

# Annual Report

## The First Presbyterian Church of Everett



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# **2022 Annual Report of the First Presbyterian Church of Everett**

*God's beacon on the hill*

*Radiating Christ's love in*

*Worship, Growth, and Service*

## **Congregational Meeting on February 12, 2023**

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### **Agenda**

- Welcome and Prayer
- Call to Order, Quorum, and Adoption of Agenda
- Approval of the Minutes for the Congregational Meeting from January 30, 2022
  - Session has reviewed and recommends approval as written
- Report of the Corporation
- Corporate Officers for 2023
  - President – Steve Hammond
  - Vice-President – Jamie Hunter
  - Treasurer –
  - Clerk – Leslie Sutin

- Reports of the Session and Committees of FPCE
- Report of the Treasurer
  - Terms of Call
- Report of the Pastor
- New Business
  - Election of the Nominating Committee
  - Sexual Misconduct Policy approved December 13, 2022
- Ordination and Installation of Ruling Elders and Deacons 2023
- Congregational Comments
- Motion to Adjourn
- Closing Prayer

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**First Presbyterian Church of Everett**  
**Annual Meeting Minutes January 30, 2022**

**Welcome and Prayer:**

The meeting was call to order with prayer by Rev. Dr. Alan Dorway at 11:13 am  
The meeting was held in person and via Zoom in the Sanctuary with a quorum confirmed.

**Agenda and Minutes:**

Agenda approved by consent with the \*Addition of approving the Slate of Officers.  
Minutes of the February 14, 2021 Annual Meeting – Session has reviewed and recommends approval as written **\*Approved by consent**

**Report of the Corporation:**

Corporation Report – Full Report found on Page 22 of the Annual Report

President – Jamie Hunter

Vice-President – Steve Hammond

Treasurer – Bill Grosse

Clerk – Leslie Sutin

**\*Motion to Approve Corporate Officers for 2022. \*2<sup>nd</sup> and Approved**

**Reports of Session and Committees:**

All reports found in the Annual Report

**Treasurer's Report:**

Full Report found in the Annual Report. Page 23

Pledging for 2022 as of January 6<sup>th</sup> stands at 63 pledges for \$251,960. Giving, income and expenses were all down for 2021 compared to 2020. Causes were closure of church to all services, loss of loose offering, room rental income, and loss of in-person attendees at worship.

**Terms of Call:** For Rev. Dr. Alan Dorway

Salary	51,000
Housing	21,000
Board of Pensions	<u>27,000</u>
Total Compensation	99,000

Other Benefits

Professional Development	<u>500</u>
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Total Compensation and Benefits 99,500

Sabbatical	<u>10,000</u>
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Total Pastor for 2022 109,500

Vacation (1 month minimum) 30 days @ 2.5 days/ month

Study Leave Time (3 yrs accrual limit) 14 days @ 1.2 days/month

**\*Motion to approve the Terms of Call was seconded and unanimously approved!**

**Pastor's Report:**

Full Report Page 7 of the Annual Report

Alan stated that he is grateful to have served as our Pastor for the past 12 years. He will be taking his Sabbatical from June to September 2022.

**New Business:**

**By-Laws**

By-Laws – Intro and Rational page 28 of the Annual Report.

By-Laws Draft page 33 of the Annual Report

**\*Motion to Approve the Revised By-Laws as written. \*2<sup>nd</sup> and Approved**

**Slate of Officers**

**Elders**

Steve Hammond – Class of 2024; Jamie Hunter - Class of 2024;

Jan Weakley - Class of 2024

## **Deacons**

Mike Davis – Class of 2023

Ed Pearson – Class of 2024; Doris Pearson – Class of 2024; Susan Davis – Class of 2024

**\*Motion from the Nominating Committee to Approve the Slate of Officers. 2<sup>nd</sup> and Approved**

### **Recognition of 2 Officers Concluding their Service:**

David Baer-Peckham – Elder

Marilyn Minch - Deacon

### **Election of Nominating Committee:**

Steve Hammond and Roy Yates – Session Members and Co-Chairs

Bob Barron – Deacon

Emily Roberts, Danielle Fowler, Dottie Villevik, and Merle Kirkley – Members at Large

**\*Motion to approve Slate of those to serve on the Nominating Committee for 2022. 2<sup>nd</sup> and Approved**

### **Ordination and Installation:**

Elders: Steve Hammond - Installed

Jamie Hunter- Installed

Jan Weakley – Installed

Deacons: Ed and Doris Pearson - Installed

Mike and Susan Davis – Ordained and Installed

### **Congregations Comments:**

Roy Yates thanked David Baer-Peckham for his wonderful service on the Facilities Committee.

Sonja Beardsley thanked the Deacons for their hard work past and present.

Dottie Villevik gave thanks for the music program.

Steve Torrence recognized and thanked all those that have participated in the music Program.

**A video of Church life during 2021 was shown.**

**\*Motion to Adjourn was seconded. The meeting was closed with prayer at 12:25 am**

Rev. Dr. Alan Dorway – Moderator

Leslie Sutin - Clerk

## Pastor Report 2022

I went surfing with Peyton, my brother, and my nephew in San Diego on December 27<sup>th</sup>. My brother and nephew had never surfed before, so I signed our group up for lessons. While Peyton and I had surfed, I thought it would be a good idea to get some pointers, ask questions, and keep our group together.

When you are learning, you put your board on the sand and work on paddling, looking for waves, and then practice the dreaded ‘pop up’ move. I say dreaded because this seems so simple, but when you are trying to catch a wave, making sure you are paddling correctly to get the momentum behind you, the next move, the ability to go from flat on your board to standing, can be a disaster. Watching those who are good surfers do this portion of the act of surfing, it looks effortless and smooth. As a beginner, this is where you get a brief glimpse of what’s happening before tumbling off the board. Or rather for me, over the past two years, this is the step I faithfully pitch forward, falling off my board, and get pummeled by the wave as it crashes over me. I came to this lesson with questions.

Our guide, Gaspar, began with reminding us this was to be a fun time and that with his help and our work, we would find success. I love being in the water and attempting to surf. It has allowed our family to bond and enjoy time at the beach and ocean on our travels. We began. Practice. Practice. Gaspar looking at our technique. And then we get to the pop up. As Gaspar demonstrated, he mentioned he surfed goofy footed and would adjust so that we could observe and practice. Guess what I said, I surf goofy! I asked him to help me. He watched my pop up and said, no, put this foot here and try again. I said, well that’s not how I learned. He looked at me quizzically and said, okay, but try this way. I did. I worked at it again. His new way felt different. I had been working at the way I thought I was to pop up that this minor change seemed impossible. Gaspar kept encouraging our group and together off we went into the ocean.

