

West Granville Presbyterian Church
Organized April 9, 1860
157th Annual Meeting

Annual Report for the year 2016 and Congregational Meeting January 22, 2017.

PASTOR'S ANNUAL REPORT

Each year as the Session organizes, as Moderator, I invite the Elders into a Covenant of Respect. It is entitled: **Seeking to be Faithful Together**. It is a Christian model for our Session, congregations, our families and our country as we seek to be faithful to God and one another.

Maintain the unity of the Spirit in the Bond of Peace. ~ *Ephesians 4:3*

In a spirit of trust and love, we will seek to...

1. Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus Christ.
2. Keep our conversations and communications open for candid forthright exchanges.
3. Not ask questions or make statements in a way which will intimidate or judge others.
4. Learn about various positions on the topic of disagreement.
5. State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.
6. Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teaching.
7. Focus on ideas and suggestion instead of questioning people's motives, intelligence or integrity;
8. Not to engage in name-calling or labeling of others prior to, during or following the discussion.
9. Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.
10. Indicate where we agree with those of other views and where we disagree.
11. To stay in community with each other though the discussion may be vigorous and full of tension.
12. Be ready to forgive and be forgiven.

Follow these additional Guidelines when we meet in decision-making bodies:

13. Urge persons of various points of view to speak and promise to listen to these positions seriously;
14. Seek conclusions informed by our points of agreement;
15. Be sensitive to feelings/concerns of any not agreeing with majority and respect their rights of conscience;
16. Abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.
17. Include our disagreements in our prayers, not praying for the triumph of our views, but seeking God to listen attentively, speak clearly, and remain open to the vision God holds for us all.

God Bless, Pastor Dee Anderson

WORSHIP in WINTER

- January 22 *3rd Sunday in Ordinary Time*
Scripture: Isaiah 65: 17-25 *Dream of Hope for the Future*
 Matthew 5:13-16 *Salt & Light*
Sermon: *Celebrating our Church Mission*
Annual Meeting
- January 29 *4th Sunday in Ordinary Time*
Baptism of Jaxon Stapleton
Scripture: Psalm 148 *Praise the Lord*
Sermon: *Eternal Praise*
Special Music: Bell Choir
- February 5 *5th Sunday in Ordinary Time*
Boy Scout Sunday
Adult Choir
Scripture: Matthew 7: 24-27 *Two Foundations*
Sermon: *Building for Life*
- February 12 *6th Sunday in Ordinary Time*
Scripture: Matthew 5:43-48 *You Have Heard it Said*
Sermon: *Intentions of the Heart*
- February 19 *Glory to God Music Sunday*
Children's Church Mice
Adult Choir
Scripture: Psalm 100 Joyful Celebration
- February 26 *Transfiguration Sunday*
Color change to white
Scripture: Matthew 17:1-9 Up the Mountain
Special Music: Bell Choir

Have You Remembered West Granville in Your Will, Trust or Memorial?

Thank you for your support in 2016.

If you use automatic bill pay, please remember to re-set your pledge for 2017.

PER CAPITA ENVELOPES

Enclosed in each box of offering envelopes is an envelope entitled "Per Capita". The *per capita* for 2017 remains unchanged at \$30.00 per confirmed young person and adult member. A portion goes to the Milwaukee Presbytery, The Synod of Lakes and Prairies and The General Assembly to fund the staff and administrative costs of the church. Your gift supports the mission and work of the whole Presbyterian Church.

CONCERNS OF THE CHURCH

Military

Kali Grogan, United States Navy
Evan Reiss, United States Airforce
JT Lorbiecki, Wisconsin National Air Guard

Immediate Need

Joan Schroeder recovering from a fall
Larry Sullivan, husband of Lil, recovering from surgery
Lil Sullivan's father, in hospital
Betty Grigg, in hospital with pneumonia
June Herman, in hospital
Tom Suyama, in rehab for pneumonia

Long Term

Madison Ford, Children's Hospital
Nicki Rupke, special care
Dan Ryan, continuing care
Ruby Tylenda-Emmons, special needs & continuing care
Kay Baake
Lil Sullivan's mother, Lois Spangle

In Sympathy

We give thanks for the life and witness of our beloved Roy Walter Fritz, who peacefully Entered the Church Triumphant on January 3, 2017 at the age of 93.

