

**Minutes of the Annual Meeting of the Congregation
The Fourth Presbyterian Church of Chicago
February 11, 2018**

The 148th Annual Meeting of the Congregation of the Fourth Presbyterian Church was convened by the Moderator, the Rev. Shannon Kershner, at 12:15 p.m. on Sunday, February 11, 2018 in the sanctuary of the Fourth Presbyterian Church. Rev. Kershner opened the meeting with prayer.

Approval of the Minutes

Moderator Rev. Shannon Kershner determined that a quorum was present. Rev. Kershner announced that the minutes of the 147th Annual Meeting of the Congregation, held on February 12, 2017, were available for review on the website or by calling the Pastor's Office. A motion was made, seconded and **adopted** to approve the minutes of the 147th Annual Congregational Meeting of the Fourth Presbyterian Church of Chicago.

Report of the Pastor

Rev. Shannon Kershner reviewed the past year of staff changes, the increase of the needs with the weekday congregation, the growth in mission and ministry and how discipleship within the church is bearing fruit. Rev. Kershner reviewed the integration of discipleship in our work, such as the development and implementation of a search for the Senior Associate Pastor of Leadership Development and Adult Education, and the review and change of vision and job description from Associate Pastor of Congregational Life to Associate Pastor of Discipleship and Small Group Ministry. Discipleship has shaped conversations around the staff tables, officer meetings and sermons. We continue this year under the focus of discipleship in a relational manner. We continue to feel the strengthening of the spirit in our congregation will continue to ask how all can become more engaged with Fourth Presbyterian Church.

Rev. Kershner introduced and called on Trustee Maggie Lewis, Chair of the Nominating Committee, to present the committee's report.

Nominating Committee Report

Trustee Maggie Lewis reviewed the process for the Nominating Committee to select individuals for election of lay leaders as officers. The Nominating Committee reviews gender, age, diversity, membership length and worship services attended as well as other factors to find individuals who are committed to the work of God, the Church and who are already in service to the community. Ms. Lewis thanked the Nominating Committee for their hard work and perseverance.

On behalf of the Committee, she then moved the following candidates for election as Elders:

Class of 2021

*Gerry Bloomer
Hope Daniels
Deb Ford
Jim Garner
Stephen Crane Hauser
Julie James
Jerry Latherow*

*Jared Light
David Marshall
Enjolie McCullough
Sarah Younger
Allison Youngblood
Mallory Garfield (Youth)*

The Moderator asked for nominations from the floor. There being none, the motion to close the nominations and elect the candidates as Elders was **adopted**.

Ms. Lewis moved the election of the following candidates to the Board of Deacons:

Class of 2021

Matt Bardwell
Steve Bus
Kay Brungs
Cynthia Casteel
John Deverman
James Haugen
Anthony Hipp
Rachel Letcher

Sally Lewis
Brian Lukens
Christie Ochoa
Emma Richardson
Katie Truesdell
Deborah Zak
Hannah Kershner (Youth)

The Moderator asked for nominations from the floor. There being none, the motion to close the nominations and elect the candidates as members of the Board of Deacons was **adopted**.

Ms. Lewis moved the election of the following candidates to represent the congregation as members-at-large of the 2018 Nominating Committee:

Elena Carbajal-Gaule
Kristin Vilt
Barlow Nelson
Larry Nicholson

Melanie Pierce
Hilary Richardson
Gretchen VanNatta

The Moderator asked for nominations from the floor. There being none, the motion to close the nominations and elect the candidates as members-at-large of the 2018 Nominating Committee was **adopted**.

Rev. Kershner welcomed all candidates elected to their offices for the coming term and thanked Trustee Maggie Lewis and the members of the Nominating Committee for their work.

Recognition of the Chicago Lights Board

The Moderator called on Ken Walker, President of the Chicago Lights Board, who reviewed the various programs designed to confront the difficult problems in our City and the commitment to mission outreach and serving others in need. Mr. Walker presented success stories and the mission work of Fourth Presbyterian Church through the Chicago Lights programs: the Tutoring program, the Summer Day program, the Urban Farm, Farm Camp, Elam Davies Social Service Center and Chicago Lights Dance Academy. These programs touch over 4,000 people this past year.

Mr. Walker reviewed the financial resources and budget of Chicago Lights. This included sound financial support that allowed for program expansion. This foundational support is due to the generosity of our donors, the strong leadership of our Board of Directors, and the skill, dedication and passion of Stacy Jackson, Director of Chicago Lights and the Chicago Lights team. This congregation's passion for mission has allowed Chicago Lights to do its work. By aligning our program with the discipleship agenda, we see faith turn into works and create a symbiotic relationship between Fourth Presbyterian Church and Chicago Lights. With a three year strategic plan in place, Chicago Lights will continue to move forward as a beacon of light for those in need.

The Moderator, Rev. Shannon Kershner asked for a motion to recess the Congregational Meeting and convene the Meeting of the Corporation. It was moved, seconded and **adopted**.