Here is what happened: I had my best surfing session ever. I caught every wave I attempted riding, many of them all the way to the beach. Peyton can confirm it was my best and I had a blast. Sure, I fell off my board, I got hit by waves, and I am not anywhere near dropping in on bigger waves, but I feel like I got to surf. Gaspar looked at my technique, adjusted it, encouraged me, and with some work and putting aside my ‘way’ of always doing it, I had a breakthrough. I am excited to get back out there.

When I reflect and review last year, I began the process of learning how to rethink my ‘way’ and humble myself in God’s presence. Not that I have ever felt like I had my walk with Jesus solved or knew exactly the right way to do things as a pastor, but I have been nurtured, I have been mentored, I have worked on educating myself, and I have practice, on the job lessons, and successes. These are wonderful experiences, but we know that sometimes we get comfortable in our ‘zones’ and look at a situation and automatically default into good, reliable patterns without taking a step to wonder, why? Why does my approach always look like this? Why do I react toward a question like this? Why do I roll my eyes at this proposal? What assumptions fill in the blanks here and do those assumptions miss another solution? True, our learning, patterns, wisdom, knowledge, and gifts are not bad, and they serve us well. Yet like my surfing, have I taken the time to think about if I am aiming my foot correctly to give myself the best chance to catch this wave?

In 2020, I was planning a sabbatical. COVID turned our world upside down. At our congregational meeting in 2020, I was gifted over \$2,000 toward expenses on the sabbatical by many generous people in our congregation. Last year, I took a sabbatical. Your gifts given in 2020 (I opened a special savings account just for sabbatical) were used to offset travel expenses to Sacramento, Washington D.C., North Carolina, Santa Cruz, Pismo Beach, Ventura, and Las Vegas. Yes, \$2,000+ went quickly, but as I traveled, visited family and friends, read books, and surfed (plus many moments along the way), I felt blessed by you.



However, even before my sabbatical, Jesus began to press on our leadership, our committees, and even our larger congregation a sense that we needed to seek, ask, and respond to the Holy Spirit. As I began my sabbatical, I actually thought, great, I'll take this time, pray a lot, and when I get back, we'll know exactly what, where, how, and why our ministry will change.

We know the line, 'if you want to make God laugh, tell him your plans'. God did not laugh directly at me, but immediately began to ask me to put my foot in a different location. Jesus said stop putting your feet first, follow. Jesus said stop being busy and rest. Jesus invited me to listen, read, be still, allow life to happen and just enjoy it. Again, this does not mean I was not doing what God had called me to do, I was following Jesus, and aiming to adjust with the Holy Spirit, but it dawned on me how tired I was. I was exhausted and the sabbatical gave me space to stop my plans and be still. Putting down my cell phone, silencing notifications, turning off email, not having to run anywhere, being present for Vicki and Peyton, being able to visit, see, talk, and share in life with family and friends reminded me of God's lavish love for all.

As the sabbatical ended, I badly wanted to return to our congregation with a new vision for my and our ministry. Yet, God had other plans. God re-taught me valuable lessons. Jesus asked me to practice, think, challenge my assumptions, listen, and hold on to humbleness. True, when I returned, I fully dropped back into my former pace of ministry. I think the Holy Spirit was wondering if I learned anything. Through good conversations, calming myself to listen, and trusting Jesus over 'my way', I have worked to keep elements of my sabbatical in my daily life.

Still, as the year ended, I don't think I had my best closing. We made difficult decisions about ministry and mission. This has been painful, but Jesus has invited us to trust and follow and are living into those new spaces. We are working on balancing health, safety, and a desire to fling wide our doors. We are questioning ourselves and how we want to use the space we are blessed with to be a blessing to others. We were up against it with our budget. We put out an ask, the Spirit moved, and you provided a strong foundation for this year. We are being faithful as we stop, read, pray, worship, reflect, evaluate, listen, and humbly follow Jesus. It may feel different, we may need to practice, attempt to 'pop up' and fall some, we could adapt and change course, we will get tired, we will need to laugh, talk, listen some more, maybe even get blown in a new direction we never guessed, but it will be worth it, as together we will participate in ministry.

I appreciate and love being your pastor. Thank you for the gift of sabbatical this past year. I am excited to push my faith as we seek and follow Jesus.

Peace,

*Alan*

## **Director of Music Ministries**

### **Chancel Choir 2022**

The Chancel Choir performed all of 2022. We continue to maintain more spacing between singers due to health concerns, but we have had no health problems that participation in the choir as caused. We did perform Easter and Christmas cantatas in 2022. We have changed our rehearsal schedule to be held on Sunday mornings before and after the Worship service. (Many of our choir singers do not like to drive at night.)

### **Summer Aire 2022**

We again had Summer Aire this year. The music theme was “Show on Shows” with music from Show Boat, Phantom of the Opera, and The Greatest Showman. It was quite successful, and many people mentioned an interest in their being involved in 2023’s program.

### **Bell Choir 2022**

We had a small group of Chancel Bell members perform at Easter, but we have had challenges with only a few available ringers and several of those not wanting to drive at night. I’m hoping to rebuild the Bell Choir in 2023.

### **Youth Involvement 2022**

We have had no youth involvement in church music primarily because we have no youth currently in church. I am trying to involve some local high school students from “outside the church,” but local schools have not responded to requests for discussing how this might work.

### **Challenges**

The COVID pandemic impacted the church music program. We had some COVID cases (not caused by actual church music involvement) that impacted member involvement. Also, our choir is ageing and we have lost members due to age, illnesses, and death. We have not been able to get new choir members from existing church members and we have had limited new church members and none interested in our music programs.

Finally, I believe to attract more and younger church members, we need to have “blended” services with contemporary as well as traditional music. I was involved in such church transitions in the past, know it is challenging, but have seen it work well.

Respectfully submitted,

STEVEN TORRENCE, Director of Music Ministries

## Christian Formation and Discipleship Committee (CFD)

### Annual Report 2022

2022 was marked by continued return toward more “normal,” traditional church activities after the time of social distancing necessitated by the COVID-19 pandemic.

