

PRESBYTERIAN CHURCH
of **MADISON**

THE ANNUAL MEETING
OF THE
CONGREGATION
AND THE
CORPORATION
February 4, 2024

ANNUAL REPORTS FOR 2023

19 Green Avenue
Madison, NJ 07940

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The Docket of the Annual Meeting of the Congregation of
The Presbyterian Church of Madison
Sunday, February 4, 2024

OPENING PRAYER Rev. Jacqui Van Vliet

CONGREGATIONAL MEETING Rev. Jacqui Van Vliet
Recognition of a Quorum
Call of the Meeting

REPORT OF THE CLERK Rebecca A. Moody
Report and Memorial Roll Call

REPORT OF THE NOMINATING COMMITTEE Brian Peterson
Election of Elders

REPORT OF THE PASTOR Rev. Jacqui Van Vliet

SESSION COMMITTEE REPORTS
Congregational Care
Community Outreach and Communications
Family Ministries
Finance
Cemetery
Mission
Worship and Music
Music Ministry
Facilities
Personnel
2024 Annual Budget

Synod and Presbytery Decisions Re: Disciplinary Case against Scott Foster

ADJOURN WITH PRAYER Rev. Jacqui Van Vliet

REPORT OF THE CLERK

A draft copy of the annual meeting minutes will be made available in the church office and any requests for additions, corrections, or amendments to the draft minutes should be given to the Clerk before the next meeting of Session.

Changes in membership during the calendar year 2023 are as follows:

Active Members, December 31, 2022		172
Members Received by Confession/Reaffirmation	1	
Members Received by Transfer	3	
Total Additions		+ 4
Removals from Roll/Transfers	3	
Deaths	3	
Total Losses		- 6
Active Members, December 31, 2023		170

Memorial Roll Call: The passing of three church members was reported in 2023: Carol List (3/14/23), Lucinda Gursky (3/17/23) and Clara Markovich (9/24/23).

Special thanks to Alexandra Argiris for her assistance with all aspects of maintaining the church records throughout the year.

Respectfully Submitted,

Rebecca A. Moody, Clerk of Session/Secretary to the Board of Trustees

NOMINATING COMMITTEE

The Nominating Committee is responsible for addressing the leadership needs of the congregation and selecting from our active membership those people we believe have the suitable gifts to serve as Ruling Elders on Session, the elected body that supports the care of the congregation, and makes decisions for the life of the community. The Nominating Committee is represented by Becky Moody, Brian Peterson, and Rev. Jacqui Van Vliet, as staff liaison.

The Session elects the Treasurer and the Audit Committee members and updates the Nominating Committee accordingly. Becky Moody is auditor, working in conjunction with the church bookkeeper, Christine Antico. Jim Burnet is the Treasurer.

Our polity, as stated in the Book of Order, allows Ruling Elders to serve back to back three-year terms for a maximum of six years before rotating off for at least a year. According to PCM's by-laws, Session is composed of a minimum of six Ruling Elders with a maximum number of nine Ruling Elders permitted in total.

This year we look forward to welcoming Megan Peterson and Giorgios Vlamis as Ruling Elders and thank them for their commitment to serving PCM and the Lord Jesus Christ. Megan will be returning, serving a second term, and Giorgios, a Ruling Elder in the past, will begin serving a new term.

If you have an interest in serving as a Ruling Elder, please contact one of the members of the Nominating Committee.

Respectfully Submitted,
Brian Peterson, Chair

REPORT OF THE PASTOR

Grace and peace to you all as "I remember before God your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ."

I write these words of greeting knowing they will be the last ones I compose for an annual report at the Presbyterian Church of Madison. With my retirement this April from active ministry and from my pastoral relationship with this community of faith, you will be looking ahead to a new pastor to share ministry with you.

With the exception of still trying to find a consistent custodial presence for these aging buildings and the use they receive, the administrative staff has settled into a wonderful, working partnership that serves this congregation well. Alexandra Argiris, Office Assistant, and Christine Antico, Bookkeeper, continue to be indispensable to me and this congregation. They collaborate in tasks and engage in serving the leadership and Committees efficiently and cooperatively. This support has led to better stewardship of time and energy and contributed to helping Committee members in their work (e.g. work with Properties to prepare and finalize renegotiated leases for all the tenants after almost seven years of flat rentals, resulting in additional income for use in church mission and operation.) Their assistance has made the task of serving a changing church easier.