We give thanks for...

- Roy's 93 years of life,
- Roy's 65 years of marriage to his dear Jean,
- Roy's service to our country in the United States Navy, *
- Roy's career in engineering and business,
- Roy's love of family and home in Germantown,
- Roy's passion for the outdoors especially hunting and fishing,
- Roy's 61 years of membership at West Granville.

On Roy's 90th Birthday, I gave Roy a *Birthday Blessing*-

Many happy returns on this day of thy birth
May sunshine and gladness be given
And may the dear Father, prepare you on earth,
for a beautiful birthday in heaven.

Now that Blessing has come true.

*Roy served on the *first Crew* of the USS Ogallala assigned to the South Pacific. Roy was a "Plank Owner," a Special Honor for those who serve as the first Crew. Roy was a *Code Sender* who could send 40 words a minute in Morse code.

We give thanks for the life and witness of John Jaccard, who Entered the Church Triumphant at the age of 44. Please keep his parents, Shirley and Dennis, in our prayers. The Memorial Service will be held on January 28.

WGPC SESSION

CLASS OF ELDERS

- 2017 Hildegard Essoka, Amy Mikec, Aaron Tracy, Patrick Wood
- 2018 Nancy Adams, Lois Pearson, Scott Prill, Sandy Roy
- 2019 Lynette Buzzell, Sarah Ramlow, Tom Roberts, Lori Talasek

Dear Friends,

I am at a loss for words to adequately express my appreciation for the beautiful poinsettia plant delivered by Lil Sullivan. I have placed it in my "plant" window and expect to care for it well into spring. Thank you! God bless each and every one of you in a special way this Christmas!

~ Janet Beltman

Dear WGPC Friends:

During the month of December, there are certain things that automatically say Christmas. The Nativity with Mary, Joseph and baby Jesus, a trimmed Christmas tree, decorated wreath and of course Santa. Also the very beautiful and traditional poinsettia plant. Once again, our friends from WGPC have allowed us to enjoy this plant with its beautiful huge red blooms and dark green leaves.

We thank you for your remembrance this past holiday season.

Karolyn & Virginia Kummer

Dear Dee,

Thank you so much for the poinsettia! It was nice of the church to think of me and Mady. The plant has been beautiful all season long.

Sincerely, Sara Ford

Dear Friends,

This year's holiday patient gift project was a huge success! Every patient got wonderful gifts to open along with candy and other goodies too. It was with your kind donation that made it all happen, thank you so much. Your donation of gifts was received and I truly thank you.

Your gift reaches beyond the holiday season with supplying patients with needed personal items and also helping to supply prizes, incentives and recognition items all year round. This helps to motivate our patients as they work towards recovery and wellness.

Accept my sincere 'Thank You' for making a difference.

Warm regards, Linda Schueler, Volunteer Coordinator, Winnebago Mental Health Institute

BIRTHDAYS and ANNIVERSARIES in FEBRUARY

- | | | | |
|----|---------------------------|----|--------------------------|
| 4 | Jo and Roger Olson, 1989 | | |
| 9 | Marna Tess-Mattner | 9 | Jim Sewrey |
| 11 | Norma Streich | 12 | Thomas Ramlow |
| 13 | Laura & Brad Meyer, 1999 | 18 | Deb & Scott Bascom, 2001 |
| 19 | Lynn Serebin | 19 | Rebecca LaPorte |
| 19 | Bob & Norma Streich, 1966 | | |
| 21 | Jacques Sewrey | | |
| 24 | Jodey Ellner | 24 | Pat Grogan |
| 26 | Jane Savage | 28 | Jordyn Ellner |

If your dates are missing or in error, please inform the church office.

FEBRUARY 2017 ANNOUNCEMENTS

OPEN CIRCLE

Weather permitting, we're going out to a **movie** on **Monday, January 23**. Bring your movie vote Sunday.
Open Circle will meet on **Monday, February 6 at 7:00** at the crafty home of Deb Crane for a **Valentine Tea** and Valentine card-making event. No skills required! All supplies will be provided.