Worship continued in a hybrid format, both in-person and online. In-person attendance at worship increased. Special worship events are noted below. Masking became optional, more pews were opened, and a choice was offered to take communion either in the more traditional manner or to continue using the pre-packaged communion kits. Sunday School continued in a hybrid format.

Coffee hour was continued and social gatherings and celebrations including the serving of food and beverages were resumed. Presbyterian Women and Priscilla Circle have resumed in-person gatherings and activities. Many committee and other meetings have occurred in person, while other meetings continue to be held online. Several events were organized by the Deacons and several others by the CFD Committee, and some were joint efforts.

Here's a list of significant events supported by CFD and others in 2022:

- Ash Wednesday service and Lenten theme “Turn to Jesus”
- March 26 bingo get-together; 1<sup>st</sup> social gathering with refreshments after COVID restrictions
- Maundy Thursday soup supper and service
- April 16 work party to clean up nursery and children’s classroom in preparation for Easter Sunday
- Easter sunrise service at Mukilteo County Park, in addition to usual Easter Sunday service at FPCE sanctuary
- Group viewing of the first year’s episodes of *The Chosen* during Sunday School time May-June
- Thursday Bible study proceeded year-long, including study of Brian McClaren’s *We Make the Road by Walking* with Pastor Alan and study of 1 Corinthians led over summer by Shirley Solberg (using *The Thoughtful Christian* as a study guide) while Pastor Alan was away on sabbatical
- Monthly Men’s Breakfast resumed in June, with Bible studies led by Jim Kutz over summer in Pastor Alan’s absence and resumed by Alan after his return in September
- June 5 Pentecost Sunday and sendoff to sabbatical for Pastor Alan
- June 12 celebration of graduates affiliated with FPCE, with acknowledgements, cake, and signed cards for the graduates
- July visit from Jalaluddin Wardok at Sunday School with report on current events in Afghanistan, relief efforts, and sharing of delicious food from Jalaluddin’s restaurant Afghan Choopan (in Bothell)
- August 28 All-Church Picnic at Hauge Homestead Picnic Shelter at Silver Lake; 2023 Picnic is scheduled for Sunday, Aug. 27 at Legion Park Picnic Shelter
- A series of great guest pastors filled in for worship services over the summer while Pastor Alan was away on sabbatical; Pastor Alan was welcomed back in September with renewed appreciation!
- In Adult Sunday School during the first part of the year we completed the *Lost Christianity's* series, over May and June. We watched and discussed the 8 episodes of the first year of *The Chosen* series, and from July onward have reviewed and discussed the *Dead Sea Scrolls* series
- Advent kickoff potluck!
- Advent devotional on this year’s Advent theme, “The Gift”

This is only a partial list of 2022's church activities and CFD does not mean to take credit for all of them. However, the move back toward more "normal" church activities reflects a longing on the part of our congregation to be in community together, to share our lives with each other, and to grow in discipleship and love for God and each other.

Respectively submitted,

2022 CFD Committee – Steve Hammond, Marne Larson, Teresa Good, Shirley Solberg, Mike and Susan Davis, Alan Dorway

First Presbyterian Church, Everett Washington  
**Church Library / Fourth Monday Book Group**  
Annual Report - 2022

What a pleasure to have the church building, thus the library, a little more open. I have been on site most Friday mornings to keep computer circulation, patron files, and acquisitions up to date. I have displayed materials to match seasons of calendar and church as well as featuring current studies and programs.

Monthly Carillon submissions inform and inspire members and visitors to use the library and book group. It is gratifying that the preschool uses the space and materials of the children's library.

The computer statistics through mid-December:

Circulation - 33 items

Acquisitions - 29 items

Total current holdings (book and non book) 3340

High points for me are the informal interactions greatly enhanced by in-person worship and fellowship times.

Fern Tully has faithfully devoted many hours through the years to the church library including some this year. However, several factors have caused her to severely curtail time here at present.

**Fourth Monday Book Group**

Book group has continued to meet monthly via Zoom with the support of Pastor Alan or designee to handle the technology. Rotating leaders have facilitated monthly discussions of varied fiction and nonfiction titles selected by the group. Readers appreciate the availability of books from Everett Public and Sno-Isle Libraries.

Both the church library and book group are grateful for outstanding support by Pastor Alan Dorway, the church staff, the Christian Formation and Discipleship Committee, and all patrons and participants.

Respectfully submitted,  
Shirley Solberg, Church Librarian

## **FPCE Mission Committee Annual Report 2022**

I suppose the biggest news from your Mission Committee from 2022 is the decision to support the recommendation of the Dinner at the Bell Steering Committee to suspend Dinner at the Bell activities. Our support of the Steering Committee was subsequently supported by Session. After 20 years of serving a weekly meal to our local food-insecure community, this is a heart wrenching decision that was made with much prayer and reflection. We look at it as an opportunity to reflect and re-vision how we at FPCE might best minister to our local community. We look forward to the process, along with the entire congregation, in the upcoming year.

Mission Committee continued to meet monthly throughout 2022 and sought to do a better job of communicating with the congregation through our *Second Sunday Two Minutes for Mission during Sunday worship service*. *Members of the committee shared responsibility for presenting while we also brought in several representatives with whom we partner.*

One of the events we were most excited to provide to our church was hosting the Poverty 101 class put on by the Everett Gospel Mission. This class was attended by about 45 people who found great value in learning some of the root causes of and misconceptions about poverty. Of course, the next step is what to do about it? That is why we will be working hard to provide the next course, Poverty 201, in the upcoming year. Stay tuned for more information on this.

Looking a bit beyond our own community, we continued to contribute to and support the PCUSA through contributions to their general mission support and disaster relief. We also continued to support Jonna Reeder and Aletha and Ryan White in their mission efforts. Finally, you may recall that three years ago our FPCE mission trip to Mexico was interrupted by COVID. While it has been on hiatus since then, we formally voted to support another trip in either 2023 or 2024. This is very exciting as we begin to move forward with life after COVID.

The Mission Committee tries to be very thoughtful and prayerful about how we allocate our resources to support God's work on behalf of FPCE. Below is a breakdown on exactly how we utilized our budget, viewed from two different perspectives.

