

**West Granville Presbyterian Church
Organized April 9, 1860
165th Annual Meeting**

Annual Report for the year 2024 and Congregational Meeting January 26, 2025.



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PASTOR'S ANNUAL REPORT

Welcome to our 2025 Session Elders

installation of Elders was held on January 12, 2025.

2025: Logan Cannestra, Shirley Jaccard, Amy Mikec, Mark Savage
2026: Mawuena Poovi Alogavi, Ed Kress, Lori Martens, Jo Ann Olson
2027: Hildegarde Essoka, Joy Hartman, Patti Lorbiecki, Marna Tess-Mattner

2025 Session Committees and Chair or Co-Chairs

Presbytery: Deb Bascom and Kent Tess-Mattner

Clerk of Session: Amy Mikec

Support Committees

Nominating: Joy Hartman, Marna Tess-Mattner

Finance: *Chair Dorothy Harris-Shuff, Mark Savage, Session Elder

Personnel: Co-Chairs Jo Ann Olson and Marna Tess-Mattner

Property: Chair Shirley Jaccard, Logan Cannestra, Ed Kress, Patti Lorbiecki

Program Committees

Worship: Chair Hildegarde Essoka, Patti Lorbiecki

Church Education: Chair Mawuena Poovi Alogavi

Member Care: Chair Jo Ann Olson, Lori Martens

Mission: Chair Marna Tess-Mattner, Lori Martens, Joy Hartman

*Chairs/Clerk must be Elders, but do not have to be on current Session

WORSHIP IN FEBRUARY

- February 2** Holy Communion
Sermon: *Ruth and Naomi - Unbounded Faithfulness*
Scripture: Ruth - Selected Readings
- February 9** Scout Sunday
Sunday School decorating 2x4s for Habitat for Humanity
Sermon: *Appeal to Steadfastness*
Scripture: Philippians 4:1-9
- February 16** Rev. Eli preaching
Sermon Series: Blessings: The Beatitudes of Jesus
Sermon: *Blessed are the Poor in Spirit*
Scripture: Matthew 5:1-3
Youth provide Dinner for all for Summer Youth Trip fund-raiser
- February 23** Habitat for Humanity Dedication Sunday
Reverends Anderson and Henry host Rev. Brian Sonderman,
Director of Habitat for Humanity, Milwaukee as Guest Preacher

Live Stream West Granville

Live Stream will open 10 minutes before the start of service

CONCERNS OF THE CHURCH

Prayers

Alice Mayer, recovering from a fall in rehabilitation facility

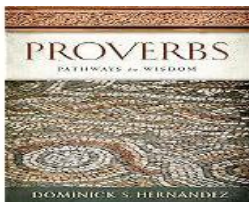
Military

Kali Grogan & her husband Abraham, United States Navy
Major JT Lorbiecki, Wisconsin Air National Guard 115 Air Wing

Long Term Prayers

Tony Anderson, treatment for prostate cancer
Nicki Rupke, special care
Ruby Tylenda-Emmons, special needs

4 PART, ALL CHURCH, SMALL GROUP BIBLE STUDY IN MARCH



The book of Proverbs is a book written for people like us—parents, children, friends, and coworkers. It's a collection of biblical sayings and wisdom that are intended to help us with practical matters in our lives. Inside, we encounter the wise and the foolish, and instructions for the journey to find the wisdom that comes from God.

Introductory Video Clip

<https://youtu.be/0RjALC8y6w>

The Worship Committee is planning the study for the weeks of March 9-30, 2025. We will offer groups for Sunday mornings, Sunday evenings, Wednesday mornings as well as other groups in the planning. Contact Tony Anderson to host. Watch for more details.



SUMMER 2025 YOUTH TRIP ~ June 21-28, 2025

The adult leaders are Tammy Wood, Logan Cannestra, Rev. Dee Anderson, and Rev. Eli Henry. This service opportunity is open to graduating 8th graders and current Senior Highs.

Attendees must register using link below.