Friday & Saturday, March 31-April 1, Women's Retreat at Christ's Pond in West Bend from dinner Friday, overnight to noon Saturday. See Cindy Anderson for more information. There will be a nominal cost prorated among the attendees. All women of the church are welcome at any of these events.

CALLING ALL CUB & BOY SCOUTS -

Boy Scout Sunday is **February 5th** and we would like all Cub Scouts, Boy Scouts and Eagle Scouts to help. Please contact Ethan Pogorzelski at cmzepogo@yahoo.com if you are available.

LUNCH BUNCH will meet for at 1:00 on **Friday, February 10**. See Nancy Baum for location and directions.

WORSHIP ATTENDANCE December 24: 5:00 = 68 7:00 = 140
December 25 = 47 January 1 = 55 January 8 = 92

COMMUNION GROUP: Ken Alderden, Dawn Anderson, Deb Crane, Jeff Ellner, Amy Mikec

USHER / GREETER TEAM: Paul & Lori Martens, Ben Martens, Cean Ryan

COFFEE HOUR HOSTS: 5: Cannestra 12: Meyer 19: Berlin 26: Pogorzelski

WEST GRANVILLE PRESBYTERIAN CHURCH

Dee M. Anderson, Pastor

Angie Murray, *Church Office Secretary*

Carol Buck, *Newsletter Editor*

Please submit March Newsletter articles by Feb. 18; they can be e-mailed to cagbuck@sbcglobal.net

2016 ANNUAL REPORTS

WORSHIP COMMITTEE

The Worship Committee met on the first Monday of the month to discuss, organize and implement worship services at West Granville Presbyterian Church. Pastor Dee Anderson shared his worship preparations for each quarter of the year along with special music plans from Amy Mikec and Jan Snowden.

This year the Lenten study, *The God We Know*, was successfully launched with small group study opportunities for all church members. Dee introduced a couple of Lenten study possibilities for 2017 and *Half Truths* by Adam Hamilton was unanimously selected. The committee looks forward to sharing this series with our church family.

We were privileged to have Amy Mikec direct our Adult Choir and we welcome Steve Hufnal as our new choir accompanist beginning in 2017. In addition to directing the Church Mice, Angie started a Youth Bell Choir. We are pleased to have Lynette Buzzell continue to volunteer to work with the Adult Hand Bell Choir. Additional activities included facilitating the purchase of palms for Palm Sunday, lilies for the Easter service, and poinsettias for Advent. The committee also helped with several special services, including Palm Sunday, Easter, Outdoor Worship led by a Trombone Choir, World Communion Sunday, Thanksgiving Eve Soup Supper, Christmas Eve services and the children's Epiphany service, *Christmas Mashup*, by Lynn Serebin.

Thank you to all of the committee members who fostered inspiring worship experiences for everyone at West Granville.

Chair: Dennis Hockerman **Committee Members:** Noel Adams, Tony Anderson, Nancy Baum, Hildegard Essoka, David Lambert, Steve Otten, Lois Pearson, Dave Serebin **Pastor:** Dee Anderson

MEMBER CARE COMMITTEE

The Member Care Committee works to welcome, integrate and support members and friends of West Granville in Christian Fellowship. The Committee works to provide opportunities for fellowship, support members in times of personal need, and celebrates significant milestones in the lives of members of the church. The Committee assists the members of the church who are willing to serve in these tasks.

West Granville was fortunate to have Lil Sullivan as the new Parish nurse. She has been very active in supporting the needs of members of the church with home visits and wellness checks. The use of Mealtrain.com continues to be a positive and effective way to provide further support to members of the congregation.

In 2016 the Member Care committee continued to plan and organize the holiday flower list providing flowers for homebound members and friends of West Granville. Flowers were provided for the Easter and Christmas Holiday seasons, as well as a fall Mum delivery.

Member Care also coordinated a celebration and recognition of service for Jan Snowden, our church organist for 40 years. An award was given to Jan, and a photo was taken to be displayed in the hallway along with the current and previous pastors. Jan continues her duties as church organist.

The Member Care committee is comprised of Scott Prill, Jo Olson, Angie Murray, Deb Crane, Aaron Tracy (chair). The Member Care Committee will welcome all members interested in becoming more active in the church. All skills and talents are welcome.

