

Terms of Call
between
The Rev. Dr. Andrew Philip Long
and
First Presbyterian Church, Watertown NY

	2022 Call	2022 Actual	2023 Call	2023 Actual	2024 Call
Cash	64,000	64,000	64,000	64,209	64,000
Bonus				5,000	
Housing	25,000	25,000	25,000	25,000	25,000
Total Effective	89,000	89,000	89,000	94,209	89,000
SEC Offset	6,809	4,896	7,191	5,279	6,000
Pen. and Dis*	8,900	9,380	8,900	8,900	8,900
Med/Dent/Eye*	24,030	25,460	27,720	27,720	27,720
Voucher: Mileage	1,800	199	1,800	1,609	1,800
Voucher: Prof. Expenses	2,000	4,412	2,000	1,956	1,000
Voucher: Continuing Education	3,000	1,916	3,000	3,570	1,500
Total Cost to Church	\$135,539	\$135,263	\$139,611	\$143,243	\$135,920

Vacation: 4 weeks
Study Leave: 2 weeks (4 weeks every third year: 2024, 2027, 2030, etc.)

*Pension, disability, and medical costs are set annually by the PC(USA) Board of Pensions. For 2022 Pension and Disability was 10% of Effective Salary; this remains the same for 2023 and 2024. For 2022 Medical coverage was 27% of Effective Salary; this has risen to 29% for 2023 and remains the same for 2024.

First Presbyterian Church
Watertown, NY
est. 1803



2023 Annual Report
and
220th Annual Meeting of The Congregation
Agenda

We will be a loving witness for Christ in the community and beyond.

1. Introduction, Call to Order, *and* Opening Prayer
2. Recognition of Quorum *and* Necrology Report
3. Adoption of Agenda
4. Approval of Minutes from 219th Annual Meeting
5. *Celebration! A Year In Review*
6. A Word From The Treasurer
7. Steeple Fundraising Committee Report
8. Action on The Pastor's Terms of Call
9. Time for Questions and Comments
10. Adjournment With Prayer

Church Staff

The Rev. Dr. Andrew Philip Long
Pastor

Stacey Bristow
Church Administrator

Sue Beaman
Church Secretary

Art Boughton
Building Supervisor

Sara Gleason
Director of Music

Carl Bingle
Organist

Jenny Whiteknack
Bell Choir Director

Jillian Noris
Aleesha Gill
Nursery Staff

First Pres 2023 Quick Facts

Active Members: 223

New Members: 7

Baptisms: 0

Deaths: 6

Average Worship Attendance: 72

Unique Webstream Viewers: 657

Social Media Followers: 714

Connect! Open Rate: 66%

Open Table Meals Served: 2,186

Spare Closet Weekly Average: 100



A Word From The Treasurer

Along with other committees of Watertown First Presbyterian Church, The Finance Committee was restructured this year. The committee now consists of members of the Endowment Committee and Stewardship committee, who oversee the two main methods of funding for the operation of our church and its mission programs.

The committee now consists of Bob Gorman, chair; Don Klug, stewardship; John B. Johnson Jr., Peter Schmitt, Betsy Klug, Phil Sprague, endowment; and Jeff Barnard, non-voting advisor. Staff attending meetings are the Rev. Andrew Long and Stacey Bristow. Merle Tousant, who has served the church as treasurer with distinction for more than six years, is also attending meetings and providing updated spreadsheets to ensure we have a smooth transition.

*The current financial state of the church can be summed up in four words:
Roof, boilers, windows, steeple.*

These building projects coming one after another have challenged us at a time when two years of COVID saw churches nationwide experience continued declines in attendance and financial support.

We have had to respond to our own situation by making staff reductions and other budget cuts. Our Session has approved a 2024 budget that has a shortfall of approximately \$1,200. The good news is that this can be resolved immediately by our members: If you have not pledged to pay your apportionment (\$32.50 a member), please do so immediately. If 37 more members pledged to paid their apportionment, our budget would balance.

Our committee will be hosting a congregational meeting **March 3, following worship**, to provide you with a complete picture of what our financial state is and what we are doing to address it. The steeple project is expensive and our endowment remains under stress from paying for previous projects. We also want to ensure that we can generate endowment funds for our programs that help people outside of the church.

On behalf of our committee, thank you for your support of our church!

Bob Gorman

Ruling Elder Class of 2024

Linya Bell, Grants
Kim Collins, Discipleship
Bob Brown, Facilities
Don Klug, Finance
Donna Dayger, Personnel

Ruling Elder Class of 2025

Doug Danforth, Personnel
Melissa Elmer, Fellowship
Sara Gleason, Discipleship
Jonathan White, Facilities
Matthew Willaman, Worship

Ruling Elder Class of 2026

Dave Elmer, Worship
Bob Gorman, Finance
William O'Connor, Grants
Michele Bariteau, Clerk

Deacons: Liz Bonisteel, Katrina Cox, Becky Brown, Pat Guldenpfennig, & Cherie Danforth