Deposit/trip fee \$100.00 can be paid by check (mailed to Church) or online to West Granville; in memo line please write ASP Trip.

[Online Payment Link \(pick Youth Program Fees\)](#)

[Youth Trip registration link](#)

Steps to register:

1. Click on link above
2. Click Join your Group box
3. Click Join existing group put # 16187
4. Click join this group
5. Follow prompts and fill out "Are you New" if you do not have an account.

Final payment deposit/trip fee either by check or online; see link above to West Granville.

ALL-CHURCH ANNUAL DINNER

The Annual Dinner to support the above-described *Youth Mission Trip* for the *Appalachia Service Project* will be on **February 16, 2025** immediately following worship. We will serve roasted chicken, mashed potatoes and gravy, stuffing, hot vegetable, rolls and butter and ... for dessert ... flourless chocolate torte. Donations support our summer youth trip. Watch for a sign up and support our youth.

OPEN CIRCLE

All ladies of the church are invited to a *Valentine Tea and Card-Making* event on Sunday, **February 2, 2025** at 2:00 pm at the festive home of Deb Crane. All supplies will be provided. We will create Valentine cards to send to our homebound and special friends.

PERSEVERANCE SCHOLARSHIPS 2025

Scholarship applications are available in the office, in Perseverance Hall, and can also be found on our website under Helpful Links ~ 'Scholarships'. Applications must be submitted by Wednesday, **March 3, 2025** and/or may be sent via e-mail.

PER CAPITA

The *per capita* for **2025 is \$43.00** 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.

We welcome your **Stewardship Pledge or Gift** for 2025 and thank you for responding to God's gracious call by supporting the church. If you use **on-line banking or automatic bill pay**, please remember to re-set your pledge for 2025.

BIRTHDAYS and ANNIVERSARIES in FEBRUARY

4	Jo and Roger Olson, 1989	4	Mary Roberts
9	Marna Tess-Mattner		
12	Thomas Ramlow	13	Laura & Brad Meyer, 1999
18	Deb & Scott Bascom, 2001	19	Rebecca LaPorte
21	Jacques Sewrey	24	Jodey Ellner
24	Pat Grogan	28	Jordyn Ellner

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

THANK YOU CARD

Thank you for your donations of \$200.00 and \$380.00 to the food pantry.

God bless you for caring.

St. Peter – Immanuel Food Pantry

~ card is posted in Narthex

WEST GRANVILLE PRESBYTERIAN CHURCH

Dee M. Anderson, Pastor

Elias J. Henry, *Ministry Resident*

Sara Nygaard, *Administrative Associate*

Carol Buck, *Newsletter Editor*

Please submit March Newsletter articles by Feb. 23; they can be e-mailed to cagbuck@sbcglobal.net

2024 ANNUAL REPORTS

MINISTRY RESIDENCY

Believe it or not, I am halfway through my time with West Granville! My position as a Ministry Resident is part of a program run by the Carroll University Office of Spiritual Life in conjunction with the Presbytery of Milwaukee. The Carroll residency program seeks to hire recent seminary graduates who are ordained (or in the ordination process) in the Presbyterian Church (USA) or one of our partner denominations. Residents serve for an eleven-month term: half-time as a Chaplain Resident at Carroll University and half-time as a Ministry Resident at a congregation in the Presbytery of Milwaukee. I am the third resident to participate in the program, and the second to serve at West Granville.

In an era where an increasing number of pastors are bi-vocational -- serving in two (or more!) different contexts -- this program allows new ministers to experience just that. For me, this has been an opportunity to follow my passion for campus ministry while gaining experience working with an established church. West Granville has proven to be a phenomenal placement, where I have been able to learn what being a pastor means for me and what a healthy and thriving congregation can look like. It has also been a remarkable opportunity to serve alongside a seasoned pastor like Dee, with my first year as a pastor aligning with his last year before retirement. I can't imagine a better church to serve in my first call, and I look forward to what the coming months will bring!