Respectfully submitted on behalf of Member Care Committee by Aaron Tracy

MISSION COMMITTEE

Many people and organizations at West Granville keep focused on living out our Christian mission to love our neighbor as ourselves. We are one in the Spirit. The 2016 budget, through your pledges, financed support for:

- Junior and Senior High **youth local mission** activities, and the always inspiring **Senior High mission trip**, in 2016, to Pine Mountain, Kentucky, an Appalachian community.
- **Habitat for Humanity** and volunteered for a drywall work day at a Habitat house sponsored entirely by Milwaukee Presbyterian churches.
- a **clean water project in Malawi** in cooperation with the Church Education rain barrel project.
- **Food Pantry**: After the 2016 closing of the Church of the Good Hope pantry, financial support and food donations now support St Peter-Immanuel Food Pantry, as we stay committed to furthering food security in our neighborhood.
- ongoing support for **Ekwendeni Hospital** in Malawi where Tom Ramlow, Dee and Cindy Anderson served with the Medical Benevolence Foundation in 2014.
- the **Millwood Park community event** in June focused on fun, food and community cohesiveness following the summer Sherman Park unrest.
- and in the fall an Anti-Violence day of games, food and face-painting for Millwood Park youth, supported by a Milwaukee Foundation grant written by a WGPC member.

Neighborhood building and cohesion was also the focus of our continuing relationship with Masjid al-Quran, where several in the congregation attended 2 information sessions on Islam and were treated to a delicious Middle Eastern buffet.

Pastor Dee continues to be an active organizer of the Faith Based Organization, area churches united to improve the quality of life in the neighborhood.

Further neighborhood relationships were strengthened by our congregation's donations of backpacks, mittens and hats to students at Maple Tree School.

And more: A respectful, responsive conversation between concerned citizens of the neighborhood and Milwaukee Police captain Williams was attended by several people from West Granville.

In 2017 we'll study Adult Mission Trip options, with the hope that we can create a trip of inspiration and excitement that parallels the youth trips.

Mission Committee members: Nancy Adams, Lois Pearson, Tom Ramlow, Richard Rodgers, Marna Tess-Mattner.

Respectfully submitted on behalf of Mission Committee by Nancy Adams

Mission Report	January 15, 2017	
Extra Mission Giving for 2016		\$20,041
1. One Great Hour of Sharing Offering		\$ 729
2. World Communion Offering		\$ 393
3. Christmas Joy Offering		\$1,095
4. Habitat for Humanity		\$ 50
5. Youth Dinners: coffee hour, support		\$ 600
6. Youth Trip Sponsorships		\$2,300
7. Food Pantry Support		\$2,220
8. Winnebago Christmas Gifts		\$ 80
9. Open Circle Donations		\$2,200
10. Family Relief Fund Gifts		\$3,450
11. Perseverance Scholarship Gift		\$5,000
12. Perseverance Scholarship		\$1,300
13. Perseverance Northwest Interfaith		\$1,353

Mission Donations: in-Kind

Maple Tree School: School supplies, hats mittens

Easter Baskets

Food Pantry Donations

Winnebago Mental Health Institute: Christmas gifts

CHRISTIAN EDUCATION COMMITTEE

Committee: Dawn Anderson, Cindy Anderson, Rachael Daniel, Lynn Fehr, Joy Hartman, Laura Meyer, Angie Murray, Sarah Ramlow, Sandy Roy, and Tammy Wood

Teachers: Cindy Anderson, Dawn Anderson, Shelly Anderson, Farrukh Daniel, Laura Meyer, Angie Murray, Sarah Ramlow, Tom Ramlow, Anna Snowden, Patrick and Tammy Wood,

Superintendent: Todd Cannestra

Mission: School Supply drive for Maple Tree
Senior High Trip to Appalachia
Care packages for serving military
Care packages for college students
Easter baskets for food pantry

Graduation: We had 5 graduating seniors. A WGPC blanket was given to each as a gift.

