



FAIRMOUNT

PRESBYTERIAN Church

ANNUAL REPORT 2018

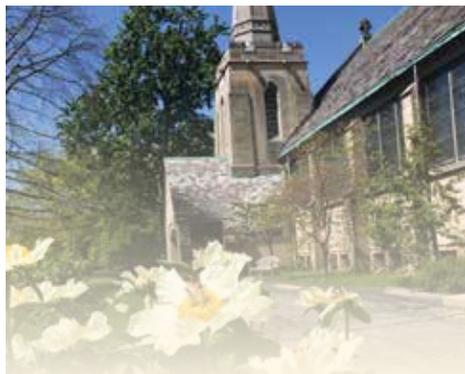


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Music Report



Pope Francis recently used the metaphor of a field hospital to describe his ideal church. "The thing the church needs most today," he said, "is the ability to heal wounds and to warm the hearts of the faithful; it needs nearness, proximity. I see the church as a field hospital after battle. It is useless to ask a seriously injured person if he has high cholesterol and about the level of his blood sugars! You have to heal his wounds. Then we can talk about everything else. Heal the wounds, heal the wounds. And you have to start from the ground up."

I love this image because it reminds us that as an institution we exist for others and not ourselves. At our core we are a people who serve first and ask questions later, which is another way of saying we are a community of grace.

To be effective, a field hospital must be mobile and adaptive, going to where the people are and changing its services as the situation requires. A field hospital is more an event than an institution. Instead of defending its structures and boundaries, it goes outside itself in search of need. What a great image for the Church of Jesus Christ.

continued on page 2



A NOTE FROM THE SENIOR PASTOR

continued from the cover

I had someone ask me recently when I thought we would be through this period of transition, with all the changes in staff, structure, and practice. I was caught off guard, so I said something like, “Soon.” With time to reflect I now realize I should have said, “Never.” I should have told them that to be the church in any age is to be a community in constant transition, for there is simply no other way to meet the changing needs of the world we are called to serve.

The question before us then is how we navigate all the transitions without losing our identity? There are several time-tested practices. We can remember we were formed and are sustained by the Spirit of the Living God. We can celebrate and hold close the traditions and practices that equip us to move forward in faith. We can remember the church has always been reforming, adapting, and evolving. **There are many things we can do to navigate all the changes, but for our church there is one practice we need to commit to above all others, and that is a commitment to one another.** Through all the changes – those welcome and unwelcome – we need to stay in communication and relationship. We need to hold one another in prayer and participate in the life of the church. To navigate all the transitions and to heal all the wounds, we need nearness and proximity.

In the next few paragraphs, I will share with you some of the changes on the horizon and the reasons why I’m excited about them. If you have questions about any of them, reach out to an elder on Session, any member of staff, or any of the leaders listed on the back of the bulletin. Let’s navigate this time of change together, so the next time God calls us to transform, we will be ready, if not eager, to move through it together.

NEW ASSOCIATE PASTOR

Pending the vote at a Congregational Meeting on Sunday, May 13th, at 11:00am, we will be welcoming a new Associate Pastor in July. The candidate brings with her a unique blend of experience, passion, perspective, and pastoral leadership to help us live into our current vision and explore new ways of being a community of faith. The Associate will be a generalist, meaning she will be involved in all areas of church life, providing pastoral leadership when and where it is needed.

MUSIC SEARCH

In addition to a new Associate Pastor, we will also be welcoming new music staff – an Artistic Director and an Organist/Pianist – who will lead our music ministry into the future. Imagine a music ministry that supports your spiritual growth through utilizing the varied musical talents in our community to enhance worship, service, and faith formation. Imagine an expanded repertoire that includes jazz, gospel, classical, world, bluegrass, traditional, and contemporary music, where the church music you know and love is offered by our choirs and other ensembles, right alongside new forms of sacred music. Imagine a wide variety of instrumental support that includes organ, piano, strings, bells, brass, woodwinds, percussion, and guitar.

We have been blessed over the past nine months by our interim music staff of Stephanie Price and Timothy Robson, who have already begun this expansion of our music ministry. As we look to hire permanent staff, our congregation, with its surplus of musical passion and gifts, is uniquely positioned to do something extraordinary. Please keep Rob Faxon, Nate Kruse, Steve Minter, Marlee Pointinger, Suzanne Taigen, and Judy Young in your prayers, as they work with me to find the music staff God is calling to serve our congregation. You can learn more about the two new positions on our website.

NEW SUNDAY MORNING SCHEDULE

After a year of discussion, discernment, and the gathering of congregational input, the Session has voted to keep the second worship service at 10:00am beginning in September, following the summer schedule of worship. **The new worship schedule of 8:30am in the chapel and 10:00am in the sanctuary will begin on Sunday, September 9, 2018.** This new schedule provides a wonderful opportunity for community building and intergenerational activities after the second service. It also creates an opportunity for fellowship between the services, while continuing to provide the weekly celebration of communion and an earlier worship option for those who desire it. Finally, this new schedule enables us to be better stewards of our time, staff, and resources, opening up opportunities to plan and implement ministry and mission outside of the traditional Sunday morning schedule.



FOCUSED MISSION PRIORITIES

Another exciting change on the horizon is the focusing of our congregation's mission priorities. Following the completion of the Listening Campaign, the Serve Council will spend some time discerning where God is calling us to focus our time, talent, and treasure to ensure we are bringing about real, lasting change to our community and world. Leveraging our resources towards a few specific priorities will enable us to be a force for real transformation in our community. This refocusing will also test our capacity for change as we redirect resources from the wide range of mission activities we currently support. Please keep the leadership in your prayers as they make this important decision that will shape our church's witness in the world.

BUILDING IMPROVEMENTS

Finally, the Administration Council is working through a lengthy list of building renovations that will ensure our building is serving our current and future ministries and mission. Be on the lookout for communications about the installation of a new sound system in the sanctuary and Andersen Hall, a parking lot reconfiguration this summer following the sale of the manse, and the possibility of new restrooms!

Thank you for all the ways you support the work of the Session and our four Councils, as you help us build the church from the ground up. If you would like to participate in the work of our Councils, they meet on the third Wednesday of the month from 6:30pm-8:00pm and are open to all.

Blessings on the Journey!

Pastor Derek

Questions?

Administration Council
admin@fpcclle.org

Care Council (Deacons)
care@fpcclle.org

Faith Formation Council
faith@fpcclle.org

Serve Council
serve@fpcclle.org

Session
clerk@fpcclle.org or
dredwine@fpcclle.org

May and June Sunday Schedule

Sunday, May 6th - Annual Meeting Sunday. One worship service at 11:00am.

Breakfast at 9:30am to 10:00am in the dining room. Annual Meeting from 10:00am to 10:45am in the dining room. Worship at 11:00am in Sanctuary.

Sunday, May 13th - Associate Pastor Candidating Sunday. One service at 10:00am.

Come to hear the new Associate Pastor candidate preach, and then participate in a Congregational Meeting after worship to approve her hire and terms of call. There will be opportunities to meet the new Associate Pastor before and after worship in Andersen Hall.

Sunday, May 20th - Pentecost Sunday!

Come to worship at either 8:30am or 11:00am to celebrate the gift of the Holy Spirit. This is the choir's last Sunday before the summer break.