Respectfully submitted by Rev. Elias J. Henry, Ministry Resident

WORSHIP COMMITTEE

The Worship Committee works in conjunction with Pastor Dee Anderson and Rev. Eli Henry to organize and implement Sunday morning worship services; mid-week worship through the Christian year and other special worship needs as they arise. Some of the committee's responsibilities include overseeing the physical preparation of the sanctuary according to the season or occasion, scheduling liturgists, providing support for streaming, providing for the needs of guest preachers, and coordinating with the music team and the Member Care Committee.

During 2024, we continued to return to a fully in-person service and brought back the offering collection. We started out 2024 with Scout Sunday, held Ash Wednesday prayer service virtually, made available daily reflection cards for the season of lent, welcomed into our hearts guest preacher John Dillion, and gave well deserved recognition for Parish Nurse Lil Sullivan. Easter Services remained as one service following the Easter breakfast and this improvement was well received. We also held a confirmation service for Jude Mikec, Sibi Lawson, Sandrine Bledu, Molly Mikec, and Kokou Nyadzi as well as recognition service for our graduating senior highs: Alexis Berlin, Charles Ramlow, and Joscelyn Snowden. We continued summer with outdoor services with the Trombone Choir and the pet blessing. We were also able to welcome Ministry Resident Eli Henry into our church and as part of our church family. We heard from the Senior Highs as they shared about their youth trip. We finished the year with the enjoyment of adding Rev. Eli Henry's preaching into the mix and celebrated the Christmas Season with a wonderful Advent Breakfast and workshop as well as having brought back the two Christmas Eve Services.

The committee would like to thank those who assisted with worship, provided music, our streaming wizards, ushers, liturgy writers, and administrative associate, Sara Nygaard, for her extra efforts, and Jo Olson for providing our communion bread.

Worship Committee members for 2024: co-chairs, Tony Anderson and Billie Alderden, Farrukh Daniel, Hildegard Essoka, Dennis Hockerman, David Lambert.

Respectfully submitted on behalf of Worship Committee by Billie Alderden, co-chair

MISSION COMMITTEE

Acts 20:35

"In everything I have shown you that, by working hard, we must help the weak. In this way, we remember the Lord Jesus' words: "It is more blessed to give than to receive."

In 2024, the Mission Committee, supported by Billie Alderden and Tammy Wood as session co-chairs, along with Dee Anderson, and with strong dedicated members Deb Bascom, Deb Crane, Tom and Sarah Ramlow, Sue Skaros, Marna Tess-Mattner, and Lori Martens, continued awareness of the PC-USA Matthew 25 initiative. Including a dive deeper into housing, a key component of poverty (shelter) and proposed a theme "A Year of Making a Difference- Rebuilding our Community" for all to adopt. This theme opened the ability to support the remaining PC-USA Matthew 25 pillar "Building Congregational Vitality".

In addition, we supported financially, with discretionary and special funds, the following 2024 mission projects:

- In March: \$500 to Habitat for Humanity*
 \$1000 to St. Peter-Immanuel Food Pantry

- In May: \$100 to Maple Tree teacher appreciation lunch
 \$100 to Police appreciation event.

- In June: \$100 to support Safe Summer kick off collaboration.

- In August: \$600 to Maple Tree school, staff, and faculty celebration breakfast for the achievement of exiting the CSI program for lowest performing schools. *

- In October: \$150 to Faith and Blue's national event to connect our community.

- In December: \$300 to Winnebago Mental Health facility
 \$300 to Police Kettle Challenge
 \$106.96 to St. Peter-Immanuel Food Pantry

Our budget allocation request for 2025 will be the same as for 2024.

Outside of monetary donations we also gave of our time. In January, the Mission Committee organized a Habitat for Humanity tool drive and volunteer day at their Restore. We organized and created order forms for additional WGPC T-shirts, shout out to Amy Mikec for her creative support. Making a difference in our community the Mission Committee also created informational signs regarding the 211 service and discreetly posted them within our church.

In May, we hosted a teacher appreciation lunch for the staff at Maple Tree and in August supported a congratulations breakfast celebrating the achievement of exiting the CSI program for the lowest performing schools. We also volunteered at the police appreciation event for Station 4.

