

MISSION STUDY REPORT



April 2022

of First Presbyterian Church of Kirkwood
Kirkwood, Missouri

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Mission Study Report

OF FIRST PRESBYTERIAN CHURCH OF KIRKWOOD KIRKWOOD, MISSOURI

MISSION STATEMENT

We are called to be a welcoming, supportive community whose inspiring worship of God encourages everyone to deepen their faith and respond to the needs of the world with Christ-like compassion.
[Approved by Session December 2016]

VISION

Our Church Identity



Our church self-identifies as a community that welcomes people of all ages, races, national origins, political views, and gender and sexual identities. We are focused on people, worship, mission, and music.

PROCESS

Session selected a mission study team (MST) during the summer of 2021. Throughout that fall and winter, the MST collected surveys and conducted interviews. We collated our findings into this report, which we shared with the congregation (via the church website and a February 2022 congregational meeting) for feedback. We also conducted several “listening sessions” with the congregation to gather responses to this document. Session voted to accept the report in March 2022.

Who Wrote This?

The mission study team comprised members of the congregation from different age groups, genders, and levels of involvement. Members included **Sue Hooks** (who served as chair), **Jim Boal**, **Sarahlynn Lester**, **Julie Nesvig**, **Mark Robinson**, and **George Sells**. We all are currently serving or have served as ruling elders in this congregation. Interim pastor Bill Smutz provided staff support.

Mission Study Survey

The following two pages are the survey we distributed to church members, youth, non-member participants, and guests via email, newsletter, bulletin, hand-out, and orally via conversation. The results are scattered throughout this report in graphical and text formats.

Our goal was to survey 375 members of the congregation, or roughly 50% of our active members. We received 165 completed surveys, though many of these were filled out by households rather than individuals (and thus capture a larger percentage of the congregation than the number 165 would suggest). We also visited committees, book groups, Bible studies, women’s circles, support groups, music groups, youth groups, and other church groups to discuss the survey questions in person. Finally, we conducted many one-on-one conversations with key individuals from many demographic groups including church staff.



As the first step in our church's search for a new pastor, the mission study team is reaching out to members of the congregation to determine who we are today and who we see our church becoming.

I. Who we are:

1. What is the mission God is calling us toward as a community?

2. What is our church "identity"?

3. What is your passion in our church? (Rank in order from greatest [1] to least [6])

<input type="checkbox"/> Worship	<input type="checkbox"/> Mission
<input type="checkbox"/> Music	<input type="checkbox"/> Education
<input type="checkbox"/> Youth Activities	<input type="checkbox"/> Other: <input style="width: 300px;" type="text"/>

4. How do you come closest to God?

<input type="checkbox"/> Head/ Intellect	<input type="checkbox"/> Heart
<input type="checkbox"/> Music	<input type="checkbox"/> Nature
<input type="checkbox"/> Mission	<input type="checkbox"/> Worship
<input type="checkbox"/> Other: <input style="width: 180px;" type="text"/>	

5. Which worship service do you attend most often?

6. What brought you to First Presbyterian Church of Kirkwood?

7. What is the greatest challenge facing First Presbyterian Church of Kirkwood today?

8. Are there places where the church has let you down?

9. What is more valuable to the church: your time or your money?

10. What have we lost and gained as a church through this time of pandemic?

12. Where do you see First Presbyterian Church of Kirkwood in ten years? Fifty years?

II. Who we're looking for:

1. To you, what is the most important characteristic of a senior pastor?

2. Prioritize these *roles* of a senior pastor. (Rank in order from most important [1] to least [9])

<input type="checkbox"/> Pastoral care	<input type="checkbox"/> Reformed theologian
<input type="checkbox"/> Excellence in preaching	<input type="checkbox"/> Counselor
<input type="checkbox"/> Connected to community	<input type="checkbox"/> Runs an efficient meeting
<input type="checkbox"/> Connected to congregation	<input type="checkbox"/> Other: <input type="text"/>
<input type="checkbox"/> Business manager (management of church staff, finances, building/grounds)	

3. Prioritize these *qualities* of a senior pastor. (Rank in order from most important [1] to least [11])

<input type="checkbox"/> Joyful	<input type="checkbox"/> Visionary
<input type="checkbox"/> Funny	<input type="checkbox"/> Leadership
<input type="checkbox"/> Outgoing	<input type="checkbox"/> Theologically grounded
<input type="checkbox"/> Personable	<input type="checkbox"/> Firm decision-maker
<input type="checkbox"/> Warm / fuzzy	<input type="checkbox"/> Other: <input type="text"/>
<input type="checkbox"/> Spiritual	

III. Other:

1. Is there anything else that we should know?

2. Are there specific church members or groups we should reach out to directly?

3. Would you like a member of the mission team to contact you?

4. Would you like to share your name and contact information? (optional)

Thank you for sharing your thoughts!