Words of gratitude are also offered to Anna D'Achille, Director of Music, and Michael Callahan, Christian Education and Family Ministries, whose work together as a team is seamless. I'm grateful for their gifts and ministry on Sunday mornings and with the Sanctuary Singers and Sanctuary Handbell Ringers respectively. I'm also delighted that Atiya Lewis has continued as our Sunday morning Nursery Care Coordinator. Her joyful presence and calm demeanor allow our youngest members to build trust and feel safe.

My responsibilities each week involved the necessary preparation and study for preaching, teaching, and worship. I moderated Session meetings and joined in the discernment of issues with the elders when needed; met with people who needed to talk with a pastor about concerns, difficulties, and issues of faith; shared in the joy of community and fellowship activities; engaged those looking to join the church and with the families of children to be baptized; visited in homes, hospital or nursing care facilities; provided pastoral care for families dealing with grief or planning a funeral or memorial service after the death of a loved one; and participated in community activities with fellow pastors of Madison's Interfaith Council. My ministry in these areas will continue until my time with you as your pastor comes to an end.

This annual church report gives a glimpse into the everydayness of the work and ministry we share together. I give thanks for this community of faith and the leadership of the elders that has been present in this changing time, especially for the ministry of Elders Corinne Bowen and Jen Groller, whose terms on Session have just ended. I'm grateful for your patience and willingness to be the people of God in this time and place as you begin to explore and be open to the movement of the Holy Spirit that guides you into God's future. The Spirit leads you even as you remember your past, live in the present, and consider what lies ahead.

Much has happened over my more than three and one half years of ministry as your pastor as the pandemic restrictions passed and a gradual rhythm of life together in community returned including the joy of gathering in person for worship and fellowship, welcoming new members, sharing the table gifts of bread and cup together, and baptizing young children. But there has remained a reminder of the painful conclusion of the last pastorate in the absence of friends and members who left the church or still have difficulty returning because of what happened here. It is hoped that with time healing can continue for them.

As your pastor, I encourage you to not let the difficulties of the past define you as a community of faith while you diligently seek and remain open to the leading of the Holy Spirit.

In the coming days, months, and years, I pray that PCM will begin to see the radiant light of a new day and the work that God began in you will come to fruition in spite of the challenging years of pastoral transitions and the pandemic. Always remember that no matter the circumstances, God is with you as you move forward in faith into God's future.

By the power and grace of the Holy Spirit, may you carry on as a community that loves God, loves one another, and loves neighbor. And may you continue to welcome all as a loving community centered in Christ, growing in faith, serving in joy, and living in gratitude.

With thanks and great affection for the privilege of being your pastor,
Jacqui

CONGREGATIONAL CARE

The Congregational Care Committee formed in early 2021 with a group of volunteers who wanted to perform outreach to our church community. These projects allow members to choose their level of participation. In 2023, this committee:

- Sent birthday cards to each member of the congregation
- Assisted with snacks after service each Sunday
- Assisted with the Valentine's party in February
- Assisted with congregational dinner at Firehouse Pizza in April
- Delivered flowers to senior congregants and others in need of special care
- Assisted in planning and hosting end-of-year picnic for congregation
- Purchased and gifted engraved pens to our 8 high school and 2 college graduates
- Delivered poinsettias to our senior congregants

Respectfully Submitted,
Corinne Bowen, Chair

COMMUNITY OUTREACH AND COMMUNICATIONS

The committee was able to do the following and the activities were shared amongst many committees:

- March Madness to celebrate the basketball tournament with pizza, salad and beverages
- April Sunday night dinner at Firehouse Italian Restaurant
- Easter Sunday coffee hour with treats, deviled eggs, and cross buns
- May Mother's Day coffee hour
- June graduation honoring the high school and college graduates with pizza, cake, and gifts
- September Rally Day Activities
- October Bottle Hill Day
- November Cemetery Tour
- December Pageant

Respectfully Submitted,
Jennifer Groller, Chair

FAMILY MINISTRIES

The Family Ministries Committee continues to providing an enriched, fun, and supportive learning and worship environment in which all children, youth, and adults can grow in their Christian faith, love, sense of belonging, and service. These goals are met by providing Church School for our children, having a youth group, adult education classes, fellowship activities, and outreach, and multigenerational participation in church service projects. In addition to learning, outreach and service similar to the efforts in previous years took place throughout the year. Additionally, the bell choir continues to be a big part of the culture of PCM with well rounded participants taking part in scheduled performances to enhance worship. We again expanded on our outdoor Christmas tradition with live animals. This was a hit for children, parents and spectators alike and also inspired a smile from many a passerby.