Sunday, May 27th - Summer Worship Schedule Begins

One worship service at 10:00am. Communion each Sunday. June and August services in the Sanctuary. July services in the Chapel.

Sunday, June 3rd - First Outdoor Worship and Strawberry Festival

10:00am worship with communion followed by Strawberry Festival from 11:00am to 1:00pm.

Sunday, June 10th

10:00am worship with Communion in the sanctuary.

Sunday, June 17th

10:00am worship with Communion in the sanctuary.

Sunday, June 24th

10:00am worship with Communion in the sanctuary.



SESSION PRIORITIES FOR 2017

- Following the completion of the mission study that is part of the Associate Pastor search, identify and implement a staffing model with the new Associate Pastor that best supports the church's vision and values.
- Identify ways to improve and adapt our worship services, both in format and practice, with consideration of multiple intelligences and the diverse needs of the congregation.
- Work to ensure clear and effective communication with the congregation (both speaking with and listening to) with the goal of creating a more vibrant and engaged community, where the Councils work together to energize and empower individuals and families to be more engaged in the ministries of the church.

Your Session faithfully engaged their work in a year full of transitions,

as they navigated staffing changes, discussed the Sunday morning schedule, clarified the role of the new Associate Pastor, and worked with the councils to focus our ministry and mission. As you seek to follow the work of Session, you can always review their minutes online. Here are some highlights from a busy 2017.

AT THEIR RETREAT IN JANUARY, THE SESSION:

- Approved new Personnel Committee Guidelines that clarify the construction, role, and the relationship of the Personnel Committee with staff and Session.
- Approved the distribution of the proceeds from the 100th Anniversary: \$5,000 to subsidize youth mission trips, with the remaining \$32,000 divided between the Bridges to Bateys project, the Heights Youth Club, and our refugee ministries.

- Discussed that 'Core Competencies' for the staff are essential for effective ministry in the 21st century. They are identity, collaboration, strategic thinking, creativity, and growth.

IN THE WINTER THE SESSION:

- Conducted an exit interview with the Committee on Ministry of the Presbytery of the Western Reserve following the departure of Associate Pastor Eric Dillenbeck.
- Approved the removal of pews in the sanctuary to make the space more accessible for those with mobility issues and families with young children.
- Approved a Mission Study Process to provide congregational feedback both to the Session and Associate Pastor Nominating Committee, in support of the hiring of an Associate Pastor.



IN THE SPRING AND SUMMER:

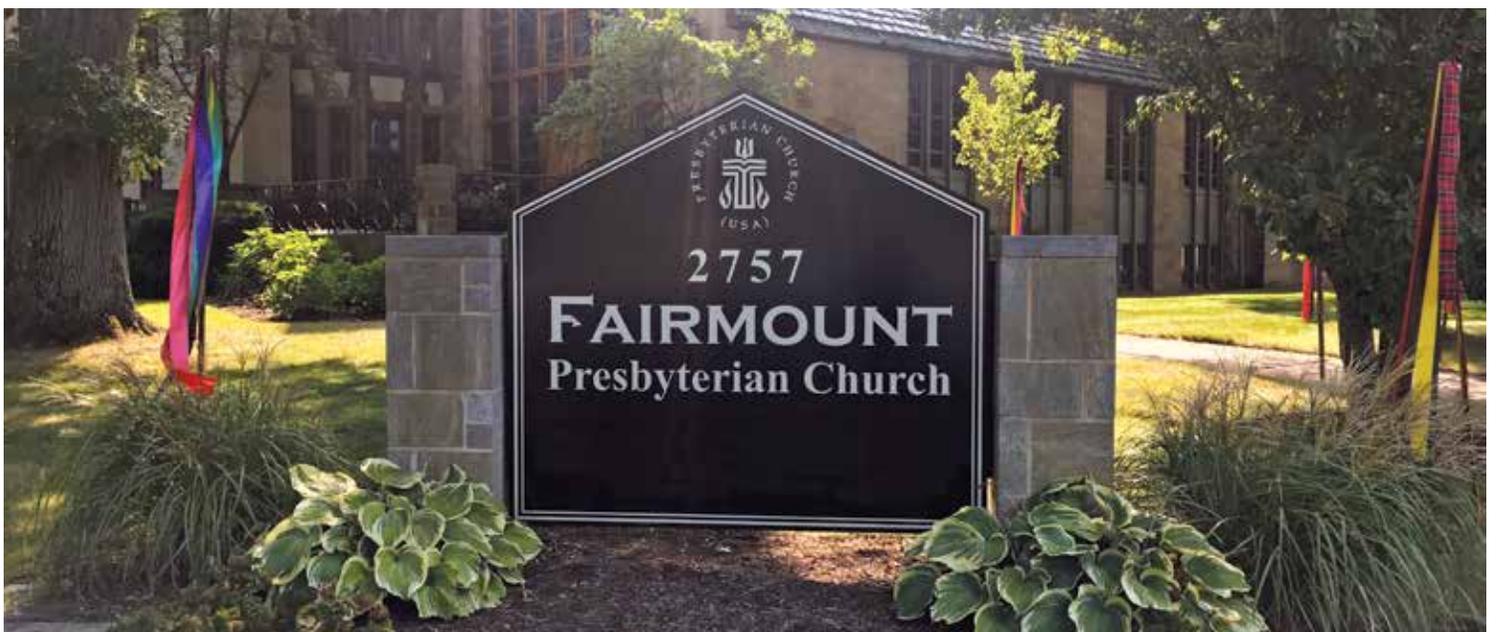
- Received the Mission Study Report and reached a consensus on the qualities for the new Associate Pastor, which include: a well-defined contagious faith, team-oriented, strong pastoral care skills, innovative, self-starter, and representative of diversity in some form.
- Approved a motion from Faith Formation Council requesting the formation of a Task Force to review and evaluate the Sunday morning schedule.
- Welcomed a class of fourteen confirmands as members of the church!
- Approved Interim Music Staffing Plan, following Robert Moncrief's retirement, that included the hiring of two part-time positions (Interim Music Director and Interim Organist/Pianist) for a period of twelve months (September to August).
- Conducted Senior Pastor's Annual Review, approving the following goals:
 - Communicate clearly with staff and leadership his expectations

- and hold them accountable to empower them to effectively lead in their ministry area.
- Successfully onboard new employees into the team, educating them and current staff on the vision, values, and core competencies.
- Prioritize his own spiritual growth and self-care to stay connected to his sense of call and purpose and to empower others to do the same.
- Hosted and reviewed the feedback from Congregational Forums where members shared their thoughts on worship and the current Sunday schedule.
- Received a report from the Sunday Morning Schedule Task Force, agreeing to take ownership for discerning the Sunday schedule that best supports the vision of the church, acknowledges cultural and religious trends, and agreeing to support the Faith Formation Council as it experiments, tries new things, and redirects resources towards offering faith formation opportunities for all ages outside the traditional Sunday morning schedule.

IN THE FALL:

- Approved Faith Formation Council's request to move the youth room to room 115 and the nursery to the former youth room to better support ministry.
- Approved changes to the Personnel Manual that included the new annual review process for staff and changes in the sabbatical leave policy.
- Approved the Ministry Information Form to give permission for the Associate Pastor Nominating Committee to begin their search.
- Reviewed the status of the Refugee Ministry and approved initiating a new partnership with Catholic Charities.
- Reviewed list of building projects as presented by the Administration Council, approving the appropriation of \$250,000 from the endowment for the purpose of investing in the repair and maintenance of the building to ensure structural integrity.