Mission and the congregation strongly supported Forward Scholars Tutoring Program for Maple Tree School with our volunteer time and a special gift donation made directly to the program of \$20,000.00. Funding for this program was cut from the MPS budget.

In October your Mission Committee supported the Faith and Blue national event. Finishing the year out strong in November, Mission Committee led a month-long food drive for the St. Peter-Immanuel Food Pantry, were able to deliver 3 boxes of hats and mittens the congregation so kindly made and donated for Maple Tree School students plus, new this year, participated in the interfaith blessing bags project, creating bags filled with necessary items such as soap, lotion, combs, etc. for the homeless. Lastly, in December we collected gifts for Winnebago Mental Health Facility and participated in the Kettle Challenge.

We are excited for the addition of Christine Schneller and her passion for Habitat for Humanity and are looking forward to sharing a Habitat-themed month in February with West Granville in 2025.

*Item supported by the generous donation of Nancy and Noel Adams

Mission Committee: Billie Alderden and Tammy Wood, co-chairs, Pastor Dee Anderson, Deb Bascom, Deb Crane, Lori Martens, Tom and Sarah Ramlow, Sue Skaros, and Marna Tess-Mattner

Respectfully submitted on behalf of Mission Committee by Tammy Wood and Billie Alderden, co-chairs

2024 Budget Mission Giving	\$13,124
Presbyterian Church USA Per Capita	8,400
Presbyterian Church USA Unified Mission	2,000
Youth	724
Discretionary Mission	2,000

2024 Extra Mission Giving	\$26,159
Christmas Joy Offering	807
Peace Global Witness Offering	145
One Great Hour of Sharing	304
Food Pantry Support	2,155
Perseverance Scholarship 04.2024	1,100
Maple Tree School/Forward Scholars Tutoring	20,000
Maple Tree School Supplies 09.2024	1,648
Special Mission	600

2024 Open Circle	\$1,200
Jennie and Rev. Edgar Bletcher Scholarship at Carroll University	200
Lois Bletcher Pearson Scholarship at Carroll University	200
Casa Maria Hospitality House	200
Capuchin Community Services (House of Peace and Ben's Meals)	200
Sojourner Foundation	200
Tippecanoe Presbyterian House	200

Summary \$40,483

In Kind Donations

Food Pantry donations
Maple Tree School - hats and mittens
Furniture for families

MEMBER CARE COMMITTEE

Member Care offers opportunities for Christian fellowship throughout the year with its various activities offering companionship, meals, and flowers along with helping those in need through the Family Relief Fund. Member Care sent cards to those in need of a boost, made telephone calls to those in need, and visited many congregants throughout the year. In summary, Member Care did the following:

- Delivered Easter lillies and poinsettias over the holidays
- Hosted the annual golf outing
- Hosted the church picnic
- Celebrated milestone birthdays and anniversaries

The 2024 Member Care Committee for West Granville Presbyterian Church consisted of Pastor Dee, Pastor Eli, Linda Ryan, Lil Sullivan, Jane Hockerman, Terri Mikec, Lori Martens, and Scott Prill.

Respectfully submitted on behalf of Member Care Committee by Jo Ann Olson, Chair

CHRISTIAN EDUCATION COMMITTEE

Committee: (chairpersons in bold) **Mawuena Alogavi** and **Yaovi Ekue**, Akoeba Alogavi, Cindy Anderson, Logan Cannestra, Laura Meyer, Sarah Ramlow, Tom Ramlow, and Angie Snowdon
Superintendent: Todd Cannestra
Children's Music: Akoeba Alogavi
Teachers: K3 – 1st Grade: Cindy Anderson and Sarah Wood
2nd – 5th Grade: Yaovi Ekue, Evan Anderson, Mawuena Alogavi
Junior & Senior High: Logan Cannestra and Rev. Eli Henry

Events 2024:

Jan. 7: Children's Epiphany Service – Christmas in Africa
Feb. 11: Scout Sunday
Feb. 17: Tubing Party with Wood Family and Logan Cannestra
May 12: Confirmation Sunday:
 Sandrine Bledu, Sibi Lawson, Jude Mikec, Molly Mikec, and Kokou Nyadzi
May 19: Senior Sunday honoring our graduates Alexis Berlin and Evan Carpenter
May 19: Last day of Sunday School for 2023-24
June 23: Vacation Bible School (for all ages) at Audubon Center
Sept. 8: Rally Day – Back to School and Apple Picking at Gierach Orchard
Oct. 27: Reformation Sunday –
 Third Grade Bibles for Royce and Paxtyn Jones, Penelope Barnes, and Jarvis Jr. Ntaba
Dec. 8: Advent Breakfast hosted by Brad Meyer, made Christmas tree decorations and blankets

Respectfully submitted on behalf of Christian Education Committee

PROPERTY COMMITTEE

1. **Painting:** Painting was done in the Sunday School High hallway by Gary Van Vorous. Painting was also done in the [now] Music Room (fka Pine Room) and in Ms. Cindy's classroom by Pastor Dee and talented Congregation members.
2. **Carpet and floor cleaning:** Dolphin Cleaners came in various times during the year to clean, shampoo and buff the floors in the Sanctuary, Nursery, Hallway carpeting and Fellowship Hall.
3. **Sump pump:** Two battery back ups were installed to two of the sump pumps after flooding occurred.
4. **Light replacements:** Two lights outside were replaced with LED lights; over the kitchen door and on the west side of the building, installed by Current Electric.
5. **Parking lot:** Striping of the parking lot, by Johnson and Sons.
6. **Hot Water Heater:** by Zachow Plumbing
7. **Shingles:** replaced by Noffke Roofing Co.
8. **Entrance signs:** West Granville Church signs, North and East side entrances, by Fast Signs.
9. **Church Wiring:** Inside and outside for various areas, by Current Electric.
10. **Routine Maintenance:** The Property Committee addresses routine maintenance all through the year including: yearly roof inspection with repair as needed; Lawn care, Prayer Garden planting, tending and landscaping work as needed; snow plowing, pest management, filling in soil and grass seed where needed, and installing a new mailbox.

As we look to the future, a new roof will be needed for the church in a few years. As we have done in the past, we recommend funds start being set aside now to help offset the costs for the roof replacement when it is that time.

I would like to express a huge thank-you to the Property Committee members, Sue Skaros, Steve Buck, Scott Prill, Patti Lorbiecki, Ed Kress, Logan Cannestra, Roger Olson and Rev. Dee Anderson who have shared their knowledge to make my job easier to chair this committee. I would also like to thank members of our congregation who offer their help to us whenever we need a helping hand. It is all of our job to keep our building and property in good condition. Last, I would like to express a special thank you to Sara Nygaard, Administrative Associate, who has been a great help to myself and our committee during this year.

Respectfully submitted on behalf of Property Committee by Shirley Jaccard, Chair

FINANCE COMMITTEE

The Finance Committee meets the second Monday of every month, except July. 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.

2024 Highlights:

- Ministry Resident.
- Weekly collection plate offering restarted.
- Merged Northwest Interfaith and Scholarship Funds.
- Began search for 2026 Bookkeeper.
- Identified funds for the following unexpected projects/repairs: Streaming repair, sanctuary and front sign lighting repair, signs for parking lot, and backup batteries for 2 of the 3 sump pumps.
- Budget and Financial Review responses were approved by Session.

