



ANNUAL CONGREGATIONAL MEETING

February 8, 2026 | 12:30 p.m. | Worship Center

2025 IN REVIEW

AN AMAZING YEAR AT FIRST PRES

Light + Life

This year has been an amazing one at First Pres. We are a church family learning how to live for God together. Week by week we gather in worship and let our hearts be trained for Him. We hold fast to Scripture and stay centered on Christ so that in a changing world we are rooted in something eternal.

As we listen for His voice and respond, we keep growing in faith, character, and wisdom, giving God the credit any time a life is changed.

That life is expressed in the way we love like Jesus in our homes, our church, and our city. We share good news with our neighbors so that others can know the light and life we have found in Him. We deploy generosity with our time, our gifts, and our resources, trusting God to multiply what we place in His hands. And we make beauty in worship, in relationships, and in the work of our hands, reflecting the goodness of our Maker.

The stories in this report flow out of who we are together as a people formed by these values and sent to be light and life for Colorado Springs and beyond.



Baptism Service

Our baptism service on April 27th was a joyful snapshot of what God is doing in our church family. Children, students, and adults stepped into the waters to publicly trust Jesus and declare that their lives belong to Him.

We were reminded that following Christ is a growing journey of grace, one that we walk together. Surrounded by prayer, worship, and the support of our congregation, each baptism became a visible sign of the light and life of the gospel at work among us.

Easter

Across multiple services our Sanctuary and Worship Center were filled with people of every generation to worship our Risen Savior and celebrate the hope that only His empty tomb can give.

All of this flowed from who we are as a people learning to live for God and to share good news with our city. Many heard the gospel clearly and responded in faith, and many others took quiet next steps toward Christ.

Easter reminded us that when we love like Jesus, God uses our worship and our witness to bring light and life to our city.

Gatherings

On June 8th we surrounded the church building in unity and prayed for our city and community as we seek God's will to make an impact here and around the world.

August 27th, we hosted a church-wide picnic where we not only shared a wonderful meal, folks were able to connect with each other as they explored Sunday Communities and Life Groups together.

Vacation Bible School

Vacation Bible School filled our halls with energy, laughter, and the sound of kids learning to trust Jesus. For a full week, children gathered around Scripture, worship, and creative activities that helped them see that God knows them, loves them, and invites them into His story. Songs, skits, crafts, and small group time all worked together to plant the truth of the gospel in young hearts in ways they could understand and remember.



Youth

Our student ministry is all about helping middle school and high school students follow Jesus together in real life. Week after week they gather for worship, teaching, and small groups where they can ask honest questions, open Scripture, and pray for one another. Retreats, service projects, and mission trips give them chances to step out in faith, love like Jesus, and discover how God has wired them to serve. As students keep growing in Christ, they are learning to live for God in their schools, homes, and friendships, carrying His light and life into the places they go every day.



Christmas Joy

Christmas Joy brought our church family and guests from all over the city together in a powerful evening of music and creativity. Choir, orchestra, musicians and kids shared beautiful music and Scripture that pointed our hearts to Jesus, and as we listened and sang we celebrated the Savior born for us and worshiped Him together.

Many in our congregation invited family, friends, and neighbors who might not otherwise come to church. Through the beauty of the music, Christmas Joy helped us live for God together and shine the light and life of Jesus to those around us.

Christmas Eve

Christmas Eve was a beautiful glimpse of what it means to be light together here at First Pres. Across all our services more than five thousand people gathered in our Sanctuary and Worship Center to hear the story of the birth of Jesus, sing carols, lift candles high, and remember that *the* Light has come into the world and darkness cannot overcome it.

Families, long time members, and many first time guests filled the rooms, while volunteers, staff, and musicians served with joy so that every person who walked through our doors was welcomed and cared for. As the gospel was preached and the hope of Christ was proclaimed, we pray that many will take a step of faith and carry the light and life of Jesus back into their homes, neighborhoods, and the city we love.



STORIES

LIFE CHANGE IS HAPPENING!

Who We Are Becoming

Church is not a building we visit. Church is a gathering of people on a mission together. We gather to worship the Lord and glorify his name. When God is glorified, lives are transformed.

We don't always notice change. Sometimes it is so incremental, so gradual, we can't see the alteration or notice the transformation. When I moved into my house, the tree beside the garage was only two-thirds up to the height of the roof. Now it towers over the house!

In a church like ours, it is easy to miss the major transformation that is happening. Kids are growing

Get Set Preschool

A sweet look into the blessings that families receive especially during the holidays through our preschool program.

up in the Lord. Many are committing to Christ in faith. Marriages are restored and sustained in community. Men are finding encouragement and women filled with inspiration. The Word is going out in power, and, like the rain, it does not return without accomplishing that for which it was sent.

God is up to something here. Take a look and see if you don't agree. When you see the change, you will praise God. When lives are transformed, God is glorified.

Fellows Program

"Loved the Fellows alum retreat!! It was a great opportunity to rest in community and with the Lord on our own time too. We got to dive a little deeper into what's been occupying our hearts as of late and how to recenter on the Lord together. We also got to enjoy the gorgeous fall colors :)"



Missions

"This past summer, the Koinonia and Agape Journeys Sunday Communities came together to clean, furnish, and prepare the First Pres Apartment for a family in need. Just days after the work was completed, Missions learned through members of the congregation of a single mother in immediate need of housing for herself and her child."