We were very happy to provide activities and events for our children and families. The Family Ministries Committee looks forward to a new year of exciting family and youth activities.

Respectfully Submitted,

Michael Callahan, Family Ministries and Outreach Director

FINANCE

The Finance Committee had a busy and productive year. Most of our activity is reflected in the attached income and expense report. Pledge Income was just about as budgeted. Transfer from the Endowment was much higher than budgeted because of a number of major and emergent capital projects that the Properties Committee shepherded. With the exception of building related expenses, the remaining expense areas stayed within budgeted amounts. In addition to capital expenses, the committee would like to point out that insurance costs are increasing significantly. The committee researched the issue and as many know, the cost of insurance is increasing significantly for many industries including churches.

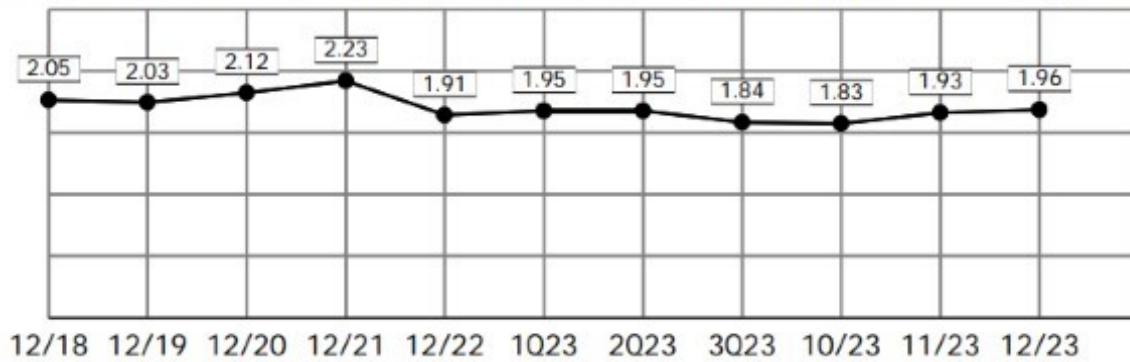
Members are reminded that they can donate stock to PCM. Stock that has significant embedded capital gains can be donated to the church and the member will not incur any capital gains taxes. This can be financially beneficial for both the donor and the church.

While there were significant transfers from the Endowment, the investment performance of the Endowment Account was admirable in 2023. The Finance Committee meets regularly with our advisor at Merrill Lynch to review the performance of the portfolio, to enhance the income-producing capability, and to ensure the liquidity for cash needs.

We finally received approximately \$80,000 from the Estate of Martha Bardin. We appreciate her generosity and her support of the church. The Endowment has benefited from similar bequests in the past, and we encourage members to consider including the church in their estate plans.

The following table and chart show the balances from 2018 to 2023 and the Asset Allocation of the portfolio. These balances do not include the Cemetery Endowment, which stood at approximately \$592,000 at the end of December.

Total Value (Net Portfolio Value plus Assets Not Held/Valued By MLPF&S, if any) in millions, 2018-2023



YOUR PORTFOLIO REVIEW

ASSET ALLOCATION*

* Estimated Accrued Interest not included; may not reflect all holdings; does not include asset categories less than 1%; includes the categorical values for the underlying portfolio of individual mutual funds, closed end funds, and UITs.



Finally, volunteers are welcome. The finance committee is fun!

Respectfully Submitted,
James Burnet, Chair

CEMETERY

The cemetery had an excellent year. We had a unique casket burial and an interment in the columbarium. As a reminder to all PCM members, you can purchase a niche in the columbarium. Please contact the church office if you are interested.

As a reminder, Anderson Gee gave funds to the Presbyterian Church of Madison for the maintenance of the cemetery. These funds are in a dedicated account with Merrill Lynch and currently stand at approximately \$599,000. The interest and when needed principal from this account are used to pay the part-time cemetery caretakers, Rich Picone and Mark Picone. The caretakers have done an excellent job maintaining the property on a shoe string budget. Also, as a reminder, the cemetery welcomes donations. It is a wonderful opportunity to help preserve a very holy and holistic place.

The annual haunted cemetery tour was held on November 4, 2023. It was the largest tour ever with over 250 attendees and over a dozen PCM members helping as ghosts, tour guides, script writers, and logistics. The tour raised over \$1,600.