A special thanks to the Elders who rotated off of Session at the end of 2017: Gina Kashuk, Nora Murphy, David Bosler, and Laura Migneco-Frentzko.





FAIRMOUNT PRESBYTERIAN CHURCH

Congregational Meeting Minutes
May 7, 2017

2757 Fairmount Boulevard, Cleveland Heights, OH 44118
Andersen Hall

Moderator: Rev. Derek Starr Redwine
Clerk of Session: LeAnn Davis

Call to Order and Assurance of Quorum. Rev. Derek Starr Redwine called the Congregational Meeting to order at approximately 9:50 a.m. Clerk of Session LeAnn Davis confirmed a quorum was present. Rev. Redwine opened the meeting with prayer. LeAnn Davis gave the Clerk's Report, presenting and briefly reviewing the Annual Report, directing those in attendance to the hard copies available at the tables and online. The report contained financial results for the year 2016, reports from each of the four Session Councils, and information about past and upcoming activities of the church mission and ministries.

Elder Nora Murphy, Clerk of the Nominating Committee, presented the following nominees for the Associate Pastor Nominating Committee: Carol Adrine, Matthew Bailey, Denice Benton, Deanna Campbell, Ian Murphy, Peter Scheid, Jean Sylak and Peg Zitzner.

By duly offered motion, second and unanimous congregational vote, the above slate of APNC nominees were elected as Members of the Associate Pastor Nominating Committee.

Laurie Deacon of the Personnel Committee gave a Personnel Committee update, which included recognition and appreciation of Bob Moncrief, Minister of Music, and the Personnel Committee's plan for

assisting Bob and managing the transition and search process upon his retirement at the end of August.

Rev. Redwine then facilitated the congregation in a time of small group discussion and visioning for the future of the church, with a focus on mission and ministry priorities and other feedback that would be used to assist Session and the APNC in the search for a new Associate Pastor. Discussion notes and feedback were collected for incorporation into the Mission Study prepared as part of the APNC search process.

Rev. Redwine made closing remarks and closed the meeting with a prayer. Upon a motion duly, made and seconded Rev. Redwine adjourned the meeting at approximately 10:50 a.m.

Respectfully submitted,
LeAnn Davis
Clerk of Session

CONGREGATIONAL MEETING, OCTOBER 28, 2017

Pastor Derek Starr Redwine called the meeting of the congregation of Fairmount Presbyterian Church to order, 12:20pm, opening with an assurance of quorum and a prayer.

Elder Nora Murphy, chair of this year's nominating committee presented the reporting of the nominating committee, placing the following names in nomination for the office of Elder, class of 2020:

Steve Minter
Brian Perkins
Christina Seekely
Vanessa Whiting

The motion was moved and seconded by members of the congregation.

Placing the following names in nomination for the office of Deacon, class of 2019:

Pat Chokel
Tuni Chilcote
Todd Imbler
Sue Livingston
Pam MacWilliams
Sally Mortimer
Alice Weiner

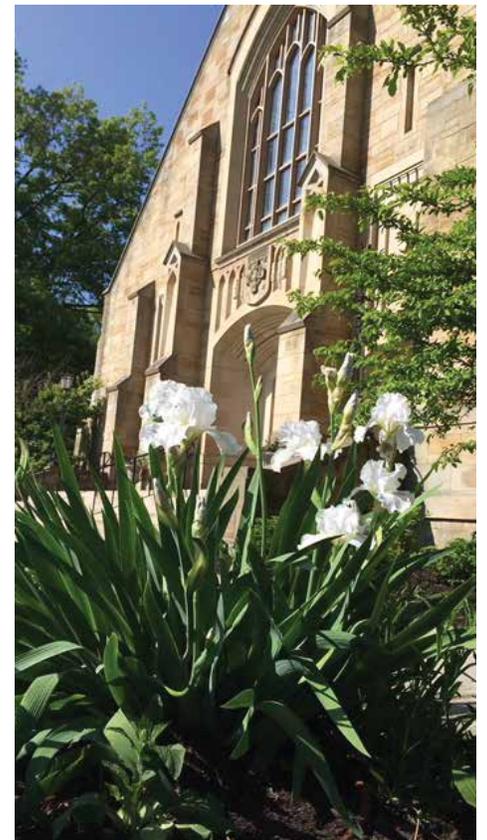
The motion was moved and seconded by members of the congregation

Placing the following names in nomination for Endowment Trustees class of 2020:

Brendan Anderson
Jen Chevraux
Tom Roulston

The motion was moved and seconded by members of the congregation.

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Sell-the-Manse Task Force Report

We are delighted to confirm that the sale of the manse, approved by both the congregation and the Presbytery in January, closed on April 25, 2018. As instructed by Session, the net proceeds will be directed equally toward improvements to the Scarborough parking lot and Fairmount's mission activities.



To get to this point, there were a lot of moving parts, requiring the efforts of many people over the years. We are grateful to each and every one of you. We are also mindful that the manse served us well for many years, and for this, we give God thanks. Finally, we ask for God's blessing as we begin our next chapter, welcoming a new neighbor and focusing on the mission made possible by this sale.

Placing the following names in nomination for at-large members of the Nominating Committee for 2018.

Megan Bennett
Rob Faxon
Wrean Fiebig
Peter Scheid
Caroline Weingart

The motion was moved and second by members of the congregation.

A motion to adjourn was called. It was moved and seconded by the congregation. This meeting was closed with a prayer.

Bourbon L. Zeigler
Clerk of Session

REFUGEE MINISTRY PHASE 2: Fairmount to Partner with Catholic Charities

In 2017 Fairmount Church's international refugee commitment advanced to the next phase when we decided to partner with Catholic Charities' Refugee and Immigration Services to continue our support of international refugees.

Working closely with Catholic Charities, groups of trained volunteers will help a designated refugee family during their first three months in our country. While the number of refugees entering the country has slowed, we hope to sponsor 2-3 refugee families a year. Members of this Transition Team would greet the family at the airport and commit to meeting with them for one to two hours weekly for three months.

As part of this new partnership volunteers will receive 3.5 hours of training from Catholic Charities that will provide background information, teach best practices, and set clear boundaries and guidelines for the work. Following the three-month commitment, the Transition Team will complete their ministry with a wrap-up meeting to share lessons learned and give thanks to God for the opportunity to serve.

Through a collection, the congregation will have the opportunity to provide items for the families placed under our care, such as basic household supplies and furniture. Expect an email from the church for this collection.

Partnering with a proven provider of refugee services like Catholic Charities will allow us to create meaningful, short-term mission opportunities for members and friends of the church, while providing much needed mentoring and support to families emigrating to the United States. If you are interested in joining a refugee transition team, please email serve@fpccle.org or contact the church office.