### **2022 FPCE Mission Committee Support**

Local: 53.6%, Regional: 00.0%, National and International: 46.4%

Food and Shelter: 53.6%, Health and Environment: 0%, Missions: 31.0%, Emergencies: 15.4%

Respectfully Submitted,  
John Gebert, Mission Committee Chair

Mission Committee Members: Donna Bosman, Katherine Campbell, Judy Hammond, George Lockeman, Debbie Roberts, Dottie Villesvik, Barbara Yates

## Dinner at the Bell Report

In April, a group convened (Steering Committee) to discuss and guide the reopening of Dinner at the Bell to inside dining.

During the pandemic the meals were provided through the alley doors. Various ministries also provided services in the alley, including Shower to the People, a laundry truck, Project Serve coffee outreach, Mercy Watch (medical consultations) and others that would just show up. The carnival atmosphere was chaotic and uncontrolled. Open drug dealing and use were prevalent. Litter and drug use paraphernalia was an issue. Loitering around the church, along with the entrances being used as latrines, all night and into the morning. The surrounding businesses took the brunt of these actions as well.

The Steering Committee was challenged with lessening these issues, to make a safer environment to serve our guests, volunteers, surrounding businesses and the preschool.

The first step would be to discontinue ministries in the alley. We chose to keep Shower to the People and made parking changes in order to move him out of the alley and into the north parking lot. Project Serve was invited into the dining hall to be our coffee service (they graciously accepted). Mercy Watch was also allowed to move into the north lot, on an every other week basis.

We attempted to use volunteers to provide security at first. Later we found this approach was less than effective and consistent. An outside firm was hired, though for legal reasons, they were limited to just enforcing on church property.

Dinner reopened on May 18<sup>th</sup>. The cooking teams were eager to serve a warm, lovingly prepared meal and to build relations with our guests once again. The teams were Courage to Change, also a group of friends from Bothell would cook one Wednesday a month and Jimmy Sharp led our First Presbyterians cooking team.

The dinner service went on throughout the year. Our guests and volunteers were happy to be back indoors and breaking bread together. Dining inside was always calm and our guests were comfortable and grateful for the warm meals and sitting down with friends.

Outside the situation never really changed. Drug dealing and use continued on the property. Loitering and litter were still an issue. The main thing our security measures led to, was the drug dealers moved to the bank parking lot and camps were set up around them for drug usage. Like our doorways, alcoves and doorways of surrounding businesses were used for usage, camping, etc... Through the pandemic, drug use has worsened. Resources have become hard to find. Police response has been limited due to new laws, affecting their interaction with those in need.

The safety of our guests, volunteers and surrounding neighbors was the reason for the last dinner to be served on December 28<sup>th</sup>. It was with a heavy heart that the Steering Committee recommended suspending Dinner at the Bell. This recommendation was supported by the Mission Committee and subsequently by Session.

Respectfully submitted,

Jay Kuhnhen

## **Estuary Angels Annual Report 2022**

During this year, we've only met informally by phone and at church events. Several organizations that we've planned with previously to conduct church events still only meet remotely so our current objective is to continue providing helpful environmental information to the congregation mainly through Linda Senter's outstanding Carillon articles. We also try to figure out additional efficient ways our church can operate in environmentally friendly ways.

Respectfully submitted,

George Lockeman

# Deacons Annual Report 2022

The Deacons were very active for 2022. Our goal was to serve the congregation and community. We achieved our goal through the many activities we completed; plus we helped the community through services and donations. The following is a list of our activities and services.

## Activities

1. February – Blanket Drive, started donating food monthly to Cocoon House.
2. March – Pizza Party after Church
3. April – Easter Brunch
4. June – Root beer floats after Church
5. October – Souper Sunday after Church
6. December – Provided music and coffee for the All Church Potluck

## Services to the congregation

1. Deacons manage and provide Coffee Hour every Sunday
2. Deacons are responsible for Communion the first Sunday of the month
3. Every Deacon has a call list. It is their responsibility to contact the members of the congregation through calls, notes or visits.
4. In December the Deacons helped with the preschool potluck; plus provided gift bags for each child.

When Alan introduced Minute for Mission, the Deacons gave updates once a month to the congregation.

## Monetary Provisions

1. Deacons gave \$250 to the church's graduating seniors, off to college
2. This year we donated \$2,350 to local organizations during the Holiday Season (Food Bank, Cocoon House, Millennia Ministries, YWCA gifts for families)

We also have given a monetary amount to people of the church and community when needed (this is based on Alan's discretion).

In closing, I would like to thank Doreen Solberg, Linda Senter, and Ari Kohler for providing services to the Deacons throughout the year. A special thank you to the congregation for their support and monetary generosity. We are looking forward to another successful year with exiting projects and new adventures. Thank you.

Sonya Beardsley

Deacons Moderator



## 2022 Presbyterian Women Annual Report

Presbyterian Women (PW) became active again after a hiatus due to COVID. We started with a survey to all the women of the congregation concerning the future of PW in our church. We received many positive responses.

PW activities:

September: Re-connecting luncheon – ice breaker questions, lunch and card making lead by Lois Tysseling

Decorated for Pastor Alan's return

Bought a new refrigerator and chest freezer for Westminster

Dorcas Circle started up again with 11 participants – Horizons Bible Study “What my Grandmother Taught Me”

Priscilla Circle continues to be active – Horizons Bible Study “Honoring the Sabbath”

November Work Party to clean the pews in the Sanctuary.

We continue to be in charge of Memorial receptions.

Presbyterian Women's Coordinating Team

Debbie Robert, Leslie Sutin, Linda Bloom, Sonya Beardsley, Judy Hutchison, Shirley Newman

**Priscilla Circle** is a group of women who meet in Calvin Lounge on the second Monday of the month to study and discuss a selected study book. We meet from 11:30am—1:30 pm September- May or June, depending on how many chapters there are in our study book, then have a summer hiatus. September 2021-June of 2022 we studied the book “What My Grandmothers Taught Me”. This year our study book has been “Celebrating Sabbath”.

In the months before Covid, the circle held two bake sales a year. This was to raise funds for a mission project and to adopt a family (s) from the YWCA Christmas project to provide gifts for those who may not otherwise be able to do so. Without being able to have the bake sales, we have not been able to raise the money to do the program. The YWCA has also changed their program to providing gift cards and raised the amount to provide for each member in the family.

Several suggestions were made as to what project we would do this year. At the urging of one member, it was decided to collect a donation from each member and send the money to a Presbyterian aide facility in Puerto Rico.

Members also voluntarily donate “The Least Coin” each meeting, which goes to Presbyterian Women National. It was decided that our circle would no longer collect dues and would remain a circle rather than a Bible study group.