"Through collaboration among the Sunday Communities, congregation members, the Mission Engagement Team, and Missions and Family Ministries, the apartment was made available as a safe, welcoming home for the single mother and her child. This effort reflects the church coming together to meet a real and timely need!!"

Children's Ministry

"Shortly after VBS, I was diagnosed with stage 1 breast cancer and surgery was scheduled. My daughter who's in 2nd grade wrote me a letter that was super encouraging but it said a lot of the truths from VBS like, 'Don't fear, God is here' 'He sees you and loves you' 'When you feel powerless, Trust Jesus!' and 'You can do hard things.'"

"Having kids as young as 5 or 6 find verses in a full book of Matthew was REALLY impactful for my 1st grader. He came home asking if he could have a "real Bible" (aka full version), one without pictures but with chapters and verses. We actually spent the following Saturday at Barnes and Noble picking out his first "real Bible" as he kept calling it, and have been reading full stories from it since then."



Caring Ministry

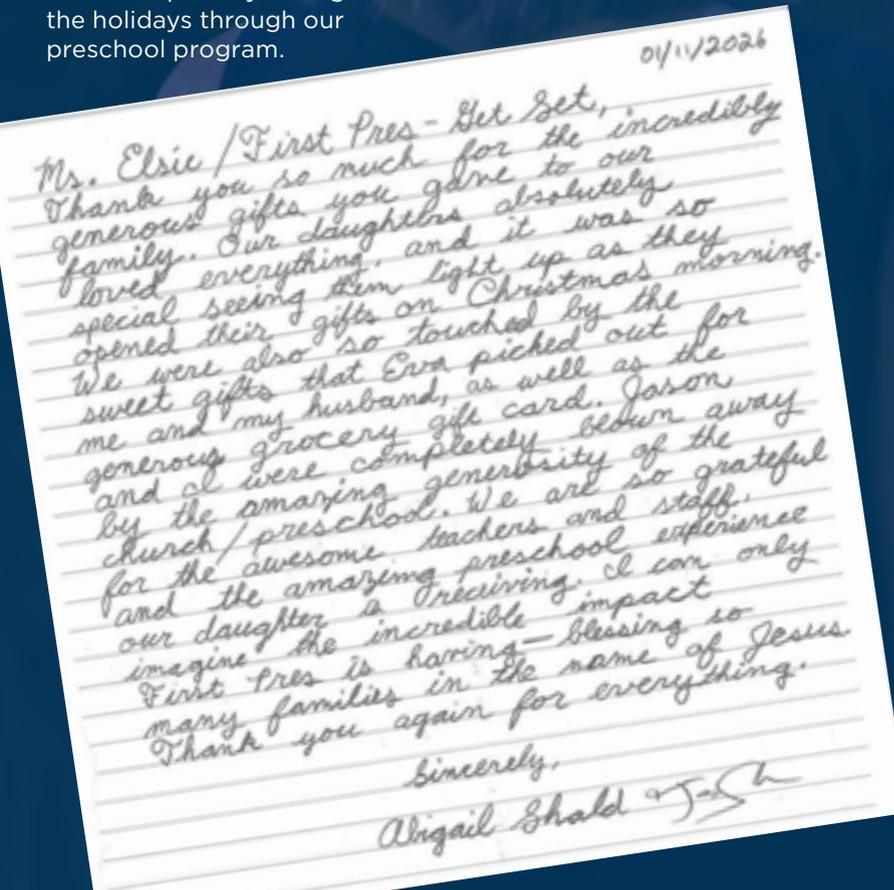
"Every time I have reached out to Caring Ministry with a request for help, the answer has come quickly and given us just what we needed. When I have broken down under the weight and stress of life, God has always answered with the small miracle of an email, phone call, or some reminder that we are not alone."

"Stephen Ministers have always been important to me but never more so than now. I feel as if I always have an angel on my shoulder, watching over me and caring about me, offering all kinds of help and support. One Stephen Minister has visited my husband and brought him great joy. These prayer warriors have given us many small miracles."

Youth Ministry

"This year, Youth Min and Worship Arts have joined forces to relaunch our Youth Band. On Wednesday nights, Weber is full of kids who are growing in their knowledge and ability to lead worship. We have three teams of students who are now leading worship for youth on Sunday mornings and Wednesday nights as well as for special events."

"We recently had a new student come who has struggled to find her place. But through the youth band, she has met other students, found a place to belong, and is growing in her ability to serve the Lord through leading worship. This collaborative effort has made a huge impact in many students lives and we are excited to see how God continues to grow these students through these worship training opportunities."



OUR CULTURE

CELEBRATING A NEW HOPE

First Pres Together - Tim McConnell

Light and Life *for* the City. This is the phrase the Lord has given us to direct our energies. It is not the end of the conversation but acts as an orienting star. We know that the Lord has called this church into being to make his own name great in Colorado Springs. Our job is to reflect Jesus, the Light of the World. Our job is to invite others to join in a way of life that follows Jesus, who is the “way, the truth and the life” (John 14:6). Light and Life.

No one would say this answers all their questions about what to do or why to do it, but it gets us all pointing in the same direction. Our mission is to reach this city for Christ, to share his light in dark places and show that his life is life eternal.