A committee was created this year with the following people:

PCM Members: Jim Burnet, Jesse Haedrich, Mary-Anna Holden, Louise Kacerek, Bill List, Peter Teshima, and Rev. Jacqui Van Vliet-Staff Liaison

Non-PCM Members: Adrian Roberts and Bruce Young

Three members of the committee attended an all day restoration seminar in July. A restoration day was later held on November 18 where markers were cleaned and resecured.

Respectfully Submitted,

James Burnet, Chair

MISSION

In 2023, we – PCM’s family of caring and generosity – made a positive, powerful impact for our neighbors and communities. Here is what we did:

- February: Souper Bowl of Caring for First Baptist Church of Madison Pantry ... Collected \$425 and delivered several full bags of nonperishable food.
- March: Share Some Personal Care for nourish.NJ ... Collected 5 shopping bags of personal care items - shampoo, body wash, toothpaste, and tooth brushes - giving basic needs and dignity to our neighbors.
- April: Homeless Solutions Needed Items ... Collected an abundance of breakfast bars, tea, paper plates, disposable cups, etc., all that benefit the guests at Homeless Solutions.
- May: Dirty Sunday Meadow Little seed sowing ... The kids had a great time creating Meadow Little that will have big environmental benefits for birds and beneficial insects while adding beauty to the sanctuary’s side entrance.
- June: nourish.NJ Birthday Kits ... Collected birthday party ingredients and assembled 19 bags on Youth Sunday. The surplus cake mix and frosting were donated to IFP.
- July: School Supplies drive for NORWESCAP ... Twenty 3-ring binders and forty packs of filler paper for NORWESCAP that got Madison students off to a strong, structured start
- September: Homeless Solutions Move-in Bins ... Celebrated Rally Sunday by kicking off a month-long collection of home items needed to fill two large bins available to a Homeless Solution’s family upon move-in
- November ... Thanksgiving Food Drive for the Interfaith Food Pantry
- December ... Madison Eagle Christmas Fund drive -- \$675
- December ... Operation Holiday wrapped-gift support for two Homeless Solutions families ... All giving tree requests were fulfilled!
- December ... Christmas White Offering for the Interfaith Food Pantry ...We provided 44 pounds of diapers and adult incontinence products to IFP clients.

Ongoing Throughout the Year:

- Homeless Solutions Cooking team (January, March, May, July, September, and November)
- Interfaith Food Pantry weekly food collections through Love Our Neighbor 1,400 Pound Challenge
- RAMP: Quarter collection with the Mission Team’s matching gift amounted to \$340

Continued Support For Community Organizations Using Church Facilities:

- 4-Footed Leaders, Two AA groups, Boy Scout Troop 25, Ahmadiyya Muslim Prayer Group

Additionally, contributions from the Mission budget were:

Organization	Amount
Camp Johnsonburg Capital Campaign*	\$900
Doctors Without Borders	\$550
Highlands Presbytery	\$4,500
Interfaith Food Pantry Network	\$2,000
International Rescue Committee (IRC)	\$550
Jed & Jenny Koball Peru Mission Workers	\$600
Madison Adult School for ESL Program	\$1,100
nourish.NJ Capital Campaign	\$550
Pearl Foundation Nicaragua	\$1,050
Presbyterian Disaster Relief for Israel/Palestine**	\$200
RAMP Special Gifts	\$2,100
TOTAL	\$14,100

*includes 40% of Pentecost Offering

**includes 25% of Peace & Global Witness Offering

In keeping with the values of our Presbyterian roots, PCM gave generously to the Presbyterian Mission Agency's four special offerings:

- One Great Hour of Sharing: \$1,045
- Pentecost: \$820
- Peace & Global Witness: \$695
- Christmas Joy: \$1,000

PCM is mighty and loving! With gratitude to you and each Mission team member - thank you!!

Respectfully Submitted,

Rebecca Moody and Kathleen Underwood, Co-Chairs

WORSHIP AND MUSIC

Worship is the heart of any community of faith – an opportunity to be together, to hear the Word of God, and to offer praise and thanksgiving to our Creator. In-person worship was offered each Sunday during 2023, with most services recorded and available on YouTube later that day. Contemporary music was featured on the fourth Sunday of each month, often with percussion in addition to piano. Communion was celebrated monthly, generally on the first Sunday, with bread and a common cup for intinction during the summer and individual cups of grape juice during the rest of the year.