Each meeting has a hostess, who prepares coffee and tea and provides dessert. Members sign up for the month they wish to serve. Usually, a potluck is held at our December meeting and again at the last meeting before summer. Members may bring a lunch to the meetings if they desire.

We welcome any woman who would like to attend.

Respectfully submitted,  
Judith Campbell, Secretary

## Presbyterian Women Financial Report

### RECEIPTS

Memorials	1,450.00
Interest	0.21
Priscilla Circle	71.34

### TOTAL RECEIPTS

1,521.55

### DISBURSEMENTS

Kitchen Supplies	1,345.28
Memorials/ Receptions	282.55
Fall Luncheon	166.27
Bible Study Sup- plies	155.36
Postage	58.00
Church Projects - Christmas Tree	406.92

### TOTAL DISBURSEMENTS

2,414.38

Beginning Cash on Hand	5,979.25
Plus receipts	1,521.55
Less disbursements	<u>(2,414.38)</u>
Ending Cash on Hand	<u>5,086.42</u>

Less Dorcas Monies	(44.50)
Less Priscilla Monies	<u>(165.58)</u>
Total PW Monies	<u>4,876.34</u>

# 2022 Statistical Report

The First Presbyterian Church of Everett

31-Dec-22

<b>Beginning Membership 2022</b>	187
Certificate of Transfer	2
Reaffirmation of Faith	0
Confirmation	0
Total	<hr/> 189

## Changes 2022

Certificate of Transfer	2
Death	8
Other	0
Session Action	0
Total	<hr/> 10

**2022 Membership 179**

## Membership

Michael and Susan Davis 1/9/2022

## Changes

### **Certificate of Transfer**

Adam and Tia Flournoy 1/9/2022

### **Death**

***Liz Lombard*** 1/15/2022

**John Moir** 2/15/2022

***Lucille Hofer*** 2/22/2022

***Roy Gresham*** 4/8/2022

Tom Cooper 4/12/2022

**Scott Morrow** 4/19/2022

**Ethel Geniesse** 7/30/2022

Dean Copeland 9/23/2022

***Dale Good*** 9/29/2022

***Janet Good*** 12/29/2022

***Bold Italicized = Elder or Deacon***

**Bold = FPCE Member**

## **Memorial Gifts 2022**

### **Lucille Hofer**

Shirley Solberg

Jan Weakley

### **John Moir**

Shirley Solberg

### **Roy Gresham**

Ken and Shirley Newman

Linda Senter

George and Shirley Lockeman

Shirley Solberg

Joan Lyderson

Marilee Richards

Tony and Lois Tysseling

Maggie Lamus

Wes and Annette King

Shirley Morrow

Jan Weakley

### **Scott Morrow**

Ken and Shirley Newman

George and Shirley Lockeman

Linda Senter

Clyde and Judy Pitcher

Joan Lyderson

Dottie Hawkins

Tony and Lois Tysseling

Maggie Lamus

Jan Weakley

### **Darlene Reimer**

Joan Lyderson

Linda Senter

### **Ethel Geniesse**

Shirley Solberg

Joan Lyderson

Jan Weakley

### **Dean Copeland**

Shirley Solberg

Ken and Shirley Newman

Dianne Jurries

## **Memorial Gifts continued**

### **Dale Good**

Shirley Solberg

Ken and Shirley Newman

George and Shirley Lockeman

Clyde and Judy Pitcher

Joan Lyderson

Jan Weakley

### **Janet Good**

Shirley Solberg

Joan Lyderson

## **Nominating Committee Report 2022**

### **Ruling Elder Nominees:**

Marne Larson (class of 2025)

John Gebert (class of 2025)

Steve Ulvestad (class of 2025)

### **Deacon Nominees:**

Bob Barren (class of 2025)

Lisa Comstock (class of 2025)

Joan Lyderson (class of 2025)

Nominations from the floor will also be accepted at the annual meeting in February.

## Treasurer's Corporation Report – as of Dec 31, 2022

1. FPCE remains chartered in Washington State as a non-profit corporation. Annual certifications will be timely renewed in February.
  2. Our property and liability insurance remains with Brotherhood Mutual and our earthquake coverage remains with First Mark Insurance Group.
  3. Our building replacement value remains at about \$8.5 million. This figure was the result of an insurance appraisal conducted and paid for by the United Church of Christ Insurance Board in 2017. It is the most recent appraisal. Considering inflation, the replacement value has probably increased to over \$10 million in the past 5 years.
  4. The current 2021 assessed value of our property is **\$4,311,000** – up **\$ 43,333** from last year. Land = **\$1,075,000** and Building = **\$3,236,000**. (From the last valuation in 2020.)
  5. Our corporate resolution and bank signature cards will be updated within the month to reflect the new corporate officers.
  6. As required, copies of our Corporate Charter and other corporate files reside in archive files at Presbytery.
  7. Interesting factoid ... the original of the title to our property is handwritten – and resides in our safe.
- If there are questions, I'll be happy to take them after the meeting.

## TREASURER REPORT of 2022

**Pledging for 2023 as of January 13 stands at 48 pledges for \$234,280.** This compares to a total of 51 pledges for \$252,320 received last year. So far, the average pledge for 2023 increased slightly to \$4.880 compared to \$4,469 last year. Note that pledges seem always to be received well into spring, so an increase in the total number and average for 2023 may be expected if previous year's experience is repeated.

### **In the Operating Fund for 2022:**

**GIVING was Up** \$40,190 from \$326,366 last year to \$366,556 this year.

**INCOME was Up** \$40,008 from \$347,396 last year to \$387,404 this year.

**EXPENSES were Up** \$37,883 from \$341,227 last year to \$379,110 this year.

**OPERATING FUND BALANCE** was \$8,294, compared to \$6,169 last year.

Some special gifts were received for a few rehab projects in addition to extra support for Dinner at the Bell and other mission projects. These extra gifts represent a continuing level of resolute support for special and emergency needs. The total giving numbers for 2022 therefore are beyond the amounts reported for the basic operating fund above and reflect a significant additional level of support from loyal members and friends who continue to demonstrate their commitment to the challenges we take on.

**TOTAL CASH ASSETS**, as of Dec 31, 2022 at \$340,488 are **Up** \$14,884 from the 2021 total of \$325,604. Our present investment total (a subset of total cash assets) is \$198,945, unchanged from last year.

Thanks to all who give - you make it possible to do what we believe our church is called to do.