In a fuller form, we say, “We exist to see lives transformed in the power of Christ, shaping believers into Christian disciples who proclaim the Light of the

BCW Achievement - Dave Steane

First Pres improved our employee engagement scores this year to officially be awarded a Best Christian Workplace score! Praise God from Whom all blessings flow! Our overall score rose from 3.53 in 2024 to 4.14 in 2025. Once an organization hits 4.0, they are considered a BCW. The increase is quite remarkable, and some of our individual scores were unprecedented

Christmas Eve - Elizabeth Roth

More than 170 volunteers served alongside our full staff during Christmas Eve, creating an atmosphere of warmth, order, and genuine hospitality.

Our hospitality efforts were led by Emmy Davis, our Hospitality Events Manager, who did an exceptional job coordinating both staff and volunteers. Our volunteer hub was led by Sue Hayward, Caring Ministries Manager, who described this as the smoothest volunteer experience she has had in her years at First Pres.

Our usher team, led by Gene Harsh, did an outstanding job seating guests, lighting candles, and responding to the many needs of the evening. We are deeply grateful for their calm and capable leadership.

Life safety was overseen by Josh Keffer, Life Safety Manager, whose team handled everything from medical needs to difficult conversations, ensuring that staff, volunteers, and congregants could worship in a safe

Gospel and demonstrate the Life of Jesus to our City, bringing many to saving faith in Christ and the whole world to glorify God.”

Over the last few years, we took on a full reorganization beginning at the very top of the staff organizational chart and running through every team and committee of Session. The goal was to build a new culture, a unified culture, with a unity of vision and cooperation in mission. We declared at the time that we needed to be able “to recruit, train and empower a healthy, motivated and aligned staff.”

With the help of an experienced Transitional Executive Pastor, Rev. Dave Steane, and the interventions of the Best Christian Workplace strategies and consultants, First Pres is a new place to work. When we work together, there are no limits to what God can do among us.

by BCW standards. The range of improvement covered all employees, from the newest to the longest tenured. At 4.14, we are only 11 basis points away from being flourishing as an organization! And we achieved this in just two years! This was a total team effort, and I’m so thankful for your partnership in this important journey!

and peaceful environment. Much of their work happens behind the scenes, but it is essential to all that we do.

Finally, I want to recognize our entire staff who were instrumental in executing our largest evangelical opportunity of the year. This was the smoothest Christmas Eve I have experienced in my nine years at First Pres, and I believe that is a direct result of the progress we have made together in shaping a healthy, collaborative staff culture.

Thank you to every person who offered a smile, a kind word, or a simple “thank you” to our staff and volunteers. Those small gestures matter deeply and remind our teams that they are valued and welcomed as they are.

I look forward to seeing the God sightings that will come through our incredible staff in 2026. Thank you all for an amazing 2025.



ELDERS

Tim McConnell, Moderator

CLASS OF 2026

Dorothy Alvarez
Randy Case
Dave Dillard
Bryan Frame

Mike Hodges
Lindy Keffer
Pam Moore

CLASS OF 2027

Mark Albers
Kris Bauman
Shelly Busby
Kirk Cherry

Ken Laura
Bonnie Ortivez
Kappy Stewart

CLASS OF 2028

John D. Moe
Wendy Buckler
Bill Rhea
Scott Berry

Susan Pattee
Mary Frieg
Megan Nilsen

Nominees for the position of Elder class of 2028

Leah Landolfi

Spouse: Doug Landolfi
Vocation: Retired, Student teacher in District 11
Church Involvement: Women's Bible study, served on several nominating committees, MOPS, served as Elder from 2012 to 2017
Community Involvement: Active in neighborhood communities and volunteer for organizations that address homelessness and teach life skills.

Nominees for the position of Elder class of 2029

Jeff Freyschlag

Spouse: Kathy Freyschlag
Vocation: Retired
Church Involvement: High School Youth volunteer, Elder 2007-2013; Greenhouse Ministry 2010-2017
Community Involvement: Young Life Volunteer 1990-2010; First Tee Volunteer Coach

David Barnhart

Spouse: Vonda Barnhart
Vocation: Technology Director
Church Involvement: Class President of Hilltop Sunday Community
Community Involvement: Financial supporter of Life Network, Dale House, and Family Life Services - looking to expand next year to give more of my time and talent as well.

Tom Amblad

Vocation: Civilian Employee with US Army
Church Involvement: Former Deacon, Grief Workshop as a small group facilitator/speaker.

Angie Schweitzer

Spouse: Curtis Schweitzer
Vocation: Pharmaceutical Sales
Church Involvement: 5th grade Sunday school teacher, kids ministry
Community Involvement: Board member at large of Pikes Peak Oncology Nursing Society, run my own little free library

Marguerite Hermanson

Vocation: After graduating from Wheaton College with a pre-sem Biblical Theology degree, God opened up career opportunities for me to serve on church staffs in Christian Education as well as Youth and Women's Ministries. In 1975 I had the privilege of participating on the prayer/launch team of Community Bible Study which God has grown into a global ministry -to His glory! That gave me the opportunity to use my training and passion for God's Word as a developer and writer of the early CBS materials.