Advent Workshop: Each family created a Christ candle craft and made hats for Maple Tree School children

Confirmation Class has started with nine WGPC students along with Pastor Dee and Tom Ramlow

Respectfully submitted on behalf of Christian Education Committee by Joy Hartman

PERSONNEL COMMITTEE

- Music Department:
 - Piano Accompanist, Lois Fuhrmann, resigned.
 - Hired Choir Accompanist, Steve Hufnal, hired.
 - Jan graciously accepted interim Choir Accompanist position until Steve was hired.
 - Amy Mikec moved from interim Choir Director to Choir Director.
 - Lynette Buzzell moved from interim Hand Bell Director to Hand Bell Director.
- Child Protection Documentation:
 - 2nd group of background rechecks completed. Individuals volunteering for any youth activity (overnights, trips, nursery, etc.) will be rescreened every 5 years. The volunteer list is now updated yearly.
 - Training for nursery attendants and volunteers is now completed online to streamline the process and provide training that meets current guidelines and expectations.
- Nursery:
 - Emily Groth resigned.
 - Anna Snowden accepted call as Nursery Attendant.
 - Jon and Amber Luecke accept role of nursery volunteer coordinators.
- 2017 Budget:
 - Reviewed current salaries of church employees as well as researched comparable salaries. Recommendations submitted to Session and Finance Committee.
- Purchased Polaroid camera for nursery to help volunteers identify children.
- Parish Nurse: Nurse Lil Sullivan continues to be an asset to this position.

Respectfully submitted on behalf of Personnel Committee by Dorothy Harris

OPEN CIRCLE

Open Circle is a women's group at West Granville that focuses on mission and fellowship. This year we sponsored Rally Day Pie & Ice Cream Social and Strawberry Festival, a retreat with a group book read, ladies night out for dinner, movie night, Valentine tea and card-making for our homebound members, family bingo at Luther Manor, spring flower sale, and Christmas party. Open Circle's funds were distributed among the following missions: Sojourner Family Center, Casa Maria, Jenny Bletcher scholarship fund at Carroll University, House of Peace/St. Ben's meals at Capuchine Community Services, Meta House, and Tippecanoe Presbyterian House Divine Intervention Program.

FINANCE COMMITTEE

The primary responsibilities of the Finance Committee are to create the annual budget, manage the pledge drive, monitor the church's assets, and monitor the church's financial obligations throughout the year. We ended 2016 with monetary assets of \$518,143 divided among Associated Bank checking account, Associated Bank Money Market Account, and New Covenant Growth Investment.

The committee also monitors and continuously reviews designated accounts. Those include Scholarship Account (\$29,505), NW Interfaith Account (\$35,043), Mission (\$6,203), Family Relief Fund (\$5,987), Budget Balance Fund (\$394,216), Building Fund (\$1,075), and Memorial Fund (\$7,920).

Committee notes from 2016:

- Updated the Financial Review procedure with the support of Paul Smith and Richard Rodgers.
- A response to the 2015 Financial Review was drafted and presented to Session.
- Finished the transition process of using canned financial reports from Church Windows in place of those prepared manually.
- Finalized the funding of the dishwasher replacement through the use of 2015 Carry Forward and 2016 budget excess rather than a request for donations. The dishwasher hadn't worked since June 2015.
- Pension payments were switched to on-line.
- Our customer record with AT&T was corrected to show as tax exempt. This resulted in a \$300 credit.
- Planning for the funding of the 2017 parking lot repair and 2020 topcoat was started.
- A review of our insurance policies and coverage was conducted and found to be adequate.

Committee members: Dee Anderson, Rachael Daniel, Dorothy Harris, Joe Hrovat, Rob Pearson,
and Dave Serebin Committee meets the second Monday of every month, except July.

Respectfully submitted on behalf of Finance Committee by Joe Hrovat

Financial Review - 2016
[f/k/a Audit Committee Report]

The Financial Review Committee of West Granville Presbyterian Church met on Sunday, January 8, 2016 to meet the church's obligation as defined in Section G-3.0113 of the *Book of Order*:

A full financial review of all financial books and records shall be conducted every year by a public accountant or committee of members versed in accounting procedures. Reviewers should not be related to the treasurer(s). Terminology in this section is meant to provide general guidance and is not intended to require or not require specific audit procedures or practices as understood within the professional accounting community.