The Moderator introduced Rebecca Dixon, President of the Board of Trustees.

Meeting of the Corporation

Rebecca Dixon, President the Board of Trustees, convened the meeting of the Corporation. A motion to approve the minutes of the 147th annual meeting of the corporation held on February 12, 2017 was made, seconded and **adopted**.

Treasurer Robert Doak reviewed the 2017 financial report as approved by the Boards of Fourth Presbyterian Church, which were distributed to the congregation. Mr. Doak reviewed the dependence on the pledging information as a foundation for budget planning. The fulfillment of pledges, which was 95% in 2017, is greatly appreciated in order to fulfill our budget. The expense increase in the budget is due to the increase in personnel, including the Senior Associate Pastor for Leadership Development and Adult Education. Mr. Doak referred to the Impact Report that reflects the many programs at the Church that donations are supporting. The 5.25% draw from investment funds was used for administrative costs which allowed for all donations to be used directly for programming. Mr. Doak reviewed the investment funds activity and return over the past year. Mr. Doak thanked Mr. Marty Sherrod and Ms. Marilee Hopkins for their guidance and support over the past year.

Ms. Dixon thanked Mr. Doak for his work as Treasurer over the past year.

Ms. Dixon introduced Trustee Maggie Lewis, Chair of the Nominating Committee.

Ms. Lewis was invited to report on behalf of the Nominating Committee and placed in nomination the following persons for the Board of Trustees:

Class of 2021

Don Allerton
Norma Borcharding
Andrew Brickman
Alex Brougham

Steve Jurgens
Meg O'Hara
Nina Owen

Ms. Dixon asked for nominations from the floor. There being none, a motion to close the nominations and elect the present slate was **approved**.

With no further business, Trustee President Dixon asked for a motion to adjourn the meeting of the Corporation and reconvene the meeting of the Congregation. A motion was made, seconded, and **approved** to do so. The meeting of the Corporation was adjourned.

The Moderator, Rev. Shannon Kershner, reconvened the meeting of the Congregation of Fourth Presbyterian Church, and called on Elder Arlene Faulk for a report from the Personnel Committee.

Report of the Personnel Committee

Elder Arlene Faulk, Co-Chair of the Personnel Committee, thanked the committee for the work over the past year and include Marc Miller (Co-Chair), Larry Braskamp, Rebecca Dixon, Don Horvath, Patsy Habicht, Jim Kulich, Carl Lingenfelter and Betsy Morgan.

Elder Faulk stated that one of the main reasons our light shines so brightly is our talented staff – 151 employees, 71 full-time and 80 part-time, who work to develop, direct and nurture all aspects of our worship and mission outreach life – from leading youth mission trips to feeding the homeless, from counseling to working with inter-faith partners, from keeping our facilities in order to handling quick turn-around in room set-up, from managing budgets to assuring timely communication. In 2017 Fourth Church was named one of the top work places in Chicago by the Chicago Tribune.

Elder Faulk expressed gratitude for Rev. Shannon Kershner – for her vision, for her strong leadership of staff, for her witness of faith through excellent, engaging sermons, for sincerely caring about each of us, for her challenging all us to think about what God is calling us to do and be in this faith community, and for encouraging us to inhale God’s grace and then go out into our daily life to exhale God’s goodness and love in helping to create a better world.

The Personnel Committee developed and led the staff review process, including goal-setting and reviews with each Program Staff member, involving many Session Committee leaders and heads of Boards as part of the process through the lens of discipleship.

The Personnel Committee worked with Human Resources to integrate the annual employee evaluation timetable for all employees. The Committee completed a comprehensive review of our employee benefits, through a task force of church lay leaders and human resources staff. Implementation of some recommendations has already begun.

The Personnel Committee is continually evaluating our organizational design, job positions and helps lead the hiring of Program Staff. Highlights for 2017 include:

- Hiring a Coordinator for Worship and Adult Education, Shawn Fiedler
- Concluding and calling a Senior Associate Pastor for Leadership Development and Adult Education, Lucy Forster-Smith.
- Hiring an Interim Minister for Evangelism, Alex Wirth. We are working on hiring another Interim Minister for Evangelism.
- After evaluating the work of the programmatic area and making recommendations, the Session approved the change from the Minister for Congregational Life to a new job description of Associate Pastor for Discipleship and Small Group Ministry. The congregation elected an Associate Pastor Nominating Committee and after candidate interviews and evaluations, they recommended Nanette Sawyer, who was called to the position by the congregation.

We are grateful for our pastors, for all our staff who work together for our Church, who lead and work with us to be a Light in the City. Elder Faulk reviewed the list of staff members who celebrate a milestone anniversary this year and thanked them for their dedication and service to Fourth Church. Elder Faulk gave special recognition to the Facilities Associates.

There being no further business, a motion was made, seconded and **adopted** to adjourn the meeting, which was closed at 1:15 p.m. with the singing of “The Church’s One Foundation” and with prayer by Rev. Kershner.

Respectfully submitted,

Shannon J. Kershner, Moderator