Church Involvement: Fellows Ministry development team, board and mentor lead; MOPS mentor mom; Welcome Team host Women's Bible study host/facilitator

Community Involvement: HOA

Peter Hurt

Spouse: Nicole Hurt
Vocation: Ranch Management
Church Involvement: Family Ministry Subcommittee, Kids Ministry, Incline Attender

David Dillard

Spouse: Alyssa Dillard
Vocation: Elementary School teacher
Church Involvement: Current Elder, Worship Arts Computer Graphics Tech Volunteer

DEACONS

CURRENT CABINET

Randy Carpenter, Moderator
Diane Rossin, Recording Secretary
Tom Pattee, Treasurer
Dennis Cowger, Team Coordinator
Gary Campbell, Team Coordinator
Cary Fisher, Team Coordinator
Pam Grove, Team Coordinator
Erika Kaiser, Team Coordinator

CLASS OF 2026

Ingrid Allen
Tom Amblad
Linda Bolling
Brad Camp
Carolyn Cassidy
Chris Dellacrose
Nedra Engelson
Mike Gregg
Pam Grove
Ann Hartsock
Ann Jacoby
Jerry Johnson
Laverne Johnson
Rebecca Johnson

Erika Kaiser
Sarah Karr
Claudia Klein
Darlene Leathers
Sara Lee
Rose Loewe
Larry Miller
Tom Pattee
Debbie Perryman
Paul Perryman
Jane Roach
Darnell Stephenson
Deene Wheatley

CLASS OF 2027

Debbie Andersen
Sharon Bieszk
Gary Campbell
Margaret Campbell
Randy Carpenter
Glenn Conklin
Karen Converse
Dennis Cowger
Joanie Dionisio
Walt Fischer
Cary Fisher
Erin Goodman
Beth Gramith

Shelley Haenze
Louann Helvie
Joyce Holden
Blythe Hunt
Maggie Hunt
Jamieson Kennedy
Charlotte Kinsman
Terry Laura
Melody McCreight
Skip Morgan
Mary Norman
Diane Rossin
Jeanie Wilson

Nominees for the position of Deacon class of 2027

Thomas Barnes

Vocation: Tinseltown Movie Theatre
Church Involvement: Attends different services with family

CLASS OF 2028

Jean Anderson
Jerris Anderson
Rochelle Bruhn
Diana Buckler
Linda Champlin-Frank
Kristin Ellsworth
Rob Ellsworth
Jeanna Gamber-Bivin
Karen Gorrell
Jim Gross
Cindy Hanna
Tom Marts
Beth Morin

Tom Morin
Dave Neuder
Gloria Neuder
John Neumeister
Cindi Perrin
Verna Peterson
Dave Reeder
Bette Robertson
Christine Ruygrok
Peggy Shaw
Vickie Sherwood
Kelly Townsend
Katie Trapp

Nominees for the position of Deacon class of 2029

Ingrid Allen

Vocation: Real estate broker for 20-plus years; retired music department staff at Pulpit Rock
Church Involvement: Current deacon & greeter, Pathfinders, Daughters of the King Bible study, care group leader, Big Blue choir, drama department at Village 7 Pres, lead Bible studies, women's leadership
Community Involvement: Springs Rescue Mission volunteer

Steve Andrews

Spouse: Julie Andrews
Vocation: Part-time clinical instructor of orthodontics at UC School of Dentistry
Church Involvement: Previous deacon, Tuesday men's bible study, Living Room Sunday School Class

Brad Camp

Spouse: Stephanie Camp
Vocation: Dept of Homeland Security
Church Involvement: Current deacon; Behind the Scenes committee; Communion Server; Special Care

Nominees for the position of

Deacon class of 2029 (cont'd)

Chris Dellacroce

Spouse: Brian Dellacroce
Vocation: Retired software engineer
Church Involvement: Current Deacon, MOPS facilitator; Discipleship committee member; proofreader and writer for First Pres magazine; Caring Ministries office volunteer; special events food server; church partnership trip to Kalimpong India in 2015; wrote sermon guide questions for Life Groups; Life Group leader; elder, search committee
Community Involvement: Pikes Peak Women Golfers board; Above Par Mixed Golf League board; former charter school volunteer; former Girl Scout leader

Phill Drew

Spouse: Kaylie Drew
Vocation: Airline Pilot, retired USAF
Church Involvement: Sanctuary Choir, Hilltop Sunday School
Community Involvement: Tragedy Assistance Program for Survivors Youth Mentor

Mark Finlayson

Spouse: Paula Finlayson
Vocation: Retired attorney
Church Involvement: Rise & Shine, previous deacon, life group for 10 yrs.