ENDOWMENT REPORT

2017 YEAR-END ANNUAL REPORT OF THE ENDOWMENT COMMITTEE

The Endowment Committee consists of Trustees who are responsible for the management of the financial assets in the general operating, property and specialized endowment funds of Fairmount Presbyterian Church. Asset allocations are maintained within the ranges approved by Session; the asset mix as of December 31, 2017, was 67.4% equities, 25.65% fixed income and 3.7% multi-class and

3.24% cash alternatives. Fairmount's investment funds are advised by Compass Group of Wells Fargo Advisors. The Endowment Committee is responsible for ensuring that gifts and withdrawals are accounted for properly, and that withdrawals are in keeping with donor and policy guidelines. The committee works closely with the Compass Group in making decisions about investment funds.

FPC Endowment Component Funds	12/31/2015	12/31/2016	12/31/2017
Friedel Fund (part of General Op Fund)	\$2,215,384	\$2,275,194	\$2,539,937
General Operating Endowment Fund	1,769,752	1,861,565	2,078,178
Carl and Della Andrus Fund	405,209	432,503	496,869
Property Maintenance Fund	1,740,605	1,849,013	1,969,201
Thompson Property Improvement Fund	458,629	407,090	430,247
Mary Marm Wilson Hunger Fund	1,041,024	1,065,699	1,240,274
Zitzner Family Fund	193,194	206,224	240,006
William Birkett Williams Lecture Fund	156,993	169,720	197,523
Siller Fund (for Deacons' use)	90,255	97,572	113,556
James Roberts Leadership Development Fund	70,236	74,172	75,360
Ziegler Memorial Fund	41,315	44,098	50,660
Eleanor R. Baird Music Fund	43,535	62,619	54,463
Anne Landefeld Memorial Fund	19,591	20,105	22,383
Louise Rolph Music Fund	13,967	13,542	14,644
Guild Dedicated Fund	n/a	129,053	150,194
Wayne Lewis Garden Fund	n/a	7,184	8,360
Total of All Endowment Funds	\$8,269,675	\$8,715,353	\$9,681,855

2017 ENDOWMENT INVESTMENT PERFORMANCE:

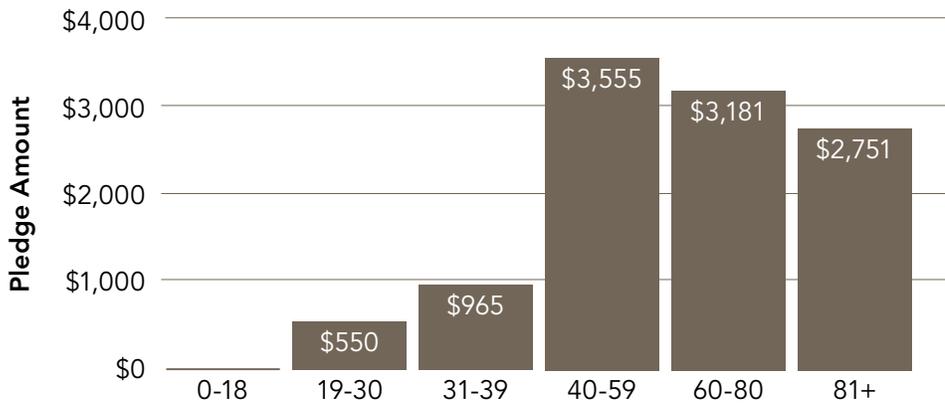
Fairmount's endowment had impressive investment returns of more than 11.0% during 2017. Distributions from the endowment exceeded contributions, but our positive investment returns from a very favorable market helped the endowment grow.

INVESTMENT AND ENDOWMENT COMMITTEE MEMBERS:

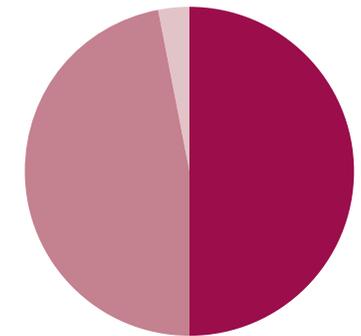
Dan Austin, Geoffrey Barnes, Carolyn Cheverine, Brian Frentzko, Mark Hicks, Chin-Tai Kim, and Jennifer Chevraux. Note: Carolyn Cheverine and Dan Austin completed their terms at the end of December and Brian Frentzko resigned. Brendan Anderson and Tom Roulston, III joined the committee in January 2018.



Average Pledge By Age in 2017



2018 Giving Breakdown for Potential Giving Units



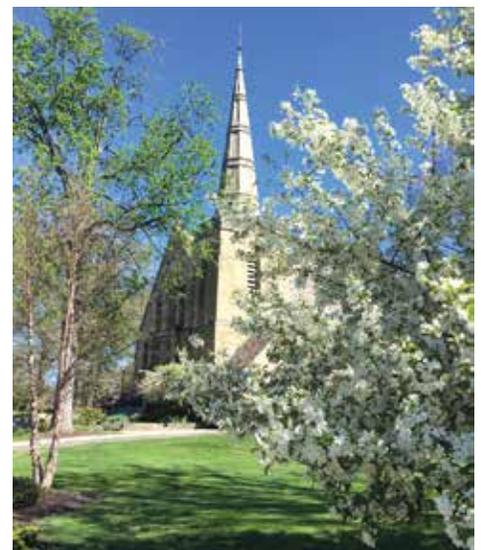
- No giving
- Giving
- Non-Pledge Giving

Because of the generosity of members and friends of the church, specifically at the end of the year, in 2017 the church exceeded its tithes and offerings goal by \$20,000! While the church's pledge goal remains the same for 2018 at \$743,000, the budgeted income for non-pledged giving has been reduced to align with lower giving expectations. As of April 2018 we have received \$747,000 pledges at an average increase of 6%. In 2017 there were 232 pledges, at average \$3,163 received. In 2018, there are currently 224 pledges, at an average \$3,336 pledged. It is never too late to add your pledge to this total!

As the Session looks to leverage the church's resources in the coming year to make a difference in people's lives and in the world, financial contributions from membership and friends of the church remain the best way to ensure the leadership can create a faithful budget.

If you are not currently making an annual contribution to the church, please consider starting with contributing 2% of your annual income. Your financial gifts will expand our ministries and help you feel more invested in what God is doing in and through the church's ministry and mission.

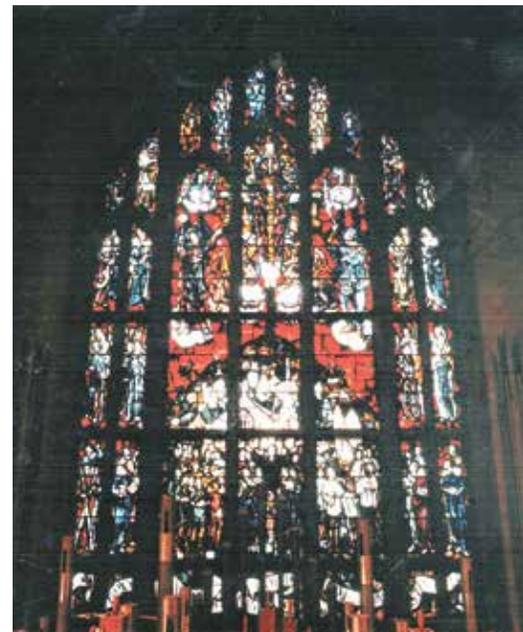
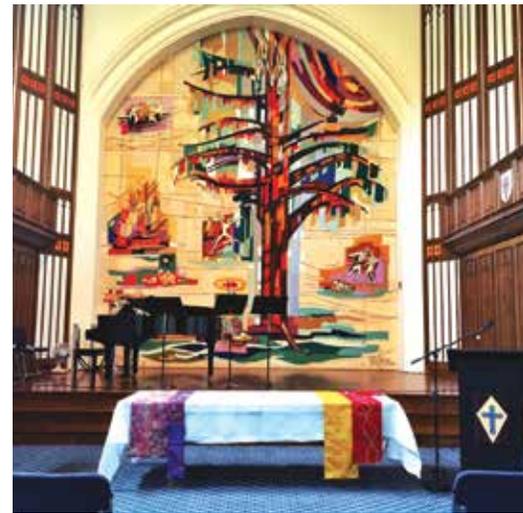
Thank you for all the ways you give.