Financial Review Committee

Paul Smith	Class of 2017
Paul Martens	Class of 2018
Eleanor Ellner	Class of 2019

The review was completed through interviews with key financial personnel / officers of the church:

Rob Pearson, Financial Manager
Jacques Sewrey, Treasurer
Darren Hartman, Financial Secretary

and by the analysis (by random sampling) of church financial records:

Income

Disbursements

Payroll

Bank Statements

Check Register

Lists

Church Employees

Counters

Expense Codes

Budget Reports

Balance Sheet

Consolidate Fund Activity Report

Detailed Fund Activity Report

Treasurer's Report

Findings

The purpose of the review is not to make recommendations. It is to report. Our report follows.

- The Financial Review Committee found:
 - WGPC is served by dedicated and competent individuals;
 - The finances of the church are accurately recorded;
 - The records are sufficient for a lay person to be able to understand; and
 - Control Systems are in place to provide a reasonable assurance that rules and guidelines are followed.

A more detailed review has been prepared and will be presented to Session on its schedule.

Respectfully submitted on behalf of Financial Review Committee by Paul Smith

STATISTICAL REPORT

Revised on December 27, 2016

End of Year (December 31, 2016) Statistical Report from the Session

Total Membership, January 1, 2016	151 (Females)	246
Additions:		
On Profession of Faith	7	11
On Confirmation of Faith	0	0
On Certificate of Transfer	0	0
By Other	0	1
Total Additions	7	12
Removals:		
By Certificate of Transfer	1	1
Deaths-of members only	5	7
By Other	1	1
Total Removals	7	9
Total Membership as of: December 31, 2016	151 (Females)	249

ADDITIONS:	Total Females Added:	7	
<u>Profession of Faith:</u>	F	Total	11
Karen Reed	1	1	
Pierre Epalle		1	
Stephanie Abraham	1	1	
Cullen Abraham		1	
Mawuena Alogavi	1	1	
Atsu Nyadzi		1	
Akoba Alogavi	1	1	
Adjo Alogavi	1	1	
Afi Alogavi	1	1	
Angela Stapleton	1	1	
Joshua Stapleton		1	
<u>Confirmation of Faith:</u>	F	Total	0
<u>Certificate of Transfer:</u>	F	Total	0
<u>By Other:</u>	F	Total	1
Craig Snowden		1	

REMOVALS:

Total Females Removed:

7

Certificate of Transfer:

F Total 1

Donna Blommel

1

Member Deaths:

	F	Total	Born	Death	Service
Audrey Delores (Coleman) Clay	1	1	9/11/1933	2/20/2016	2/23/2016
Ellen Amin (Khan) Daniel	1	1	9/24/1937	3/3/2016	3/12/2016
Louis Charles Goodman		1	6/27/1950	3/28/2016	4/6/2016
Susumu Elbert Musashi		1	11/7/1917	3/27/2016	4/7/2016
Ruth LaVerne (Schmidt) Stark	1	1	4/21/1929	5/2/2016	5/7/2016
June Rose Campbell (Schmidt)	1	1	6/17/1923	6/1/2016	6/4/2016
Dawn Dorothy Famularo	1	1	4/24/1943	11/17/2016	11/22/2016

By Other: (Deleted from Active List)

F Total 1

Anne Muluzi

1

1

RECORD INFORMATION**Baptisms:**

	Total	Born	Baptized
Cayden Jett Forst	1	11/8/2015	5/22/2016
Penelope Belle Barnes	1	3/25/2016	06/12/2016
Annelise Cora Leonard	1	9/9/2015	6/12/2016
Donovan Pahl Ramos	1	3/9/2016	8/21/2016
Vivian Nevada Ramos	1	3/9/2016	8/21/2016
Theodore Zachary Stone	1	5/16/2016	10/23/2016
Jarvis Fred Ntaba	1	5/4/2016	10/2/2016

Weddings:

	Total	Married
Jennifer Lynn Lange & Beau Michael Snowden	1	2/13/2016
Rebecca Elizabeth Anjeles & Michael Phillip LeDoux	1	6/25/2016
Carolyn Leifer & Conway Dellenbusch	1	9/16/2016
Gabrielle Leigh Valenti-Hein & Kyle William Pollard	1	10/15/2016

Funerals, Deaths & Committals:

	Total	Birth	Death	Service
Bruce Clemens Pfeiffer	1	7/31/1924	2/27/2016	3/5/2016
Melvin Earl Tess	1	8/30/1926	4/20/2016	4/23/2016
Audrey Delores (Coleman) Clay	1	9/11/1933	2/20/2016	2/23/2016
Ellen Amin (Khan) Daniel	1	9/24/1937	3/3/2016	3/12/2016
Louis Charles Goodman	1	6/27/1950	3/28/2016	4/6/2016
Susumu Elbert Musashi	1	11/4/1917	3/24/2016	4/7/2016
Ruth LaVerne (Schmidt) Stark	1	4/21/1929	5/2/2016	5/7/2016
June Rose Campbell (Schmidt)	1	6/17/1923	6/1/2016	6/4/2016
Richard Clarence Hey	1	10/1/1930	7/26/2016	8/20/2016
Ashley Lauren Sawatzke	1	9/19/1986	10/23/2016	11/13/2016
Dawn Dorothy Famularo	1	4/24/1943	11/17/2016	11/22/2016

Session Meetings

11

Congregational Meetings

2

TERMS OF CALL FOR REVEREND DEE M. ANDERSON
(Policy approved October 2003)
Effective January 1, 2017

West Granville Presbyterian Church (the Church), a member of the Presbyterian Church (USA) and belonging to the Presbytery of Milwaukee, being well satisfied with the qualifications and performance of the Reverend Dee M. Anderson in his ministry and service to West Granville Presbyterian Church, the Presbytery of Milwaukee and the Presbyterian Church (U.S.A.), and having made various modifications to Reverend Anderson's Terms of Call since the initial Terms of Call were extended to him on September 1, 1985, and being desirous of compiling all aspects of Reverend Anderson's Terms of Call into a single document, does, in consultation with Reverend Anderson, hereby revise Reverend Anderson's Terms of Call as set forth below, to be effective January 1, 2017.

I. Position Description.

The attached Position Description, as approved in October 2003, is hereby adopted and incorporated into this document by reference.

II. Policies.

A. Medical and Dental Expense Reimbursement Plan.

(Adopted by the Church's Session on December 19, 1988).

1. All full-time employees of the Church are eligible to participate in this Plan after completing one full year of employment. "Full-time" for the pastor is defined as at least 50 hours of work per week; "full-time" for other employees is defined as at least 35 hours of work per week for at least nine months of the year.
2. This plan is intended to qualify as one under which payments to employees are excludable from gross income under Section 105 of the Internal Revenue Code.
3. The Church, at its discretion, may directly pay any qualified medical or dental expenses under this Plan, or may reimburse the employee for such expenses.
4. The Church may require, as a condition of payment or reimbursement, that an employee seeking payment or reimbursement furnish to the Church copies of all bills for which payment or reimbursement is sought.
5. The medical and dental expenses to be paid or reimbursed shall be those for which the employee, the employee's spouse, or the employee's dependent (as defined in Section 152 of the Internal Revenue Code) is not compensated by insurance or otherwise, and which are treated as medical expenses under Section 213 of the Internal Revenue Code.
6. The maximum amount of medical and dental expenses paid or reimbursed in a calendar year shall be \$4,750.00, unless a higher amount is specified in the employee's Financial Package.

B. Disability.

1. "Disability" for purposes of this policy shall mean the pastor's inability to perform substantially all of his or her duties as pastor of the Church, as determined by a physician acceptable to the Session of the Church. Any disability certified by the Board of Pensions of the Presbyterian Church (U.S.A.) shall be considered a disability under this policy.
2. The Church will continue to pay the salary of the pastor for ninety (90) days following the onset of disability, less any benefits the pastor receives as a result of such disability from Church-funded disability plans, worker's compensation, social security or other veterans or government programs. All salary shall terminate after the 90th day of disability.
3. After ninety (90) days of disability, the pastor is eligible for long-term disability benefits through the Presbyterian Church (U.S.A.).

C. Alcohol or Other Chemical Dependency.

(Adopted by the Milwaukee Presbytery on March 22, 1988).