Dean Hanson

Spouse: Gerri Hanson
Vocation: Retired Federal Employee
Church Involvement: Usher on Sunday Mornings/Christmas Eve, Pathfinders Sunday School Class
Community Involvement: Volunteer at Pikes Peak Habitat for Humanity

Ann Hartsock

Spouse: Pat Hartsock
Vocation: Retired educator
Church Involvement: Current deacon; past deacon moderator; usher; volunteer assistant and director; special events coordinator; greeter
Community Involvement: Crossfire Ministries, encouraging and connecting our neighborhood

Laura Horvath

Spouse: Jonas Horvath
Vocation: D2 Curriculum Coordinator
Church Involvement: Grief workshop small group leader

Jonas Horvath

Spouse: Laura Horvath
Vocation: Manufacturing, primarily in engineering
Church Involvement: Children's, youth, and music ministry, deacon
Community Involvement: Marketplace ministry

Jerry Johnson

Spouse: Laverne Johnson
Vocation: Retired teacher
Church Involvement: Current deacon, Behind the Scenes committee
Community Involvement: Cares committee-Holiday Village, Neighborhood Watch, Silver Key volunteer

Laverne Johnson

Spouse: Jerry Johnson
Vocation: Retired teacher
Church Involvement: Current deacon, Behind the Scenes committee
Community Involvement: Cares committee-Holiday Village, Neighborhood Watch, Silver Key volunteer

Claudia Klein

Vocation: Retired real estate appraiser
Church Involvement: Current deacon, Children's Ministries volunteer and teacher; former coordinator, Life Group leader and Children's Workshop leader for DRW; former Retreat Core committee member and chair
Community Involvement: Junior Achievement classroom volunteer, Briargate SIMD Citizens' Advisory Board, committee member for various fundraising activities for Junior Achievement, Make -a-Wish, Arthritis Foundation, former president Colorado Chapter Appraisal Institute

Rose Loewe

Vocation: Retired St. Francis Medical Center NICU as RN Case Manager
Church Involvement: Current deacon, Youth Sunday school teacher (grades K-5), Life group past 12 years
Community Involvement: Involvement with American Legion

Anna McMillen

Spouse: Lane McMillen
Vocation: Part-time bookkeeper and homemaker
Church Involvement: MOPS nursery volunteer, Preschool volunteer, Precepts Bible Study
Community Involvement: Classroom volunteer

Larry Miller

Spouse: Toni Miller
Vocation: Security Guard
Church Involvement: Current Deacon; Saturday Morning Mens Bible Study, Koinonia Sunday Community

Steve Pelto

Spouse: Jen Pelto
Vocation: Test Engineer
Church Involvement: Caring Ministry volunteer

Craig Sandin

Spouse: Tammie Sandin
Vocation: Retired Associate Director - Network Engineering at Verizon
Church Involvement: Parking team, life group, Tuesday men's bible study
Community Involvement: Crossfire Ministries volunteer

Chris Sapp

Vocation: Realtor
Church Involvement: Basecamp Sunday Community
Community Involvement: Communion of Saints Church - Set Up Team, Keller Williams Clients' Choice Realty - Car Show Planning Committee

Gary Sherwood

Spouse: Vickie Sherwood
Vocation: Retired Financial mgr for Air Force and Civil Service
Church Involvement: Former deacon; Becomers Treasurer, assisted father during building of Hansen Hall 3rd floor addition
Community Involvement: Previous Silver Key volunteer, current board member, member of finance committee for Voice of the Truth

Jeff Sperry

Vocation: Pharmacist
Church Involvement: Discipleship Ministry Team, Young Adults Life Group leader, Basecamp
Community Involvement: Open Bible Medical Clinic

Debbie Warren

Spouse: John Warren
Vocation: Retired Dental Hygienist, Business Owner
Church Involvement: Former Deacon; Sunday Community Teacher
Community Involvement: Animal rescues, rehab dolls for various charities, school volunteer

Jennifer White

Vocation: Attorney
Church Involvement: Former Deacon & special care deacon, Deacon cabinet, Table Leader, Communion Server, Co-Missions Leader Ambassadors
Community Involvement: Crossfire Ministries Volunteer

John Wiejaczka

Spouse: Mary Wiejaczka
Vocation: Operations Manager
Church Involvement: Former Deacon, Communion Team, Marian House, Life Group, Bereavement Team, Meals on Wheels
Community Involvement: Argonaut, Golf Tournament Volunteer

Mary Wiejaczka

Spouse: John Wiejaczka
Vocation: Retired Elementary Secretary
Church Involvement: Former Deacon, Daughters of the King, Communion Team, Life Group, Special Care Deacon, Bereavement Team
Community Involvement: B-Cos We Care member, Crossfire helper

IN MEMORIAM

Member Deaths in 2025

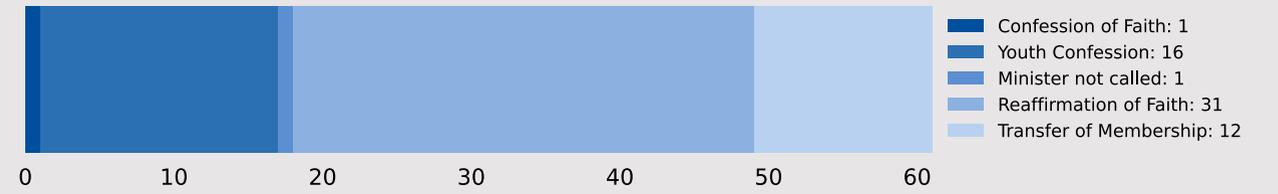
Charles Adams
 Chuck Adams, III
 Pat Allen
 Lee Belden
 Bill Bennett
 Dee Berg
 Janet Berridge
 Mary Bohn
 Jan Bolin
 Ellen Broughton
 Jim Brown
 Jeanne Brown
 Olive Bryant
 Susan Bussard
 Connie Butcher
 Lance Carter
 Bill Chin
 Carol Comes
 Kyle DeWeerd
 Lois Deyo
 Esther Dow
 Sandra Foss
 Jim Fraker
 Bryan Frame
 Don Fuhrman
 Ralph Gaeke
 Zonetta Glenn
 Jerry Grage
 Sue Gubser
 Don Halford
 Jill Hand
 Karen Hill
 Sally Hinchman
 Bryan Hoit
 Rufina Holstegge
 John Hood
 Audrey Houghton
 Susie Jenkins
 Dwight Johnson
 Bruce Kopper
 Mabel Korbitz
 Donna Kring