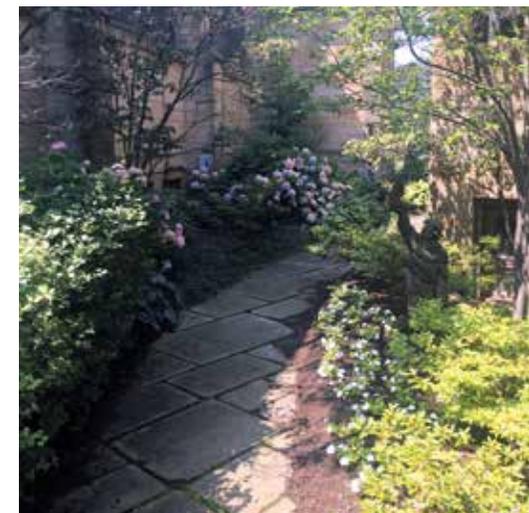




REVIEWING 2017 *Actions*

1. Oversaw the rewriting of the FPC and Fairmount Cooperative Preschool Agreement. Increased the monthly fee to bring it closer to comparable rental spaces considering current building upkeep and maintenance costs. Eventually it will reflect similar leasing arrangements between churches and nursery schools using church property. The name of the Fairmount Church Nursery School was officially changed to disassociate it from FPC.
2. Compared several brands and models of commercial refrigerators, dishwashers and ice-maker machines. Examined models for energy efficiency, low cost, adherence to county health department codes and intended use in the church kitchen by both inside and outside groups. Following careful study, the appliances were purchased and installed under FPC staff supervision.
3. Transferred FPC's banking from FirstMerit Bank to Huntington Bank, as a result of the merger of FirstMerit into Huntington Bank, and to take advantage of greater services offered to meet the church's banking needs.
4. Enhanced church policy regarding the approval process of high-dollar invoices and the signing of checks to guard against fraud and embezzlement.
5. Teamed with an engineering firm to reconfigure the parking lot to separate it from the Manse property, improve safety and increase parking space. Cleveland Heights Planning Commission and the Board of Zoning Appeals approved the splitting of the reconfigured parking lot from the newly configured Manse property.
6. Approved request for funds to clean and restore the Tree of Life tapestry in Andersen Hall and to install a Lucite panel to protect it.
7. Oversaw the replacement of incandescent with LED lighting where feasible throughout the church building. The replacement earned the church Green Stewardship recognition from the Presbyterian Church USA.
8. Identified and ranked in importance 11 major building repair and renovation projects to be continued and those to be started during 2018. Also determined the sources for funding and made a special Session request (approved) with the Endowment Trustees for increased endowment fund draws in 2018.
9. Worked with Barnes Wendling, the church's accounting firm, to establish financial and tax guidelines for review before meetings to address specific issues of concern and need-to-know information.
10. Decided a \$25,000 gift from deceased member, Ted Jones, be used for the restoration of the Te Deum stained glass sanctuary window.





SETTING 2018 *Priorities*

1. Identified two emergency plan training activities to be conducted: Red Cross CPR/AED and first aid training for ushers, FPC staff and Fairmount Cooperative Preschool staff; and A.L.I.C.E. (Alert, Lockdown, Inform, Counter, and Evacuate) training for Elders, Deacons, Ushers, and FPC staff.
2. Engaged an audio consulting firm to assist in selecting and installing a new sound system for the sanctuary and other areas of the church building.
3. Is seeking competitive estimates to excavate the church sanctuary basement in the Garth area to determine the source of flooding, improve drainage away from the building and waterproof the foundation.
4. Is obtaining an architectural review and contractor proposals to repair and replace the sanctuary and chapel steps and walkways and to design and consider construction of ramps for individuals with walkers, wheelchairs and families with strollers, etc.
5. Is obtaining competitive bids to rebuild the two church boilers or replace one or both boilers, both of which are 20 years old and out of warranty.
6. Is overseeing the final design plans of the reconfigured church building parking lot. Construction will start in late spring.
7. Is overseeing the sanctuary Te Deum stained glass window repair and restoration and possible illumination.
8. Is overseeing the church apartment renovation. The bathroom has been remodeled. Wood floor and cabinet sanding and staining, wall and ceiling painting, and compact washer/dryer placement, purchase and installation will begin soon. Administration Council will propose occupancy/use options to the Session.
9. Is reviewing contractor proposals and costs for overall church building security lighting and cameras. This project will coordinate with the church parking lot reconfiguration project.
10. Is requesting a proposal from an architect to redesign and modernize all the church bathrooms and to possibly relocate some for better accessibility.
11. Is reviewing maintenance costs of the current elevator to determine whether it should remain or be replaced with a new and larger model. Following the determination of whether sanctuary and chapel ramps will be constructed, decide whether to repair or remove the sanctuary wheelchair stair lift.
12. Is working with the City of Cleveland Heights to consider installing an electronic timer crosswalk signal at the Scarborough and Fairmount Roads intersection to enable a safer crossing at this complex and busy intersection.



Treasurer Report for 2017

Revenue Summary	2017 Budget	2017 Actual	% of Budget	Note
Total Tithes & Offerings	\$855,000.00	\$875,794	102.4%	1
Total Other Income	\$54,052.00	\$54,356	100.6%	
Total Other Investment Income	\$0.00	\$152	0.0%	
Total Operating Draw from Endowment	\$251,031.00	\$242,700	96.7%	
Total Property Draw from Endowment (Maintenance projects)	\$309,978.00	\$131,843	42.5%	2
Total	\$1,470,061.00	\$1,304,845	88.8%	

Expense Summary	2017 Budget	2017 Actual	% of Budget	
Total Administration Council Expenses	\$1,320,868.00	\$1,087,083	82.3%	
Total Faith Formation Council Expenses	\$32,400.00	\$24,600	75.9%	
Total Care Council Expenses	\$10,500.00	\$6,806	64.8%	
Total Serve Council Expenses	\$56,550.00	\$56,278	99.5%	
Total Session Expenses	\$49,793.00	\$41,771	83.9%	
Total	\$1,470,111.00	\$1,216,538	82.8%	3

Net Total (Surplus / Deficit)	-\$50	\$88,307		4
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Notes:

1. Pledges from congregation members exceeded projections.
2. Expenses for building maintenance and improvement were under budget because the sanctuary sound system project was not completed. Project completion is scheduled for July 2018.
3. Total expenses were under budget due primarily to personnel transitions and good stewardship of resources.
4. Expenses incurred in 2017 to prepare the Manse for sale will be reimbursed in 2018 from proceeds from the sale of the property.