1. The Church recognizes that alcohol and other chemical dependencies are not the result of poor moral fiber or weak will but rather are treatable diseases. At the same time, the Church is aware that alcohol or other chemical dependencies can create serious personnel problems which require a supportive response from the Church, guided by compassion and directness.
2. If the pastor is concerned about the possibility of his or her alcohol or other chemical dependency, the pastor will, upon request, be granted time off for diagnosis and, if professionally recommended, will be granted additional time off for treatment.
3. As with any serious disease, the pastor's employment will not be jeopardized while the pastor is receiving appropriate treatment.
4. If the pastor exhibits consistent symptoms of alcohol or chemical dependency with a resulting decline in job performance, but refuses to seek diagnosis and treatment when requested to do so by the Church, such refusal will adversely affect the pastor's performance evaluation and may be considered cause for termination of the pastor's employment.
5. If the pastor experiences recurring problems of alcohol or chemical dependency with a resulting decline in job performance, despite treatment efforts, the pastor's employment may be terminated.
6. Privacy and confidentiality laws applicable to medical information shall apply.

D. Sabbatical.

1. The Church believes that a sabbatical will enable the pastor to be renewed through the vital pursuit of continuing education, extended time spent in spiritual formation, and fresh mentoring by respected teachers. A sabbatical enables the pastor to return to the responsibilities of the Church with new energy, spiritual vision, and effectiveness.
2. The pastor shall be eligible to take a sabbatical of three (3) months after six (6) years of service to the Church.
3. The pastor shall seek grants or fellowships to partially or entirely provide financial support for the pastor while on sabbatical.
4. The pastor shall submit to the Church's Session an outline of the sabbatical proposal at least six (6) months before the intended commencement of the sabbatical, and shall assure the Session of the pastor's continued service to the Church for at least one full year from the conclusion of the sabbatical.
5. Upon receiving the Session's approval of the sabbatical, the pastor shall arrange coverage of necessary pastoral and pulpit responsibilities.
6. The Session shall designate a Session moderator for the duration of the sabbatical; communicate to the congregation the importance and values to the Church of a sabbatical; and continue all terms of the pastor's call not otherwise provided by a grant or other source.

III. Financial Compensation Package.

The financial compensation package shall be renewed annually by the Personnel Committee, in cooperation with Reverend Anderson. The Personnel Committee shall recommend to the Church's Session any changes in the compensation package for the following calendar year. The compensation package adopted by the Session shall be attached to this document and incorporated by reference.

**RECOMMENDED 2017 FINANCIAL COMPENSATION PACKAGE
FOR
REVEREND DEE M. ANDERSON**

The Personnel Committee has reviewed all aspects of Reverend Anderson's compensation package and has compared his compensation package to those of similarly-situated pastors in the Milwaukee Presbytery. The Committee has concluded that Reverend Anderson's overall compensation is lower than that of similarly-situated pastors within the Milwaukee Presbytery. The Personnel Committee also is mindful of the fact that Reverend Anderson has been the pastor at West Granville Presbyterian Church for 31 years, in contrast to the average Presbyterian minister's tenure of approximately eight years.

The Presbytery of Milwaukee Committee on Ministry (COM) recommends a minimum 1.5% increase in compensation for 2017. The COM also strongly recommends that congregations consider a merit increase over and above the minimum. The Personnel Committee believes that a 2.0% increase is warranted for Reverend Anderson's loyalty and leadership.

With those factors in mind, the Personnel Committee recommends the following changes to Reverend Anderson's Financial Compensation Package for 2017.

A. Salary and Cash Components.

Salary (2017)	\$38,666.37
(Including TSA Deferred Compensation)	
Housing Allowance (2017)	\$20,000.00
Total Effective Salary	\$58,666.37

B. Benefits.

Participation in Presbyterian Church (U.S.A.) Pension/Medical Plan:
\$21,413.23 (Total Effective Salary x 36.5%)
Vacation: 4 weeks
Continuing Education: 2 week
Short-Term Disability (West Granville Presbyterian Church)
Long-Term Disability (Board of Pensions, Presbyterian Church (U.S.A.))

C. Expense Reimbursements.

Medical Expense Reimbursement	\$4,750.00
Automobile Expense Reimbursement (53.5 cents/mile)	\$3,200.00
Continuing Education Expense Reimbursement	\$1,000.00

Respectfully submitted,
Dorothy Harris, Chair
WGPC Personnel Committee