Special services included Ash Wednesday, Maundy Thursday, Good Friday, Pentecost and Youth Sunday in June, All Saints Day in November, and the Christmas pageant (outdoors with live animals) in December. The Sanctuary Ringers (bell choir) and Sanctuary Singers (vocal choir) continued rehearsals and were able to provide music for a few services during the year. The bell choir has recently gained some new members, both youth and adults, and is always open to more. New singers are always welcome as well. Special music was offered by Benjamin Krupit and CJ Sutera (trumpet on Easter) and Benjamin Barham-Wiese and Zach Frank (percussion and guitar in December).

Special thanks to Kathleen Underwood, who continued to schedule lay readers throughout the spring and summer. This is a wonderful opportunity for intergenerational participation in the worship service, and new readers of all ages are always welcome. Special thanks also to Laura Hunt and John Schanck for decorating the sanctuary for both Easter and Advent/Christmas.

Respectfully Submitted,
Becky Moody, Chair

MUSIC MINISTRY

In 2023, Music Ministry at PCM served as an integral facet of worship and community at PCM. Sanctuary Singers and Sanctuary Ringers were able to provide music for various services and holidays. We also hosted a variety of guest musicians who graced us with their time and talents for Easter and Christmas services, including Ben Krupit on trumpet, Zack Frank on guitar and vocals, Joe Marta on trumpet, and Benjamin Barham-Wiese on drums. The Praise Band has also been consistently providing music for our monthly contemporary Sundays and has been made possible by the (volunteer) talents of Andy McMains on drums. We are expanding our ministry by hiring positions in our Sanctuary Singers and Praise Band. We have already added Zack Frank (baritone/guitar) and Caroline Guske (soprano/bass guitar). We look forward to hiring additional ringers in the coming months and to music ministry continuing to thrive at PCM in 2024.

Respectfully Submitted,
Anna D'Achille, Director of Musical Arts

FACILITIES

Water has not been the friend of the Properties Committee this year. Major repairs and replacement of the main sanctuary's gutter linings and new roofing tiles were completed in early spring of 2023. The lower roof over the altar was severely compromised and damage was revealed only after climbing up into the organ swell boxes. The leaks caused plaster falling in the balcony and on organ pipes, and also damage to the crown molding and one of the window surrounds. This interior damage will be dealt with in 2024.

Heavy fall rains backed up into fellowship hall, including the kitchen and stage. Because of this, a camera was used to examine all drainage pipes around the entire campus, revealing collapsed 100-year-old terracotta pipes and their replacement on an emergency basis. Sidewalks were replaced or repaired as this piping work was accomplished.

The Properties Committee also commenced the removal of fourteen old windows in the Madison Montessori School as well as seven old windows in fellowship hall. By doing all the windows at the same time, the church saved \$19,000 and will realize more savings in energy efficiency. This window replacement is ongoing and these windows will be operable so as to allow access to window well drains for regular cleaning.

LED lighting fixtures were installed in the Montessori School as part of their new lease agreement. Thank you to Brian Peterson for renegotiating all of the tenant leases and to Alexandra Argiris for updating facility contract-basis rental schedules and bringing all the tenants into compliance with their certificates of insurance.

A new fire alarm and suppression contractor, City Fire, was hired. This will allow for one-stop inspections of kitchen hoods, fire extinguishers, sprinkler system and smoke detectors. Our overly sophisticated furnace has been problematic but it appears to be in good working order now as well as all eight sump pumps throughout the campus.

A new cleaning team from Florham Park was hired and they have been doing an exceptionally good job in all three buildings. Unfortunately, our new custodian resigned. However, we will require a part-time person to set up and break down for events and do other small tasks (re-stocking bathrooms, touch-up painting, light landscape work).

Respectfully Submitted,

Mary-Anna Holden, Properties Chair

PERSONNEL

The Personnel Committee is responsible for PCM personnel needs and staffing. Its members are Suzanne Flynn, Brian Peterson, and Jacqui Van Vliet, Pastor and Head of Staff. Annual staff reviews are done by the Pastor/Head of Staff in consultation with the committee.

The Personnel Committee, together with Properties and Finance, hired a part-time custodian to manage the building cleaning, maintenance, and other related duties. Both individuals hired have resigned their positions and Personnel will continue to look for a part-time custodian.

In addition, the Personnel Committee has reviewed compensation across PCM personnel. After careful consideration, the Personnel Committee provide an increase of 3% to the administrative staff, program staff and to the pastor. This would apply to Christine Antico, Alexandra Argiris, Michael Callahan, Anna D'Achille, and Rev. Jacqui Van Vliet.