Committee members: Pastor Dee Anderson, Dorothy Harris-Shuff, Darren Hartman, Rev. Eli Henry, Joe Hrovat, Brad Meyer, and Rob Pearson

Respectfully submitted on behalf of the Finance Committee by Dorothy Harris-Shuff

<u>2024 Financial Highlights</u>	
<u>Income</u>	
Pledged	\$ 156,542.00
Non-Pledged	\$ 54,533.86
Loose	\$ 1,824.06
Per Capita	\$ 4,033.00
6% Harvest from Endowment	36,034.94
BudgBal carry fwd from previous yr	11,641.54
Total:	<u>\$ 264,609.40</u>
<u>Expenses</u>	
Payroll	147,079.62
General Operations	\$ 65,067.03
Programs	\$ 5,337.30
Mission	\$ 13,123.40
Total:	<u>\$ 230,607.35</u>
<u>Assets</u>	
Checking	\$ 39,638.86
Money Market	\$ 65,679.84
Endowments	\$ 788,740.41
Fixed	\$ 3,248,000.00
Total:	<u>\$ 4,142,059.11</u>

OPEN CIRCLE

Open Circle is a women's group at West Granville that focuses on mission and fellowship. This year we sponsored a retreat, movie night, sent handmade valentines to our homebound and special friends, had a book discussion, collected tools, volunteered at Habitat for Humanity ReStore, sponsored the Strawberry Festival, and provided a chili dinner for all. Open Circle distributed \$1200 by donating \$200 each to these missions: Sojourner Family Center, Casa Maria Hospitality House, Jennie and Rev. Edgar Bletcher Scholarship Fund at Carroll University, the Lois Bletcher Pearson Scholarship Fund at Carroll University, House of Peace/St. Ben's Meals at Capuchin Community Services, and Tippecanoe Presbyterian Church Divine Intervention Program. We are grateful for all of your support and participation throughout the year.

Respectfully submitted on behalf of Open Circle by Carol Buck

FINANCE REVIEW COMMITTEE

The Financial Review Committee of West Granville Presbyterian Church, consisting of Rachael Daniel and Tammy Wood (John Rupke respectfully declined to continue serving on committee) met on Sunday, January 5, 2025 to conduct the annual review of the church's financial books and records for 2024. The review included interviewing the church financial secretary, bookkeeper, and chair of the church's Finance Committee.

We found that the church is served by dedicated, competent, and cooperative financial individuals; that the finances of the church are accurately recorded; that control systems are in place to provide a reasonable assurance that rules and guidelines are followed; and that the Session addressed all recommendations made by the prior Finance Review Committee.

Respectfully submitted on behalf of Finance Review Committee by Rachael Daniel

TERMS OF CALL FOR REVEREND DEE M. ANDERSON

Effective January 1, 2025

West Granville Presbyterian Church (the Church), a member of the Presbyterian Church (USA) and belonging to the Presbytery of Milwaukee, is 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 (USA). 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 wishing to compile all aspects of Reverend Anderson's Terms of Call into a single document, the Church, in consultation with Reverend Anderson, hereby revises Reverend Anderson's Terms of Call as set forth below, to be effective January 1, 2025.

I. Position Description. On file as approved in October 2003.

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. 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, upon request, will 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 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.

**RECOMMENDED 2025 FINANCIAL COMPENSATION PACKAGE
FOR
REVEREND DEE M. ANDERSON**

The Personnel Committee has reviewed all aspects of Reverend Anderson's compensation package. The Personnel Committee also is mindful of the fact that Reverend Anderson has been the pastor at West Granville Presbyterian Church for 40 years.

The Personnel Committee recommends an increase of 3.8% of Reverend Anderson's 2025 Total Effective Salary in appreciation of Reverend Anderson's loyalty and leadership and recommends the following Financial Compensation Package for 2025.

A. Salary and Cash Components

Salary	\$29,178.51 (including TSA Deferred Compensation)
Housing Allowance	\$40,000.00
Total Effective Salary	\$69,178.51

B. Benefits

Presbyterian Church (U.S.A.) Pension/Medical Plan: (Total Effective Salary x 39.0% plus dental)	\$26,979.62
403b Match	\$ 3,000
Vacation:	5 weeks
Continuing Education and Youth trips:	4 weeks
Temporary and Long-Term Disability (Board of Pensions, Presbyterian Church (U.S.A.))	