Treasurer Report: Comparing 2017 to 2018

Revenue Summary	2017 Budget	2018 Budget	% of Budget
Total Tithes & Offerings	\$855,000	\$815,000	-4.7%
Total Other Income	\$54,052	\$44,500	-17.7%
Total Other Investment Income	\$0	\$0	0.0%
Total Operating Draw from Endowment	\$251,031	\$272,032	8.4%
Total Property Draw from Endowment (Maintenance projects)	\$309,978	\$314,142	1.3%
Total	\$1,470,061	\$1,445,674	-1.7%

Expense Summary	2017 Budget	2018 Budget	% of Budget
Total Administration Council Expenses	\$1,320,868	\$1,287,898	-2.5%
Total Faith Formation Council Expenses	\$32,400	\$43,495	34.2%
Total Care Council Expenses	\$10,500	\$11,500	9.5%
Total Serve Council Expenses	\$56,550	\$56,550	0.0%
Total Session Expenses	\$49,793	\$54,500	9.5%
Total	\$1,470,111	\$1,453,943	-1.1%

Revenue Less Expenses	(\$50)	(\$8,269)	
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Notes: Significant savings will come from termination of the church van lease, cost reductions in music personnel and program cost, and the eventual elimination of insurance policy premium costs when the church manse sells. Increases in endowment fund investment returns will offset 2018 overall flat and declining pledges.



The Care Council, including the Deacons, continued their work with multiple projects that care for the congregation of the church.

- The Deacons hosted the annual Honor Dinner to celebrate our members that are 80 and over. We had extended invitations to 120 members and 30 attended. Some of the invitations were to members who live out of town and not able to attend. Our Bell Choir provided the entertainment.
- The Strawberry Festival had over 300 attendees. The balloon artist and face painting were much enjoyed by the kids. The Rocket Car is always a hit. The need for volunteers to hold this event is always a challenge. Having a potluck style lunch worked

well. Thank you to Vanessa Whiting for supplying the chicken.

- Celebrate Sunday kicked off the new program year with food and fellowship. Thank you to Mity Fowler and Marlee Pointinger for organizing the event.
- Communion and coffee hour/continental breakfast. These aspects of the work of the Care Council are done mostly by the Deacons (the Elders assist with communion service). The plan for 2018 is to include more members of the congregation in these activities.
- The note writing and flower delivery continue.
- The small groups that are part of the care council include: meal delivery,

SOS, party with a purpose, memorial service ushers, note writing, and meal ministry. They continue their work and report annually to the Council.

- In December we wished Pastor Susan Holderness well in her next stage of her journey.

For 2018, the Care Council would like to:

- Offer training to Deacons to organize and manage volunteers.
 - Get more of the congregation involved in fellowship of the church (assist w/coffee, flower delivery).
 - More clearly define the leadership prospectus of Deacons.
 - Look at what ministries are and are not working and why
- Stephanie Washlock, Elder.



SERVE COUNCIL REPORT

Serve Council continues to be guided by the mission spectrum that it adopted in 2015:

DONOR → AIDE → NEIGHBOR → FRIEND → ADVOCATE

This spectrum affirms our current discipleship and helps us discern where God is calling us to serve.

Serve Council feels called by God to identify one or two (or maybe three) initiatives that will drive Fairmount’s mission and help us move along the spectrum until we are making lasting and transformative change in our community and our church. To read more about this effort, see the discussion of our Listening Project on the next page.

If you are interested in becoming more involved with Fairmount’s mission, you are welcome to attend our Serve Council meetings, held at 6:30pm on the 3rd Wednesday of each month, or you may contact Serve Council leadership (Elders Ginger Van Wagenen, Ellen M. Roberts, and Christina Seekely) at serve@fpccl.org.

Here are some highlights from Serve Council’s work over the past year and a preview of what’s coming for this year:

SERVE SUNDAY

Our second Serve Sunday was held in October 2017. Following a devotional in Anderson Hall, more than 200 Fairmounters dispersed throughout the community and the church building for both hands-on service projects and learning sessions to hear about our on-going ministries. We offer thanks to Dave Bosler for his stewardship of this effort.

With the goal of making Serve Sunday a regular feature of our church year, we are planning at least two Serve days in 2018 (the first was held on Sunday, April 29th) while we continue to explore other means to worship through service. We welcome your thoughts, suggestions and participation. If you would like to participate, please let us know at serve@fpccl.org.

BRIDGES TO BATEYS

Our twenty-five-year commitment to Batey 105 in the Dominican Republic continues. The Ministry Team meets throughout the year to help ensure we keep the mission efforts focused and moving forward. In 2017 we established an education and citizenship fund, reflecting the key mission priorities developed in partnership with Batey 105 residents. The number of students learning English at the Alianza trade school has expanded, and the

performance of the enrolled students continues to impress as most progress through the course levels successfully. We work closely with Gilberto Benitez, who serves as our regular on-site presence in Batey 105, helping us communicate and coordinate our activities. Although we haven’t had English tutoring on-site in the Batey for much of the year, we anticipate that we will be able to resume this important activity very shortly. As a community of Haitian immigrants, Batey 105’s residents face numerous challenges with citizenship, and therefore, often lack the basic documentation needed for school, work and benefits. We have been working with NGO 180 to evaluate and prioritize Batey 105’s citizenship needs and plan to take additional steps to further these efforts in 2018. We are planning our next group mission trip to Batey 105 for adults this June. Come join us for the trip or at one of our Ministry Team meetings to learn more about all the exciting things happening!

GCC CORE TEAM

Fairmount Presbyterian Church is a founding member of Greater Cleveland Congregations (GCC). GCC is a coalition of over 40 religious congregations and community organizations working together to make our region a more just place. These aims are pursued through community organizing so that the voices of the disenfranchised are heard and are able to participate in the necessary political solutions to problems. Members of FPC are currently active in three areas:

- 1) Gun violence is a major problem locally and nationwide as a result of wide availability of all types of guns, and a shift in the culture of guns for hunting, sports, and defense of democracy against tyrants, to the right of individuals to carry and use guns everywhere based on their own, individual judgement, rather than local





community decisions. GCC promotes responsible gun ownership and reduction of gun violence through its, “Do not stand idly by (while your neighbor’s blood is spilt, Lev. 19:16)” campaign (<http://donotstandidlyby.org>). We convinced several local municipalities to participate in pressuring gun manufactures to adopt smart gun technology and holding gun manufacturers accountable for safe distribution channels.