Respectfully Submitted,

Brian Peterson, Chair

2024 BUDGET

	2022 Actual	2023 Budget	2023 Actual	2024 Proposed Budget
INCOME				
10-4050 · Contributions				
10-4100 · Designated Giving	3,110.00		940.00	
10-4110 · Plate Collection	807.00	1,000.00	533.00	500.00
10-4120 · Pledges Income	227,878.00	200,000.00	193,505.00	195,000.00
10-4152 · Special Offering	6,246.00		5,048.00	
Total 10-4050 · Contributions	238,041.00	201,000.00	200,026.00	195,500.00
10-4210 · Transfer From Endowment	30,000.00	143,352.70	270,000.00	181,054.00
10-4510 · Use Of Facilities	144,178.00	145,000.00	142,470.00	150,000.00
10-4520 · Cemetery Management Fee	2,000.00			
10-4530 · Other Income				
10-4531 · Technology Grant			2,000.00	
10-4530 · Other Income - Other	11,188.00		12,255.00	
Total 10-4530 · Other Income			14,255.00	
Total Income	421,407.00	489,352.70	626,751.00	526,554.00
EXPENSES				
10-5150 · Covenant Supply Minister (CSP)				
10-5151 · Salary Minister	58,562.00	59,250.00	59,250.00	60,150.00
10-5152 · Housing	30,000.00	30,000.00	30,000.00	30,000.00
10-5153 · Mileage Expenses	393.00	1,000.00		1,000.00
10-5154 · Pension	33,587.00	35,590.00	35,637.00	35,589.00
10-5155 · Study	923.00	1,500.00		1,500.00
10-5150 · Minister Other				
10-5157 · SECA-Fed S/E Contribution	6,760.00	6,871.00	6,985.00	6,920.00
Total 10-5150 · Covenant Supply Minister (CSP)	130,226.00	134,211.00	131,872.00	135,159.00
10-5170 · Personnel				
10-5171 · Musical Arts Director	28,220.00	29,106.00	29,106.00	29,980.00
10-5177 · Youth Minister	21,500.00	22,050.00	22,050.00	22,720.00
10-5178 · Bookkeeping	13,100.00	13,230.00	13,230.00	13,630.00
10-5179 · Sexton Salary	11,710.00	38,000.00	10,756.00	12,360.00
10-5180 · Office Assistant	25,105.00	24,028.20	24,024.00	24,750.00
10-5181 · Snow Removal Personnel	2,730.00	0.00		-
10-5182 · ER Social Security Expense	8,571.00	9,500.00	7,805.00	7,920.00
10-5184 · Payroll Processing Fees	3,497.00	3,500.00	3,114.00	3,200.00
10-5188 · Worker's Compensation Insurance	1,174.00	1,500.00	2,530.00	2,500.00
10-5189 · Severance	6,997.00			
10-5190 · Misc Personnel	24.00		24.00	
10-5191 · Nursery Personnel	638.00	1,500.00	1,800.00	2,000.00
Total 10-5170 · Personnel	123,266.00	142,414.20	114,439.00	119,060.00