Respectfully,

Bill Grosse

# 2022 Budget

	2022 Actual	2022 Budget	Act to
<b>OPER FUND INCOME</b>			
Pledged & Other Giving	366,556.92	325,000	41,556.92
Per Capita Income	2,700.94	4,000	-1,299.06
Loose Offerings	2,667.82	1,500	1,167.82
Interest & Invest Earnings	0.00	800	-800.00
Room Use Income	13,421.00	5,000	8,421.00
Reimbursements	255.75	600	-344.25
Misc Ops Income	1,802.09	10,000	-8,197.91
<b>TOTAL OPER FUND INCOME</b>	<b>387,404.52</b>	<b>346,900</b>	<b>40,504.52</b>
<b>Expense</b>			
<b>PERSONNEL SERVICES COMP</b>			
Pastor Salary	51,000.00	51,000	0.00
Pastor Housing	21,000.00	21,000	0.00
Pastor Pens & Med	26,773.32	27,000	-226.68
Pastor Professional Expenses	0.00	500	-500.00
Pastor Auto	0.00	0	0.00
Pastor Sabbatical	3,900.00	10,000	-6,100.00
Pastor - Other	0.00	0	0.00
Communications Director	23,025.60	23,232	-206.40
Music Director	19,128.95	19,129	-0.05
Organist	16,934.88	17,052	-117.12
Office Coordinator	9,501.06	8,272	1,229.06
Financial Secretary	10,878.51	8,762	2,116.51
Childrens Ministry Director	0.00	0	0.00
Custodian	33,165.59	33,412	-246.41
Child Caregivers	0.00	0	0.00
Other Staff	0.00	500	-500.00
<b>TOTAL COMPENSATION</b>	<b>215,307.91</b>	<b>219,859</b>	<b>-4,551.09</b>
<b>BENEFITS</b>			
FT Employee Medical Benefits	6,112.44	6,000.00	112.44
Medicare	2,691.71	2,800.00	-108.29
Workman Comp.	3,135.42	4,300.00	-1,164.58
FICA	11,509.35	11,000.00	509.35
<b>TOTAL BENEFITS</b>	<b>23,448.92</b>	<b>25000</b>	<b>-1,551.08</b>
<b>TOTAL PERSONNEL SERVICES</b>	<b>238,756.83</b>	<b>244,859.00</b>	<b>-6,102.17</b>



# 2022 Budget—Continued

## ADMINISTRATION COMMISSION

### FACILITIES

Consumables + Food Service	3,883.90	8,500	-4,616.10
Garbage Collection	3,301.44	4,800	-1,498.56
Insurance	25,004.95	23,000	2,004.95
Maintenance & Repair	26,817.54	22,500	4,317.54
Utilities - Electricity	4,853.21	5,000	-146.79
Utilities - Gas	17,854.05	5,500	12,354.05
Utilities - Water & Sewer	3,703.16	6,100	-2,396.84
Utilities - Communication	9,011.32	9,000	11.32
Landscape Services	0.00	0	0.00
Downtown Everett Association	3,473.06	3,500	-26.94
<b>Total FACILITIES</b>	<b>97,902.63</b>	<b>87,900</b>	<b>10,002.63</b>

### OFFICE SERVICES

Computers			
Office Equipment	10,902.49	10,000	902.49
Per-Capita -Presby, Synod, GA	9,448.70	10,536	-1,087.30
Postage	596.24	600	-3.76
Room Use Expense	0.00	0	0.00
Supplies	1,562.48	2,000	-437.52
Misc & CCLI Copyright cover	1,323.62	2,500	-1,176.38
Other	0.00		0.00
<b>Total OFFICE SERVICES</b>	<b>23,833.53</b>	<b>25,636</b>	<b>-1,802.47</b>

Total ADMINISTRATION COMMISSION	<b>121,736.16</b>	<b>113,536.00</b>	<b>8,200.16</b>
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## DISCIPLESHIP COMMISSION

### CHRISTIAN FORMATION

Sunday School - Youth	0.00	0	0.00
Sunday School - Adult	0.00	200	-200.00
Junior Estuary Angels	0.00	0	0.00
Nursery	0.00	1,600	-1,600.00
Confirmation	0.00	0	0.00
Lent	0.00	100	-100.00
Holy Week	0.00	100	-100.00
Advent	0.00	0	0.00
Earth Series	0.00	0	0.00
Special Events - Youth	0.00	0	0.00
All Church Retreat	0.00	0	0.00
All Church Picnic	0.00	200	-200.00
Library	0.00	500	-500.00
Movie Nights	0.00	0	0.00
Triennium	0.00	0	0.00
<b>Total CHRISTIAN FORMATION</b>	<b>0.00</b>	<b>2,700</b>	<b>-2,700.00</b>

## 2022 Budget—Continued

MEMBER MINISTRIES			
Coffee Ministry	0.00	0	0.00
Deacons	0.00	500	-500.00
Sr Pres Adult Ministries	0.00	500	-500.00
OPOP/Evangelism	0.00	0	
Total MEMBER MINISTRIES	<u>0.00</u>	<u>1,000</u>	<u>-1,000.00</u>
Total DISCIPLESHIP COMMISSION	<b>0.00</b>	<b>3,700.00</b>	<b>-3,700.00</b>
SERVICE COMMISSION			
MISSIONS			
Dinner at the Bell	5,371.59	10,000	-4,628.41
Other	9,558.18	10,500	-941.82
Total MISSIONS	<u>14,929.77</u>	<u>20,500</u>	<u>-5,570.23</u>
Total SERVICE COMMISSION	<b>14,929.77</b>	<b>20,500</b>	<b>-5,570.23</b>
WORSHIP COMMISSION			
Advertising	0.00	300	-300.00
Audio & Visual	0.00	350	-350.00
Chancel Banners	0.00	0	0.00
Music Purchase	170.10	500	-329.90
Instrument Maintenance	2,717.46	1,000	1,717.46
Pulpit Supply	600.00	1,200	-600.00
Accompanist	200.00	200	0.00
Total WORSHIP & MUSIC	<u>3,687.56</u>	<u>3,550</u>	<u>137.56</u>
Total WORSHIP COMMISSION	<b>3,687.56</b>	<b>3,550</b>	<b>137.56</b>
Misc - Reconciliation Discrepancies	0.00		
TOTAL EXPENSE	<b>379,110.32</b>	<b>386,145</b>	<b>-7,035</b>
NET OPERATINGF BALANCE	<b>8,294.20</b>	<b>-39,245.00</b>	<b>47,539.20</b>