Jean Lazechko
 Charles Mattson
 Carolyn Morrison
 Max Nazareus
 Jerry Nelson
 Maureen Nelson
 Louise Newendyke
 Diane Passno
 Phil Perry
 Maxine Phillips
 Tracy Pickett
 Joan Pruitt
 Janet Remington
 Ron Roehrich
 Jerry Rutledge
 Jackie Schultz
 Mike Sheridan
 Marian Simpson
 Jean Smith
 Mary Smith
 Beverly Speer
 Gary Stiehl
 Valerie Thompson-Nietz
 Jim Thorpe
 Wayne Troyer
 Herald Walton
 Chris Weems
 Helen Willard
 Matt Wills
 Helen Wilson
 Patty Winter
 Jan Winters
 Candace Young

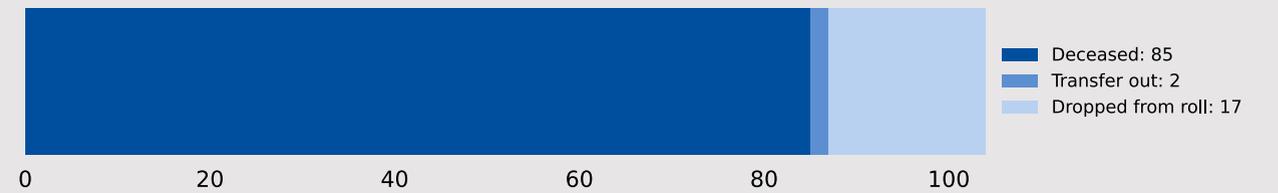


BY THE NUMBERS

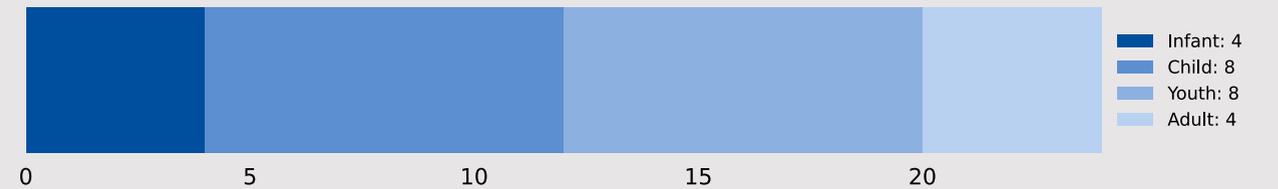
Members Received in 2025: 61



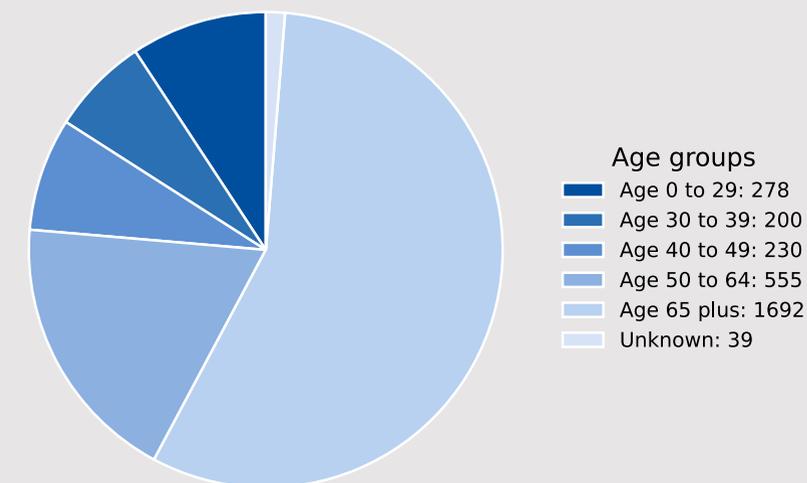
Members Dropped in 2025: 108



Baptisms in 2025: 24



Membership By Age 2025: 2,999



Average Weekly Worship Attendance for 2025:

1826



FIRST PRESBYTERIAN CHURCH

Statement of financial position

December 31, 2025

| | |
|---|---------------------|
| Assets | \$36,430,468 |
| Liabilities | \$ — |
| Net Assets | \$36,430,468 |
| Total liabilities and net assets | \$36,430,468 |

Operating Budget 2026

| | |
|---------------------|---------------------|
| Contribution Income | \$ 8,300,000 |
| Other Income | \$ 682,354 |
| Total Income | \$ 8,982,354 |

| | |
|-----------------------------|---------------------|
| Salaries and Wages | \$ 4,429,187 |
| Benefits | \$ 1,272,940 |
| Total Labor Expenses | \$ 5,702,127 |

| | |
|---------------------------------|---------------------|
| Program Expenses | \$ 1,883,177 |
| Support Expenses | \$ 1,397,050 |
| Total Non-Labor Expenses | \$ 3,280,227 |

| | |
|-----------------------------|---------------------|
| Total Expenses | \$ 8,982,354 |
| Change In Net Assets | \$ — |