	2022 Actual	2023 Budget	2023 Actual	2024 Proposed Budget
10-5250 · Christian Education				
10-5253 · Curriculum & Supplies	149.00	2,500.00	0.00	1,500.00
10-5255 · Supplies	52.00	500.00	0.00	250.00
10-5261 · Christian Ed Events	0.00	1,000.00	300.00	500.00
Total 10-5250 · Christian Education	201.00	4,000.00	300.00	2,250.00
10-5270 · Congregational/Pastoral Care				
10-5271 · Fellowship	0.00	1,000.00	0.00	500.00
10-5272 · Congregational Care Committee	534.00	1,500.00	506.00	750.00
10-5275 · Community Outreach	2,662.00	3,000.00	1,467.00	1,500.00
10-5312 · Miscellaneous Expense		1,000.00	484.00	750.00
Total 10-5270 · Congregational/Pastoral Care	3,196.00	6,500.00	2,457.00	3,500.00
10-5300 · Worship				
10-5310 · Music Supplies	804.00	850.00	774.00	750.00
10-5311 · Organ Maintenance	1,545.00	1,600.00	985.00	1,000.00
10-5313 · Pulpit Supply	800.00	1,200.00	1,000.00	1,200.00
10-5318 · Audio Support		3,000.00	101.00	3,000.00
10-5319 · Musicians	1,550.00	1,500.00	1,475.00	1,500.00
10-5320 · Piano Tuning	300.00	500.00	300.00	500.00
10-5321 · Flowers			164.00	200.00
10-5330 · Communion Supply Expense	200.00	100.00		100.00
10-5300 · Worship - Other			16.00	
Total 10-5300 · Worship	5,199.00	8,750.00	4,815.00	8,250.00
10-5350 · Building & Equipment				
10-5351 · Contracted Services	21,120.00	5,000.00	30,570.00	36,000.00
10-5353 · Utilities	43,069.00	45,000.00	37,709.00	40,000.00
10-5354 · Repair & Maintenance	3,273.00	10,000.00	26,294.00	25,000.00
10-5355 · Insurance	23,278.00	30,000.00	44,637.00	38,000.00
10-5356 · Tools & Supplies	2,811.00	4,000.00	2,222.00	2,500.00
10-5357 · Preventive Maint & Inspections	6,081.00	7,500.00	9,907.00	10,000.00
10-5358 · Snow Removal	2,801.00	12,000.00	4,975.00	10,000.00
10-5359 · Rental Expense	6,135.00	6,000.00	2,654.00	3,000.00
10-5361 · Landscaping	3,020.00	5,000.00	7,283.00	5,000.00
10-5362 · Property Taxes	3,308.00	3,500.00	3,308.00	3,500.00
10-5371 · Capital Expense Items	17,361.00	20,000.00	136,887.00	40,000.00
10-5373 · NJ Sales Tax	871.00	1,000.00	1,463.00	1,500.00
10-5350 · B&E Other				
Total 10-5350 · Building & Equipment	133,129.00	149,000.00	307,909.00	214,500.00

	2022 Actual	2023 Budget	2023 Actual	2024 Proposed Budget
10-5400 · Administration				
10-5410 · Telephone	4,692.00	4,750.00	4,779.00	5,000.00
10-5411 · Per Capita Fund	6,640.00	6,927.50	6,928.00	7,310.00
10-5413 · Office Supplies	2,345.00	2,500.00	2,073.00	2,000.00
10-5414 · Postage	216.00	300.00	258.00	275.00
10-5415 · Copier Lease	5,401.00	5,500.00	5,401.00	5,500.00
10-5416 · Computer & IT Expenses	1,084.00	1,500.00	1,830.00	2,000.00
10-5421 · Auditor	3,600.00	4,000.00	3,600.00	4,000.00
10-5423 · Brokerage Fee	25.00			
10-5425 · Bank Service Fees			101.00	100.00
10-5426 · Breeze Processing Fees	1,242.00	1,300.00	1,375.00	1,400.00
10-5428 · Legal Fees	3,698.00			
10-5510 · Church Website	1,071.00	1,100.00	1,071.00	1,100.00
10-5520 · Advertising	486.00	1,000.00	432.00	500.00
10-5400 . Administration - Other	90.00			
Total 10-5400 · Administration	30,589.00	28,877.50	27,848.00	29,185.00
10-5600 · Stewardship Expenses	73.00	100.00	123.00	150.00
10-6050 · Mission & Outreach				
10-6051 · Presbytery Missional Giving	4,500.00	4,500.00	4,500.00	4,500.00
10-6053 · Homeless Solutions	709.00	1,000.00	799.00	1,000.00
10-6062 · Miscellaneous Mission Expenses	194.00	500.00	7.00	250.00
10-6064 · Interfaith Food Pantry	2,000.00	2,000.00	2,000.00	2,000.00
10-6065 · Discretionary Bevevolence	6,950.00	7,000.00	6,924.00	6,750.00
10-6067 · Special Collection	5,651.00		5,072.00	
Total 10-6050 · Mission & Outreach	20,004.00	15,000.00	19,302.00	14,500.00
10-7000 · Church Officers				
10-7010 · Elders		500.00	0.00	250.00
Total 10-7000 · Church Officers		500.00		250.00
Total Expense	445,883.00	489,352.70	609,065.00	526,554.00

SYNOD AND PRESBYTERY DECISIONS RE: DISCIPLINARY CASE AGAINST SCOTT FOSTER

The Presbytery of the Highlands brought a disciplinary case against former pastor Scott Foster, after an allegation of alleged offenses between Scott Foster and a married woman member of the church was conveyed to PCM's pastor, Rev. Jacqui Van Vliet, in March 2021.