	<b>2023 Budget</b>	<b>2</b>
<b>OPERATING FUND INCOME</b>		
Pledged & Other Giving	325,000	<b>0</b>
Per Capita Income	4,000	
Loose Offerings	2,500	
Interest & Invest Earnings	800	<b>2</b>
Room Use Income	12,000	
Reimbursements	300	
Misc Ops Income	2,000	<b>3</b>
<b>TOTAL OPERATING FUND INCOME</b>	<b>346,600</b>	
 <b>EXPENSE</b>		
<b>PERSONNEL SERVICES COMP</b>		
Pastor Salary	55,976	<b>B</b>
Pastor Housing	22,000	
Pastor Pens & Med	27,000	<b>U</b>
Pastor Professional Expenses	1,000	
Pastor Sabbatical	0	
Communications Director	24,939	<b>D</b>
Music Director	20,717	
Organist	18,340	<b>G</b>
Office Coordinator	9,501	
Financial Secretary	11,877	<b>E</b>
Custodian	37,440	<b>T</b>
<b>TOTAL COMPENSATION</b>	<b>228,790.00</b>	
 <b>BENEFITS</b>		
FT Employee Medical Benefits	6,000.00	
Medicare	2,800.00	
Workman Comp.	4,000.00	
FICA	11,900.00	
<b>TOTAL BENEFITS</b>	<b>24,700.00</b>	
 <b>TOTAL PERSONNEL SERVICES</b>	<b>253,490.00</b>	
 <b>ADMINISTRATION COMMISSION</b>		
<b>FACILITIES</b>		
Consumables + Food Service	5,000	
Garbage Collection	4,000	
Insurance	23,000	
Maintenance & Repair	22,500	
Utilities - Electricity	5,000	
Utilities - Gas	6,000	
Utilities - Water & Sewer	6,000	
Utilities - Communication	9,000	
Downtown Everett Association	3,500	
<b>Total FACILITIES</b>	<b>84,000</b>	

# 2023 Budget—Continued

## OFFICE SERVICES

Office Equipment	10,000
Per-Capita -Presbytery, Synod, GA	9,836
Postage	600
Supplies	2,000
Misc & CCLI Copyright cover	2,000

Total OFFICE SERVICES **24,436**

Total ADMINISTRATION COMMISSION **108,436.20**

## DISCIPLESHP COMMISSION

### CHRISTIAN FORMATION

Sunday School - Adult	300
Nursery	1,000
Lent	200
Holy Week	300
Advent	200
All Church Retreat	1,500
All Church Picnic	450
Library	600

Total CHRISTIAN FORMATION **4,550**

### MEMBER MINISTRIES

Deacons	1,000
Sr Pres Adult Ministries	1,000
OPOP/Evangelism	1,000

Total MEMBER MINISTRIES **3,000**

Total DISCIPLESHP COMMISSION **7,550.00**

## SERVICE COMMISSION

MISSIONS	20,500
Total MISSIONS	<b>20,500</b>

Total SERVICE COMMISSION **20,500**

# 2023 Budget—Continued

WORSHIP COMMISSION		
	Advertising	300
	Audio & Visual	600
	Music Purchase	400
	Instrument Maintenance	1,000
	Pulpit Supply	1,200
	Accompanist	200
		<hr/>
	<b>Total WORSHIP &amp; MUSIC</b>	<b>3,700</b>
Total WORSHIP COMMISSION		<b>3,700</b>
TOTAL EXPENSE		<b>393,676</b>

## In Summary

TOTAL PROJECTED INCOME	\$346,600.00
TOTAL EXPENSE	\$393,676.00
NET OPERATING BALANCE	-\$47,076.00

## TERMS OF CALL FOR 2023

for

**Rev. Dr. Alan D. Dorway**

### **Compensation**

Salary	\$55,976
Housing	\$22,000
Board of Pensions	<u>\$27,000</u>
<b>Total Compensation</b>	<b>\$104,976</b>

### **Other Benefits (Vouchered)**

Professional Development	1,000
Other	<u>0</u>
<b>Total Benefits</b>	<b>\$ 1,000</b>

**Total Compensation & Benefits**      **\$105,976**

**Total Pastor for 2022**                      **\$105,976**

Vacation (1 month minimum)              30 days @ 2.5 days/month

Study Leave Time (3 yr. accrual limit)    14 days @ 1.2 days/month

# **The First Presbyterian Church of Everett**

## **Sexual Misconduct Policy**

### **I. Policy Statement**

Since persons who engage in sexual misconduct damage the safety and trustworthiness of the church and are in violation of the principles set forth in Scripture, it is the policy of First Presbyterian Church of Everett (FPCE) that all church members, church officers, non-member employees, and volunteers of the congregation, boards, and entities of the church are to maintain healthy relationships built on integrity and trust. FPCE aims to provide an experience of church where all people are loved, cared for, able to grow in their faith, and able to build community without harm.

### **II. Standards of Conduct**

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the church, because it is through these representatives that an understanding of God and the gospel's good news is conveyed. (*Book of Order*, G-2.0104a)

The basic principles guiding this policy are as follows:

1. We believe and proclaim that all people are created by God and bear the image of God. God values all human life and intends that everyone—men, women, and children—have worth and dignity in all relationships.
2. We believe that the relational, emotional, and psychological conditions of the people within the church must be safe and trustworthy to make possible the invitation to place one's life, death, and beyond in God's care.
3. We believe in justice for all persons. Sexual misconduct is an abuse of power and trust and is therefore unjust. Scripture asserts that religious leadership involves a covenant relationship that presumes the trustworthy exercise of power on behalf of those in our care.
4. We declare that the good of the Church can never be served by overlooking an abuse of power and trust. We further declare that charges of misconduct must be dealt with promptly, fairly, thoroughly, and with compassion for both the alleged injured party and the alleged perpetrator.

5. We assert that the purpose of this policy is to: 1) preserve the purity, unity, and purpose of the FPCE; 2) to ensure fairness and justice for all involved; and 3) to bring members to repentance and restoration when necessary and possible.

6. Sexual misconduct is a violation of the role of pastors, employees, volunteers, counselors, supervisors, teachers, and advisors of any kind who are called upon to exercise integrity, sensitivity, and care in a trust relationship.

7. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relationship to attain advantage over another for personal pleasure or gain in an abusive, exploitative, and unjust manner.