Statement of Activities

| | 2026 Budget | | 2025 Actual | | 2025 Budget | |
|---------------------------------------|-------------------|-----------|-------------------|-----------|--------------|-----------|
| Total Income | \$ 8,982,354 | 100% | \$ 9,187,935 | 100% | \$ 8,430,622 | 100% |
| Expenses | \$ 8,982,354 | 100% | \$ 8,179,530 | 89% | \$ 8,430,622 | 100% |
| Capital Spending | \$ 000,000 | 0% | \$ 665,755 | 7% | - | 0% |
| Remaining Change In Net Assets | \$ 000,000 | 0% | \$ 342,650 | 4% | - | 0% |

FIRST PRESBYTERIAN CHURCH FOUNDATION

Statement of financial position

December 31, 2025

| | |
|---------------------|---------------------|
| Cash | \$ 63,241 |
| Investments | \$ 4,590,350 |
| Total Assets | \$ 4,653,591 |

| | |
|---|---------------------|
| Liabilities | \$ — |
| Net Assets | \$ 4,653,591 |
| Total liabilities and net assets | \$ 4,653,591 |

Statement of activities

| | |
|--------------------------|---------------------|
| Contributions | \$ 911,040 |
| Gain/loss on investments | \$ 621,690 |
| Total | \$ 1,532,730 |

| | |
|-----------------------------|---------------------|
| Grant payouts | \$ 330,909 |
| Administrative Expenses | \$ 0 |
| Change in net assets | \$ 1,201,821 |

FIRST PRES FORWARD

THE FUTURE IS BRIGHT!

In August of 2024, the First Pres Forward team was established by our Lead Pastor and Session of Elders. After a congregation-wide reorganization of Staff, Session and Ministry Teams, it was time to sharpen our focus and vitalize our mission. These key leaders were commissioned to listen carefully to the heart of our congregation, assess the challenges we face, and prayerfully shape a strategy to overcome obstacles and breathe new life into our ministry. Through extensive surveys and heartfelt listening sessions, the team gathered insights that have been challenging and illuminating.

The team committed itself to an intensive, months-long process of gathering feedback, conducting in-depth surveys, hosting town halls, and engaging in one-on-one conversations with members across all generations. Partnering with Leighton Ford Ministries, Best Christian Workplaces and Kairos Partnerships, every comment, concern, and encouragement was carefully weighed, providing a clear picture of both our strengths and the areas where we need to grow. First Pres Forward organized their work into Four Phases:

- **Phase One: Listening**
- **Phase Two: Building a Vision**
- **Phase Three: Refining the Plan**
- **Phase Four: Implementing the Vision**

In June, after many listening sessions and town halls, Session adopted the First Pres Forward plan. Eighteen action items arranged under five different grand initiatives to unlock the next chapter of our life and mission together.

Welcome to a vision for the next iteration of First Pres.

While some of these initiatives will take a year or two to accomplish, with fresh momentum and focus, Ministry Teams comprised of Elders, Staff and Members have been able to tackle a few of them right away. Please take some time to look through the initiatives below, pray for continued progress and explore where you might be able to become more engaged with your church.

As you will see, five action items have been completed! Eleven others are underway, with just a few that are still taking the starting block. You will also see a Champion Chart outlining which Ministry Teams are addressing each action item.

A united body working in harmonious unity with a healthy staff can unleash a brilliant future for our church. Thank you for being a part of it. The best is yet to come!



FACILITATE HEALING AND RECONCILIATION

- 1** Hire or designate a staff chaplain to provide support and care for employees as needed.

Status

Dr. John Goodale has pivoted to the Staff Chaplain as he moves toward retirement. We will continue that position afterward.

Progress



- 2** Collect and share stories of reconciliation, healing and transformation to normalize this.

Status

Information has been requested by the staff. Stories are being collected, list organized and plans are being developed to use these stories in various ministries.

Progress



- 3** Establish moral and ethical standards of extending grace, kindness, honor and accountability for both staff and congregation.

Status

First Pres is now certified as a Best Christian Workplace based on our last staff survey. More training and progress indicators are being worked on continually.

Progress



- 4** Conduct services of lament and forgiveness when needed to seek reconciliation and health.

Status

The July 30 Staff and Session retreat concluded with this type of worship service. A congregational service is scheduled for the final meeting of GTW on November 19th.

Progress



INSPIRE DEEP DISCIPLESHIP

- 5** Train and equip people for effective evangelism and discipleship.

Status

Discipleship and Family Ministries Teams are working on developing training.

Progress



- 6** Commission people regularly in worship services to remind us that we are a sent people.

Status

Three such events have occurred during recent services as we have commissioned people toward mission trips. The plan is to include these more often as part of our worship services.

Progress



- 7** Create a Missions Hub at First Pres to celebrate partnerships and invite people into service.

Status

Periodic mission related displays have been featured in the Plaza on Sunday mornings. Plans are underway to establish a more permanent hub with a more prominent presence.

Progress



- 8** Build mentoring relationships which connect generations in spiritual growth.

Status

This is in the early stages of discussion with these ministry teams and will require thoughtful, visionary planning to develop a successful model.