Following the process and polity of our denomination, governed by the Rules of Discipline in the Book of Order in effect between 2019 and 2023, an investigation into the allegation was conducted over many months by a special, Presbytery-appointed Investigating Committee (IC), which found evidence to support the allegation.

The IC then filed formal charges against Scott Foster on June 8, 2022. An ecclesiastical trial was held and testimony heard over two days (November 19, 2022 and January 21, 2023), before eight members of the Presbytery's Permanent Judicial Commission (PPJC) who gave their verdict on January 21, 2023. The decision of the PPJC was read at and written into the minutes of the Stated Meeting of the Presbytery held on January 28, 2023, thus becoming part of the permanent, public record, and follows in between the quotes (as written in the minutes, but with names other than the former pastor's redacted):

“(ADULTERY) That beginning in or about March 2019, SCOTT FOSTER did commit the offense of adultery in that while married to _____ by engaging in a sexual relationship with _____. The relationship continues to date while _____ remains legally married to _____.

VERDICT #1 Guilty

(SEXUAL MISCONDUCT) That beginning in or about March 2019, SCOTT FOSTER, while serving as Pastor of the Presbyterian Church of Madison, did violate the Standards of Conduct of the Sexual Misconduct Policy by participating in an inappropriate relationship with _____.

This relationship is in violation of the Sexual Misconduct Policy and Standards of Ethical Conduct of the Presbytery of Newton now the Presbytery of the Highlands of New Jersey, and of the ordination vows in the Directory for Worship (W-4.0404).

VERDICT #2 Guilty

(ACCEPTING PAYMENTS) That beginning in or about March 2019 and continuing through November 2019, SCOTT FOSTER did accept payments in the amount of \$23,000.00 from _____.

VERDICT #3 Guilty

THIS PERMANENT JUDICIAL COMMISSION, ACTING AS A COURT OF THE CHURCH, THEREFORE IMPOSES THE CENSURE OF: Temporary Exclusion of Ordered Ministry for a period defined by completion of supervised rehabilitation imposed by the permanent judicial commission.”

In the permanent, public summary brief of the January 28, 2023 Stated Meeting of the Presbytery, the following explanation (in italics and quotes) was written about the PPJC censure:

“As a result, he is now Temporarily Excluded from the Exercise of Ordered Ministry, the second most severe censure. The Committee on Ministry will oversee the process determined by the PJC for any reinstatement. This will require such things as psychological assessments counseling, and formal apologies to church and Presbytery.”

An appeal of the PPJC verdict and imposed censure was filed by legal counsel for Scott Foster and received on March 4, 2023 by the Stated Clerk of The Synod of the Northeast, the next level of ecclesiastical jurisdiction. A hearing on the appeal, claiming four specific points, was held on October 17, 2023, before eleven members of the Synod’s Permanent Judicial Commission (SPJC).

The SPJC did not sustain any of the appeal’s four specific points and ordered that the decision of the PPJC remain affirmed. In late December 2023, the Stated Clerk of The Synod of the Northeast reported to the Stated Clerk of the Presbytery of the Highlands that the deadline passed for any further appeal to the General Assembly, the next and last level of ecclesiastical jurisdiction. Thus, the original decision and censure of the PPJC is upheld and remains in effect.

Because of the nature of disciplinary cases, the Session discussed and discerned that it was inappropriate to share information prior to the end of the appeals process and a final verdict of the PPJC was affirmed. The decisions of the PPJC and SPJC have been read at and written into the minutes of the respective stated meetings of the Presbytery and are part of the permanent, public record.

Both decisions are included in the minutes of the November 14, 2023 Stated Meeting of the Presbytery and can be found on the Presbytery of the Highlands website.

An Alternative to the Lord's Prayer, from *A New Zealand Prayer Book*,
p. 180-181

Eternal Spirit,
Earth-maker, Pain-bearer, Life-giver,
Source of all that is and that shall be,
Father and Mother of us all,
Loving God, in whom is heaven:

The hallowing of your name echo through the universe!
The way of your justice be followed by the peoples
of the world!
Your heavenly will be done by all created beings!
Your commonwealth of peace and freedom
sustain our hope and come on earth.

With the bread we need for today, feed us.
In the hurts we absorb from one another, forgive us.
In times of temptation and test, strengthen us.
From trials too great to endure, spare us.
From the grip of all that is evil, free us.
For you reign in the glory of the power that is love,
now and for ever. Amen.