C. Expense Reimbursements

Medical Expense Reimbursement	\$4,750
Automobile Expense Reimbursement (67 cents/mile)	\$2,000
Continuing Education Expense Reimbursement	\$2,000
Professional Expense	\$ 500

Respectfully submitted by WGPC Personnel Committee

**2024 Statistical Report
January 1, 2024**

Total Membership		112 (Females)	208
Additions:			
Profession Faith/Transfer		2	4
Confirmation Faith		3	5
Other Additions		0	0
Total Additions		5	9
Removals:			
By Certificate of Transfer		0	0
Deaths of Members only		1	3
Other Removals		0	0
Total Removals		1	3
Total Membership as of:	December 31, 2024	116 (Females)	214

ADDITIONS

Profession Faith/Transfer:

	F	Total	4
Jen Westerman	1	1	
Rex Westerman		1	
Christine Schneller	1	1	
Tim Schneller		1	

Confirmation of Faith:

	F	Total	5
Molly Mikec	1	1	
Kokou Nyadzi		1	
Jude Mikec		1	
Sibi Lawson	1	1	
Sandrine Bledu	1	1	

Other Additions:

F	Total	0
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REMOVALS

Certificate of Transfer:

F	Total	0
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Member Deaths:

	F	Total	3	Born	Death	Service
James Sewrey		1		2/9/1927	1/20/2024	7/13/2024
Lee Saunders	1	1		5/15/1934	3/18/2024	3/27/2024
Dr. Thomas Roberts		1		10/19/1938	11/5/2024	11/20/2024

Other Deletions

F	Total	0
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RECORD INFORMATION

Baptisms:

		Total	2	Born	Baptized
Sochi Adanneya Jenesis Okonkwo	1	1		4/15/2024	7/14/2024
Harrison Jeffrey Ellner		1		3/5/2024	8/4/2024

Weddings:

		Total	1	Married
Theodore Anderson & Fanny Xiaolang Zhang		1		12/2/2024

Funerals, Deaths & Committals:

		Total	8	Birth	Death	Service
John Karl Baumann		1		9/9/1935	1/14/2024	1/20/2024
Sandie (Berlin) Radosevic	1	1		7/8/1935	1/16/2024	1/25/2024
James Sewrey		1		2/9/1927	1/20/2024	7/13/2024
Lee Jecklin Saunders	1	1		5/15/1934	3/18/2024	3/27/2024
Scott Campbell		1		6/29/1958	3/14/2024	5/4/2024
Michael James Snowden		1		5/17/1945	4/9/2024	
Gary Turtenwald		1		7/25/1948	6/12/2024	6/28/2024
Dr. Thomas Roberts		1		10/19/1938	11/5/2024	11/20/2024

FEBRUARY 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Communion Team: Dennis and Jane Hockerman, Katie Freiberg Ushers: Jo and Roger Olson Coffee Hour Hosts: 2: de Souza family 9: Lawson family 23: Cannestra family Recorded sermons and videos may be found at our YouTube channel https://www.youtube.com/channelUCNPrOpTv3k_4JE8gYRM4-Dw Zoom links may be found on our www.Westgranville.org website under the <i>Events</i> tab. *Meetings may be via Zoom or may have been date- and/or time-changed, please stay tuned.						1
2 – 4th Sunday after Epiphany 9:15 Sunday School, Adult Bible Study 10:30 Worship Holy Communion 2:00 Open Circle Valentine Tea and Cards	3 7 - Worship *	4	5 6:30 Bell Choir	6	7	8
9 – 5th Sunday after Epiphany 9:15 Sunday School, Adult Bible Study 10:30 Worship Boy & Girl Scout Sunday	10 7 - Finance *	11	12 6:30 Bell Choir	13	14	15
16 – 6th Sunday after Epiphany 9:15 Sunday School, Adult Bible Study 10:30 Worship 11:30 Youth-sponsored Dinner for all	17 7 - Session *	18	19 6:30 Bell Choir	20	21	22 March Newsletter deadline tomorrow
23 – 7th Sunday after Epiphany 9:15 Sunday School, Adult Bible Study 10:30 Worship	24	25 7 – Property *	26 6:30 Bell Choir	27	28	