- 2) Certain areas of Cleveland Heights have large numbers of neglected, foreclosed houses that have reached this state, in part, through irresponsible behavior of banks. We work through the city and with banks to achieve responsible procedures to rehabilitate (or demolish) those neglected houses, e.g., by insisting on following Cleveland Heights ordinances. Because of the complex legal situation, different for each house, this effort to restore the neighborhood requires a long-term commitment to detailed research and communication, coupled with the reputation of GCC as a grassroots power organization, to bring representatives of banks to the table. Progress has been made and these efforts are continuing.
- 3) Mass incarceration in the North-East Ohio region is a major problem for the convicted, who have great difficulties reintegrating in a productive manner into society after completion of their sentences. It is also a problem for everyone else, given the wide availability of guns and drugs, the desperate situation of many released felons, and lack of treatment centers for drug addicts. GCC works with the county prosecutor, Mr. O’Malley, the administrative and presiding judge, Mr. Russo of Cuyahoga County Common Pleas court, and the CEO, Mr. Osiecki of the ADAMHS Board of Cuyahoga County, to reduce criminal convictions for non-violent, juvenile offenders and to establish two Mental Health Clinics in Cleveland. The former goal is to prevent condemnation to a life as ex-felons and allow for a productive life with contributions to society, and the latter serves a great need as prisons are currently and inappropriately, largely serving as warehouses for the mentally ill. The Criminal Justice team has recently played a role in the establishment of a pilot facility in the 8300 block of W. Detroit Ave. to serve as a temporary, 24/7 mental health facility for low-level offenders who might’ve otherwise been incarcerated at the County Jail. This effort has involved those stakeholders mentioned above, plus concerned policemen, ADAMHS supporters, judges and the County Prosecutor’s office in the hope that the Pilot program will both: a.) convince the public that such a facility is both safe and useful, and b.) serve as a launchpad



for a more far-reaching proposal to be afforded by Federal funds applied for by the Police Dept., as of this writing. There was a joint action held on April 24th to provide further encouragement for the primary stakeholders to move ahead to the next step.

THE LISTENING PROJECT

As stated above, Serve Council feels called by God to bring focus to our mission priorities so we can bring real and lasting change both to our church community and to the world we are called to serve. Ultimately, we hope to concentrate our time, talents, resources and passions so that our efforts are deep, meaningful and transformative.

To succeed, we need input from our church community. We want to know what one thing you would change to make life better in our Greater Cleveland community. We want to know what specific issue keeps you up at night – as a parent, as a partner, as an individual, as a member of the Greater Cleveland community. We want to hear your hopes for the mission of Fairmount as we move forward.

If you are willing to help by sharing your responses to these questions, we will arrange for a Fairmount volunteer who has participated in Listening Training to meet with you, either one-on-one or in a small group, at a time and place convenient for you. Please complete a yellow Participation Form (found in the pew racks) and either place it in the bowl in the Sanctuary or return it to the Church Office. You can also complete the form online; see www.fpccl.org/ministry/serve. If you have any questions, please contact Serve Council at serve@fpccl.org.



Mission Support - Local

Recipient	Description	2017 Allocations
Earth Stewards	This ministry of Fairmount includes partnerships with the Ohio Interfaith Power&Light and the Nature Center at Shaker Lakes.	\$307
Jubilee USA Network	Jubilee USA Network is an alliance of 75 national organizations and 550 faith communities working to build a more inclusive global economy.	\$1,000
Home Repair Resource Center	The Home Repair Resource Center is a nonprofit organization in Cleveland Heights that empowers homeowners, seniors, women, anyone struggling with finances or foreclosure, with the knowledge and skills they need to keep their homes and communities in good repair.	\$1,000
Prison Ministry	Prison education ministry at Lorain Correctional facility.	\$1,200
More Light Presbyterians	More Light's mission is to empower and equip individuals and congregations to live into their welcome for LGBTQ people.	\$2,164
Heights Youth Club	Fairmount members founded this organization 11 years ago, with the help of the Presbytery, to provide support to children and youth in the Heights Community.	\$4,700
North Presbyterian Church	Our mission is to promote shalom (peace, well-being) and justice (right relationships) through a Christian ministry of service and advocacy with those who are oppressed, forgotten and hurting.	\$5,000
Apostles Build	Our congregation partners with other local churches every year to build a local Habitat House.	\$5,000
Greater Cleveland Congregations	A local, broad-based community organizing organization of which FPC is a founding member. Annual dues support the work of GCC.	\$10,000
Covenant Network	The Covenant Network is a broad-based, national group of clergy and lay leaders working for a church that is faithful, just, and whole.	\$1,000
Total Mission Support Local		\$31,371

Mission Support - International

Recipient	Description	2017 Allocations
Bridges to Bateys	Fairmount's ministry with the people of Batey 105 in the Dominican Republic. Annual distributions are subsidized by special gifts, fundraising and payments for travel by participants in mission.	\$12,000
Dougbe River School	The Dougbe River Presbyterian School serves a remote, extremely impoverished area in the west African nation of Liberia.	\$3,000
Total Mission Support International		\$15,000



Mary M. Wilson Hunger Fund *Special fund established to address hunger related issues.*

Recipient	Description	2017 Allocations
Heights Emergency Food Center	Heights Emergency Food Center is a non-profit staffed by volunteers to provide for people in emergency situations, serving residents of Cleveland/University Heights, South Euclid and Lyndhurst.	\$5,000
Lutheran Metropolitan Ministries	LMM helps empower people to overcome barriers, obtain job skills, gain employment, locate stable housing, access counseling and support services, stay out of prison, secure second chances and become self-sufficient, productive members of our community.	\$3,000
Greater Cleveland Food Bank	Nonprofit that addresses local hunger related issues, providing food and support.	\$1,000
Covenant University and Community Ministry	CUCM provides a home for programs that reach out and engage both the university and larger Greater Cleveland community. Current programs: Community Meals Program, God Before Guns, Covenant Student-Community Ministries, and Saturday Tutoring Program.	\$500
Our Lady of Peace	Support of annual Christmas Basket ministry.	\$300
Community Meals at Calvary	Supported local hunger ministry with special Thanksgiving gift.	\$97
Total Mary M. Wilson Support		\$9,897

In-kind Mission Support

Recipient	Description
Fairmount COOP Preschool	Provide subsidized use of our building in support of this cooperative preschool that has been serving our neighborhood for over 30 years.
Hot Meals	Donation of commercial kitchen use for weekly meal preparation.
Addiction Recovery	Provide subsidized building use for meetings.
Fresh Fork CSA	Provide pick up location (parking lot) for community supported agriculture program.





FAITH FORMATION COUNCIL REPORT

It has been a busy and exciting year for the Faith Formation Council. We invite everyone in our community to join us and participate in our work to develop new ways to help people grow in faith. Our council meets about every other month.

Participants in Faith Formation Council work closely with staff members Amy Kim Kyremes-Parks and Sarah Kok in planning and implementing programs to help the people of Fairmount grow their faith. Anyone who has attended Sunday Worship at the church has witnessed the growth in families with infants and young children. These families have expressed their appreciation for the church, making space for their needs by removing selected pews in the sanctuary, and providing activity bags and opportunities in worship to engage their children. The Faith Formation Council brought these recommendations to Session, which voted to move forward with the changes.

In keeping with the idea of meeting the needs of the current congregation, this past year the Faith Formation Council formally ended traditional Sunday School between the worship services to create the space, time, and resources that will allow us to explore new ways to encourage our adults and children to grow together in faith after worship and outside Sunday morning. We are not the only church making this change, as changed realities and expectations outside the church are demanding that churches be more creative and adaptive in their faith formation offerings. We continue to be committed to educating our children and families in the faith and are

excited to see what new opportunities take hold in the coming year.

As the new worship schedule begins in the Fall of 2018, Faith Formation Council will collaborate with the other councils to plan new opportunities for members and visitors of Fairmount to grow in faith after the second service. Such activities may include intergenerational activities, service opportunities, community meals, or speakers.