8. Sexual misconduct takes advantage of the vulnerability of persons who are less able to act for their own welfare, including children. It violates the mandate to protect the vulnerable from harm.

### III. Definitions

Sexual Misconduct is the comprehensive term used in this policy to include:

**Child sexual abuse**, including, but not limited to: Any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not consented to by the child. In the Presbyterian Church (USA), the sexual abuse definition of a child is anyone under age eighteen. Abuse can also occur between two children. It is still abuse, even if a child cooperates out of ignorance, innocence, or fear.

**Sexual abuse**, as defined in the *Book of Order*: “Sexual abuse of another person is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position.” (*Book of Order*, D-10.0401c)

**Sexual harassment** is defined for this policy from the Code of Federal Regulations (29 CFR § 1604.11) as follows: “Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.”



This includes, but is not limited to:

- Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, requests for sex, or propositions;
- Repeated unwelcome requests for a romantic relationship;
- Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;
- Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- Graphic, verbal commentary about an individual's body, sexual prowess, or sexual deficiencies;
- The display in the workplace of demeaning, insulting, intimidating, pornographic, or sexually suggestive objects, pictures, calendars, or photographs; and
- Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages (such as email, text messages, instant messaging, and internet materials, including social media and social networking sites).

Note: Sexual harassment can occur between individuals of the opposite sex or of the same sex.

**Gender Harassment or Abuse** is behavior that may or may not be “sexual” in character, which demonstrates discrimination, abuse of power, or harassment of an individual related to gender. This behavior has the effect of 1) unreasonably interfering with an individual's work or volunteer performance by creating an intimidating, hostile, undermining, retaliatory, or otherwise offensive working environment and/or sabotage (negatively affecting an individual's reputation with persons or groups other than the impacted individual); or 2) otherwise adversely affecting the individual's employment, volunteer, and/or leadership opportunities.

**Rape** is defined as sexual contact by force, threat, or intimidation.

**Sexual Malfeasance** is defined by the broken trust resulting from sexual activities within a professional ministerial relationship that results in misuse of office or position arising from the professional ministerial relationship. Mutual seduction resulting in mutual victimization is also considered misconduct.

**Sexual Impropriety** applies to sexual advances toward those for whose spiritual welfare one is responsible by one's position in the church. Such behavior can be verbal or physical conduct of an inappropriately sexual nature (e.g., risqué jokes, innuendoes, insults, ingratiating and overly solicitous behavior, including sexually inappropriate visits/phone calls/texts/posts, seductions, and fondling).

**Misuse of technology** is use of technology that results in sexually harassing or abusing another person, including texting, emailing, or posting suggestive messages and images to persons with whom one has a ministerial relationship. It is never appropriate to view pornography on church property. When this includes a person under the age of eighteen, it is considered child abuse. There is never an expectation of personal privacy when using technological equipment owned by a church or church entity or within the context of ministry.

#### IV. Reporting of Misconduct

The first person to learn of an incident of sexual abuse or misconduct (generally a witness or a victim) should immediately report this verbally to the supervising staff person or to any of the current ruling elders or deacons. After obtaining any necessary professional advice, a meeting will be convened to appoint a team of three members consisting of ruling elders and deacon representatives. This team will conduct an investigation of the reported incident. Should the report or charge prove credible, the team will advise Session and take other acts as necessary to investigate and resolve the matter.

If a session member or deacon is the subject of the incident, that ruling elder or deacon will be excluded from any part of the investigative process.

Those involved in the reporting or investigation of the incident or charge should hold this information in strict confidence, subject to such disclosures as required under church procedures or as required by law. Further action will be taken in accordance with the *Book of Order* and legal requirements of the State of Washington.

#### V. Prevention and Risk Management

FPCE will inform members, employees, volunteers, and constituents of their sexual misconduct policies, as well as the procedures for effective response when receiving a report of sexual misconduct.

FPCE will work to consider potential liability when establishing hiring and supervisory practices. We will regularly inform our insurance carriers of the activities and programs we operate or sponsor and of the duties and responsibilities of officers, employees, and volunteers. We will carry the appropriate insurance policy endorsements, such as for camps and daycare operations.

FPCE will obtain a background check for all employees that includes a criminal history of sexual abuse, harassment, or other crime or abuse. These background checks will include screening for previous complaints of sexual misconduct and their outcomes. Applicants should be informed of negative comments regarding sexual misconduct and shall be given an opportunity to submit additional references or evidence in response.

## VI. Training

All employees of FPCE are required to sign a written acknowledgement to state that they have received a copy of this Sexual Misconduct Policy. Acknowledgements will be kept in the employee file.

This policy will also be made available to those who accuse another of misconduct, as well as those who are accused of misconduct. It will also be distributed when a new member declares an interest in joining the church.

Education on sexual misconduct will be provided annually to all staff members, leaders, and volunteers to include material on healthy boundaries in professional relationships, recognition of the inherent power imbalance in our ministries, and the policies and procedures for reporting misconduct.

## VII. Working Directly with Children

Supervisors of programs involving children should work in pairs whenever possible. An unaccompanied adult should not drive a single child in a church-sponsored activity without the permission of the child's parent or guardian, in writing if possible.

Any overnight activities will have a minimum of two adults present, and for mixed youth overnights there must be both a male and female present. Parental permission in writing is required for all overnight activities.

## VIII. Updating this Policy

The FPCE pastor and one or more ruling elders will review this policy on an annual basis (most effectively prior to the annual training event). Updates will be presented to Session and approved prior to being official. The document itself will be updated with the date of the current approved revision.

# The First Presbyterian Church of Everett

## 2023 Staff and Leadership

Rev. Dr. Alan Dorway	Pastor
Steven Torrence	Director of Music Ministries
Gary Norris	Organist
Sondra Santos	Communications Director
Doreen Solberg	Office Coordinator
Linda Senter	Financial Secretary
Ari Kohler	Custodian

### Elders

Class of 2023	Class of 2024	Class of 2025
Debbie Roberts	Steve Hammond	Marne Larson
Elizabeth Nelson	Jamie Hunter	John Gebert
Roy Yates	Jan Weakley	Steve Ulvestad

### Deacons

Class of 2023	Class of 2024	Class of 2025
Sonya Beardsley	Ed Pearson	Lisa Comstock
Amy Farnham	Doris Pearson	Bob Barren
Mike Davis	Susan Davis	Joan Lyderson

