on Session at FPC from 2011 through 2014. Professionally, Robert is an Associate Professor of Pediatrics at Baylor College of Medicine and works as a Pediatric Pulmonologist at Texas Children's Hospital. Besides church and professional activities, Robert and Linda love to travel and garden.



## **Jenn Rustay**

Jenn moved to Houston in 1997 and has been attending FPC ever since. She and her husband, Allen, attended Looking Toward Marriage together 15 years ago. They have two children who fill their days with joy, Grace and Alexander. Jenn and Allen have taught Children's Sunday School together for years. Jenn has also served on the Permanent Funds Committee and Officer Nominating Committee, attended Tirzah circle, assisted with The Table, and presently serves as a Trustee of Presbyterian School.

She is passionate about making FPC a welcoming home for young professionals, families, and children, especially those new to Houston (just as she was), and for discipling and equipping here at FPC. In her spare time, Jenn is a partner with Hagans, Montgomery & Rustay, where she handles a busy trial docket.



# Nominations for the Elder Class of 2020



## **Paul Seifert**

Paul joined FPC in 2011 and has served as an usher and on the Congregational Care Committee. He is also involved with the International Friendship Program and the Partnership for the Advancement & Immersion of Refugees (PAIR). He has a passion for the city of Houston, particularly its diversity and world class arts, and is excited about FPC's efforts to engage and serve the different populations and arts community around our church. Paul is a lawyer with an energy-focused private equity firm. He and Sarah Beth have been married for eight years and have two young boys, Elliott and Frank.



## **Bob Shimp**

Bob was raised in a Christian home. His mother and father modeled what it meant to be a Christian. Bob and his wife, Carol, joined FPC in 2001 and have been members of the Boomer's Sunday School class ever since. Those who know Bob would agree that he is hospitable, he loves what is good, and he strives to be self-controlled, upright, holy, and disciplined. He accepts the FPC Statement of Faith as adopted by the Session. *God doesn't call the equipped, He equips the called.*



## **Jan Smith**

Jan Smith grew up in Birmingham, Alabama attending a Presbyterian Church. After graduate school Jan moved to Houston to assume the Directorship of a private clinical cytogenetics laboratory. She is currently the Director of the Clinical Cytogenetics laboratory at Baylor College of Medicine. In 1995 Jan made First Presbyterian her church home after an invitation from Carl Hamilton to join a newly-formed singles class. She joined the Chancel Choir in 2002 and has served as Secretary, Vice President and President of that group. Through the years, Jan has served FPC on an Officer Nominating Committee and on the Worship Committee. She looks forward to seeing FPC fulfill the goals of Vision 2020 and has a special interest in ministry to the Texas Medical Center.

# Nominations for the Trustees Class of 2018



## **Chris Derden**

Chris and his wife, Melaney, have been members of First Presbyterian since 1994 and are active in the Trinity Sunday School class. Chris has practiced law since 1994 and is a partner at the law firm of Adams & Reese LLP. His two sons, Lyle (16) and Will (14), are active in FPC's youth department.



## **Steve Oldham**

Steve has been a member of FPC for 16 years, attends the Trinity Sunday School class, and most recently served on the Finance Committee. He is a volunteer with the Boy Scouts of America - Sam Houston Area Council and Millennium Relief and Development Services. Following a career as a corporate treasurer in the oil service industry, Steve is currently a private investor and serves as a Director for Central Bank of Houston and Procyron, Inc. Steve and his wife, Kitty Oldham, have two sons and one daughter.



## **Alan Stewart**

Alan Stewart joined FPC in 1976 and was ordained as Elder in 1992. He is currently a member of the B.A.S.I.C. Sunday School class. He has served on the Worship and Music Committee, and as past Chair of an Officer Nominating Committee. He holds a Masters Degree in Finance from the University of Texas at Austin. In 1993, Alan joined The Cullen Foundation as Executive Director. Alan currently serves on the Board of the Texas Presbyterian Foundation and the Advisory Boards of Prison Entrepreneurship program and Stonelake Capital partners. He and his wife, Claudia, have three daughters.

# Nominations for the Trustees Class of 2019



## **David Barnes**

David has been a member of FPC for 39 years. He has served as ruling elder, deacon, and church administrator. David has chaired the Personnel, Facilities, and Worship Committees, served as President of the Chancel Choir, and has significant institutional knowledge of FPC's facilities and operations. David is a Senior Vice President of Alliant Insurance Services and has four insurance Professional Designations. They encompass studies in accounting, finance, law, IT systems, Risk Identification and treatment, contract law and risk transfer and a knowledge of coverages and related exposures. David is married to Martha Barnes, who is a Shepherding Elder. They met singing in the Chancel Choir and have been married almost 32 years. They have four adult children, Becca, Katherine, Ben and Jon.



## **Jim Gray**

Jim and his wife, Franny, joined FPC in 1994. Their four sons grew up at FPC - Connor, Davis, Sheldon, and Spencer. Jim was ordained as an Elder in 2000 and served on the session from 2000-2007. He was also a member and chairman of the Facilities Committee and served on the Associate Pastor Nominating Committee in the past. Jim was an usher for many years and has been a member of the Basics Sunday School class since 1997. Jim is founder and owner of Bridgewood Property Company, a Houston based real estate development and management firm focused on the Senior Living industry. He received his undergraduate degree in Commerce and Accounting from Washington & Lee University and a Masters of Business Administration from the University of Texas.



## **Tom Kennedy**

Tom Kennedy began attending FPC in 1973. As an adult, he served as an usher, Sunday School teacher, and multiple terms as an Elder. Tom chaired numerous committees for FPC, including the Strategic Planning Committee. Tom is Sr. V.P. at Amerapex Corporation, an international engineering, procurement and construction management firm. As one of the three-member senior executive team, Tom has responsibility over the financial, human resources, compliance and legal functions of Amerapex. Tom and his wife, Gayle, will celebrate their 25th anniversary at the end of February. Tom and Gayle married and baptized their three children, Andrew (22), Peter (19) and Mary Helen (16) at FPC.

# Nominations for the Trustees Class of 2020



## **Ken Humphries**

Ken joined FPC in 1982, and since then has been involved in a wide variety of church activities. He is past chair of the Facility Committee, president of the Ushers Guild, president of Dale Avenue Properties, a youth Sunday School teacher, member of Officer Nominating Committee and other volunteer committees. He is a Shepherding Elder and a member of the B.A.S.I.C. Sunday School class. Ken is president of Humphries Construction, a general contractor in commercial building construction.



## **Janet Lionberger**

Janet has been a member of FPC for 40 years and has served on numerous committees including Facilities, Finance, Permanent Funds and Planned Giving. She is a Shepherding Elder and served the congregation for two terms as Clerk of Session.



## **Fred Robertson**

Fred and Sara joined FPC when they moved to Houston in 1978. They have two grown children - Faith and Scott. Fred has served on the Session, as Treasurer, and on the boards of Presbyterian School, Nehemiah Center, and Main Street Ministries. He is active in the Potter's Clay Sunday School class and usually attends 8:15 worship. Fred is retired from a career in investment management.

## **Lead Team**

The Reverend Dr. James T. Birchfield, Senior Pastor  
Mrs. Jennifer Boubel, Executive Director  
The Reverend Dr. Jon Crantz, Congregational Life  
The Reverend Dr. Bill Heston, Executive Pastor  
The Reverend Michael Homan, Worship & Music  
The Reverend Dr. Andrew Stepp, Equipping & Sending