Other highlights of the past year included the “Living in the Spirit” Prayer experience, an 8-week program on Sunday evenings which began in January. The group was run by the Jesuit Retreat House and Fairmount was the first non-Catholic congregation to participate in the program. Participants found the program transformative and energized their prayer life. We hope to offer this program again in the coming year.

In September, important volunteer training sessions were held for adults who participate in youth events and Fairmount strengthened its relationship with the Co-Op Nursery School with staff member Amy Kim Kyremes-Parks joining the board as an ex-officio member. We have already seen improved communication with the Co-Op.

It has been a busy year for Youth Ministry at Fairmount, led by Sarah Kok. In May, sixteen Fairmount youth and their mentors participated in Confirmation Class. The youth presented their Statements of Faith at the confirmation banquet and led the congregation in worship on May 21, 2017. In June, our Middle School

youth served at Memphis Youth Mission in Tennessee where they spent time learning and engaging in mission in Memphis. High School youth travelled to North Carolina for the Montreat Youth Conference in August for a week of worship and fellowship.

In the fall, the Youth Ministry moved to a new “home base” in the church. Fairmount youth have been designing, painting, and enjoying the space for fellowship and group meetings in Room 115. Activities for youth this fall have included an October lock-in at the church, and a pancake breakfast in November, where the youth raised nearly \$1,000 for youth mission trips!

Other youth events included: screening a documentary examining effects of sexual assault, suicide prevention workshops, GCC youth discussion on gun violence, and the “six word memoir” led by Elder Cherie Parsons. Overall, it has been a great year of service, recreation, worship, learning and fellowship for Fairmount youth.

Faith Formation Council is thankful for the close collaboration with Serve Council in 2017 and looks forward to more opportunities to collaborate in the future, especially with Serve Sunday planning. Our council also looks forward to working with current staff and the new Associate Pastor to create even more opportunities for disciples of all ages to grow in faith.

We want you to participate in Faith Formation activities for the upcoming year!

Moderator

Elder Walter Cha



YOUTH MINISTRY

This summer Fairmount Youth are going places!

In conjunction with Church of the Covenant, Fairmount 6th-10th graders are headed to work with Memphis Youth Ministry in June. We will experience hands-on work and relationship formation opportunities in the city of Memphis, TN, learning about the work of renewal and mission that is happening in these communities. There will probably be some BBQ involved too. :)

Then in July, Fairmount High Schoolers are headed to Montreat Youth Conference in Montreat, NC. We, and some high schoolers from Church of the Covenant, are going to spend a week of worship, recreation, and exploring in the Appalachian mountains.

Last but not least, our Middle Schoolers are going to be spending a weekend in August for a Mystery Trip around Cleveland! We'll be doing all kinds of different service and learning projects around town, getting to know our city better.



67TH ANNUAL STRAWBERRY FESTIVAL SUNDAY, JUNE 3RD, 11:00AM TO 1:00PM

We will host our annual Strawberry Festival on Sunday, June 3rd, our first summer outdoor worship service. We will celebrate from 11:00am to 1:00pm. The church will provide Popeye's chicken, strawberries, cake and whipped cream. **The congregation is asked to bring a vegetable or salad for 10.** For this year's Strawberry Festival, in lieu of charging an admission fee, visitors will be invited to make a free-will offering in support of the church's ministry in the Dominican Republic. The funds collected will support both scholarships for our youth and our mission work with the people of Batey 105. Fairmount youth will staff the ticket table at the festival where the free-will offering will be collected and tickets distributed for a ride in the Rocket Car, face painting, food, and a serving of strawberry shortcake. In the past this event has needed about 50 volunteers, so please sign up for one place that you can help. There will be a sign up sheet in Andersen Hall and hopefully online, too.

SUNDAY, JUNE 10TH: BOUNCE HOUSE SUNDAY

Bounce your way into summer! Young children and elementary aged kids are welcome to come from 11:00am-1:00pm, and 6th-12th grade youth are welcome from 1:00pm-3:00pm. Come for a hot-dog lunch and a great afternoon of relaxation and recreation with Fairmount friends.





REPORT FROM THE INTERIM DIRECTOR OF MUSIC FOR 2017/18 PROGRAM YEAR

It has been an honor to serve as the Interim Director of Music at Fairmount Presbyterian Church for the 2017/18 program year, following the sixteen-year tenure of my esteemed colleague and friend Robert Moncrief. I have also had the pleasure of working with Mrs. Stephanie Price, Interim Assistant Organist, who has served with talent and unfailing support. During our months at FPC, I have become convinced of the value of a structure of a “director” (probably someone who also has strong keyboard skills) and “assistant musician” (who could also conduct). The choir has responded well to having a director whose focus is on them and not trying to play and conduct.

Fairmount Presbyterian Church is very lucky in its music program: musical instruments, including two fine organs, a harpsichord, and several grand pianos; a talented adult choir with a balance of excellent volunteers as well as paid soloist; the Fairmount Handbell Choir, directed by Amy Carlson, is a gem; and the Crescendo Choir, under the direction of Barb Lang, is always musical and well-prepared. The challenge for church music programs everywhere is to build upon existing excellence, while recruiting more volunteers to participate and to become more musically inclusive, from traditional western European/American classical music to the use of spirituals from the African-American tradition, music from Christian and other religious traditions elsewhere in the world, perhaps some elements of jazz.

Musical inclusiveness is a goal that is built incrementally over a period of years, with experimentation and trial and error. I thank the Fairmount Choir for their openness to singing (mostly) music new to them this season. We have all learned from the experience. My advice to listeners is that if you're not fond of a piece of music on one Sunday, come back again next week, and maybe you'll find something you do like. Although “comfort” is certainly a role that music plays in the church, it is not the only role: inspiration, education, challenge, are all adjectives that should be in the musician's vocabulary. It will be for the next director to build on what we have started this year.

This year we also experimented with placement of the choir for its performances in morning worship, using both the chancel steps and the front organ console and piano, as well as the organ/choir loft. I have gotten mostly positive (but a little negative) feedback about having the choir in front. FPC members have expressed delight in being able



to see and to get to know the singers, rather than just hearing their disembodied voices. In the choir loft we consolidated the choir to one side of the space for better sound cohesion. It is an awkwardly arranged space for the the current size of the choir; a very large group that completely fills the entire space would change the musical and acoustical calculation.

In September 2017, FPC presented, in collaboration with the Cleveland Chapter of the American Guild of Organists the organist Isabelle Demers. Ms. Demers' recital was already scheduled when I arrived at the church. In collaboration with Pastor Derek, we decided that for this year, we would not schedule other major concerts, but from time to time present special musical works in Sunday morning worship. In December the Fairmount Choir presented Hugo Distler's “A Little Advent Music” with guest instrumentalists. The question of future concerts is open; such musical presentations require significant resources in terms of time (and funds), often for limited return in terms of audience attendance. Further collaborations with other organizations and churches is worth exploration.

I especially thank Pastor Derek and the rest of the FPC staff for their support of music at FPC. Although “how we used to do it” will probably never return as we'd like to remember it, the music program at Fairmount Presbyterian Church is poised to achieve even greater excellence, creating good new memories for future generations.

Respectfully submitted,
Timothy Robson
Interim Director of Music