Progress



- 9** Extend compassion and hospitality to people in need by embracing our city with Christ's love.

Status

The Missions Engagement Team is currently in conversation with COS city officials to explore opportunities.

Progress



- 10** Develop people to become holistic and authentic worshipers who live out being Light + Life.

Status

This initiative is being studied by Discipleship and may eventually be combined with number 5 + train and equip people for effective evangelism and discipleship.

Progress



ENHANCE CONNECTEDNESS AND BELONGING

- 11** Develop and host regular events to bolster Christian community, unity and relationships.

Status

Events include the August 27 All Church Picnic, Vision-Sunday, and All Staff Picnic. Our sermon series 'Belong to First Pres' was a direct effort.

Progress



- 12** Evaluate and implement a comprehensive and effective communications plan for First Pres to reach all generational groups.

Status

Major improvements have been made to the First Pres website, worship bulletin, Plaza screens and printed pieces. A review is underway about how to make the website even more effective.

Progress



IMPROVE OPERATIONAL SYSTEMS

- 13** Improve performance and effectiveness evaluations for staff and ministries.

Status

All employee job descriptions have been revised to ensure accuracy and consistency. Evaluation of ministries is a pending issue to develop metrics for determining effectiveness.

Progress



- 14** Implement an improved employee hiring, onboarding and training process.

Status

A comprehensive hiring and onboarding plan has been developed and implemented. This is reviewed periodically to update and revise as needed to ensure effectiveness.

Progress



- 15** Develop and implement a clear system of decision making authority and operating procedures.

Status

A Sustainable Strategy guide has been developed to outline how ministries are signed and how procedures are followed. This has been given to each employee and will be revised as needed.

Progress



- 16** Establish standard and recurring procedures for ministries and events to eliminate confusion and redundancy.

Status

Employees and ministries are now required to document procedures and track effectiveness to prevent a loss in institutional knowledge and best practices.

Progress



IMPROVE PLACES, SPACES AND SCHEDULES

- 17** Evaluate worship service times and formats to enhance participation and remove barriers.

Status

A task force of the Worship and Production Ministry Team was formed to conduct needed research and present a recommendation for schedule adjustments to increase participation.

Progress



- 18** Evaluate and implement necessary facilities changes to improve accessibility, increase community and cultivate discipleship.

Status

In addition to several current facilities projects, the Facilities and IT Ministry Team will soon be conducting a study to identify other possible changes to provide better flow and community.

Progress



CHAMPION CHART

These critical initiatives have been assigned to champion and collaborator Session Ministry Teams.

This chart will be subject to updates and changes on the First Pres website over the next few years - firstprescos.org/forward.

| FACILITATE HEALING AND RECONCILIATION | | |
|---|---------------|----------------|
| TARGET | TEAM CHAMPION | COLLABORATOR |
| Hire or designate a "staff chaplain" to provide support and care for employees as needed. | Caring | HR |
| Collect and share stories of reconciliation, healing and transformation to normalize this culture. | Caring | Communications |
| Establish moral and ethical standards of extending grace, kindness, honor and accountability for both staff and congregation. | HR | Missions |
| Conduct services of lament and forgiveness when needed to seek reconciliation and health. | Caring | Worship |

| INSPIRE DEEP DISCIPLESHIP | | |
|---|-------------------|---------------------------|
| TARGET | TEAM CHAMPION | COLLABORATOR |
| Train and equip people for effective evangelism and discipleship. | Discipleship | Family Ministries |
| Commission people regularly in worship services to remind us that we are a sent people. | Worship | Missions |
| Create a Missions Hub at First Pres to celebrate partnerships and invite people into service. | Missions | Communications |
| Build mentoring relationships which connect generations in spiritual growth. | Family Ministries | Discipleship |
| Extend compassion and hospitality to people in need by embracing our city with Christ's love. | Missions | Facilities Life Safety |
| Develop people to become holistic and authentic worshipers who live out being Light + Life. | Discipleship | Family Ministries |

| ENHANCE CONNECTEDNESS AND BELONGING | | |
|---|----------------|-------------------|
| TARGET | TEAM CHAMPION | COLLABORATOR |
| Develop and host regular events to bolster Christian community, unity and relationships. | Caring | Family Ministries |
| Evaluate and implement a comprehensive and effective communications plan for First Pres to reach all generational groups. | Communications | Caring |

| IMPROVE OPERATIONAL SYSTEMS | | |
|--|----------------|--------------|
| TARGET | TEAM CHAMPION | COLLABORATOR |
| Improve performance and effectiveness evaluations for staff and ministries. | HR | |
| Implement an improved employee hiring, on-boarding and training process. | HR | |
| Develop and implement a clear system of decision-making authority and operating procedures. | HR | Finance |
| Establish standard and recurring procedures for ministries and events to eliminate confusion and redundancy. | Communications | HR |

| IMPROVE PLACES, SPACES AND SCHEDULES | | |
|---|---------------|--------------------------------|
| TARGET | TEAM CHAMPION | COLLABORATOR |
| Evaluate worship service times and formats to enhance participation and remove barriers. | Worship | Family Ministries |
| Evaluate and implement necessary facilities changes to improve accessibility, increase community, and cultivate discipleship. | Facilities | Finance & Family Ministries |