Sincerely,

The Mission Study Team

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HISTORY

First Presbyterian Church of Kirkwood began meeting in 1854. A brief history of the church can be found here: <https://www.kirkwoodpres.org/about-us/brief-history/>. In short, this has been a strong and vibrant congregation for 168 years and has had only thirteen senior pastors from 1867 to 2020. We are a church that welcomes pastors to become part of the larger community and plant generational roots. Additional resources about Kirkwood can be found on page 21.

Location

We are located on a busy street corner in the heart of downtown Kirkwood. Kirkwood is an affluent suburb in St. Louis County. But Kirkwood (population 28,000) is also a historic community with a strong and unique identity. There's a walkable and thriving downtown with many shops, restaurants, library, farmer's market, train station, banks, and homes within easy walking distance from the church property. Kirkwood also maintains its own school district and police force—it has a small-town feel in the middle of a large, metropolitan area.

Kirkwood is mostly white (White (Non-Hispanic) 88.2%, Black or African American (Non-Hispanic) 5.62%, White (Hispanic) 2.22%, Two + (Non-Hispanic) 1.63%, and Asian (Non-Hispanic) 1.48%) and the community demographics are represented somewhat similarly in our church's membership. The author of this report has lived in several different communities around the U.S. and has found St. Louis to be more segregated than many other communities with similar demographic representation.

The current church property (building, lawn, playground, courtyard, parking lot) was constructed in many stages from the old Norman tower (1929) to the current Sanctuary (1957) to the three-story education wing, which includes Fellowship Hall, the Gathering Space, and the Tree of Life Chapel (2007) and the digital signs (2020). Potential needed upgrades include audio-visual equipment. We carry no debt and are not planning any major capital campaigns. Current financial data is included on pages 19-20.



WHO WE ARE NOW

We are a big-tent congregation with a mixture of progressive and conservative members. Our re-opening task force recently lifted our mask requirement, and some members continue to prefer to worship via Livestream. Our in-person worship numbers are starting to rise but have not yet achieved pre-pandemic numbers. We welcome honest, challenging preaching about living the Gospel in this 2022 world, but we don't want to leave a chunk of our members behind with unnecessarily divisive rhetoric. Our members are mostly from Kirkwood or the immediate area (78%) and many have been here for more than one generation. 22% of our members come from the greater St. Louis metropolitan area, including St. Louis City, St. Louis County, Washington County, Jefferson County, St. Charles County, and across the Mississippi River into Illinois. Many of our members are college-educated and in middle-to-upper income brackets.

What Attracts Members to Our Church?

There are three main gateways into First Presbyterian Church of Kirkwood. (Aside: St. Louis is the Gateway to the West. Also, if you live here, you have to say, "Arch!" every time you see the Arch. It's an unwritten rule. Previously unwritten.)

The first and biggest gateway into our church right now is music. Our music director is amazing. He is very tied into the St. Louis arts community, and Kirkwood Pres is known for having incredible music—including our 2013 Casavant pipe organ. Many professional musicians call Kirkwood Pres their church home, and most of these music-lovers participate in our 11:00 Traditional service. Indeed, a large number of survey respondents stated that our music programming is what brought them to Kirkwood Pres. Detailed information about our vibrant music program is included on pages 21-22.

The second gateway into our church is youth ministry. Our youth director is very popular and has strengthened an already thriving youth program through his enthusiasm and ties to the larger Kirkwood community. Our Logos program attracts children (grades K-8) from the Kirkwood community, including several families that are not church members. Similarly, the senior high youth program welcomes many students who come from non-member families. They meet weekly and take 30-40 teens on a two-week, mission-focused work camp each July. The work camp is a long-standing highlight of the high school fellowship program and has been going strong for over 50 years. It is a big part of many lives and support for the work camp is strong within the congregation.

Confession: there are currently two main gateways into Kirkwood Pres. Third place is a tie, but both missions have great potential. Our 9:05 contemporary Arise! service is a great entry into our church and was nearly as well attended as the 11:00 traditional service before Covid. Arise! is currently suffering from a lack of staff attention and needs a little love. Particularly, the service could use a paid AV team and worship leader. More information about the Arise! Service is included on page 22. Last but definitely not least is mission. We do great mission work at Kirkwood Pres! And while we don't need to toot our own horn, we could do a much better job of publicizing what we do and actively engage more in our local community. Further mission information is included on pages 10-11.



But Who Are We Really, Though?

Our membership numbers continue to stay steady, hovering around 700 members, evenly divided between males and females. Our largest demographic is the over-70 group (250+) and smallest is the 26-40 year-olds (50+). Kirkwood Pres's Christian Education program is a highlight of our church, with an average of 10 youth in each grade from birth through high school. Longevity is a hallmark of Kirkwood Pres; we currently have over 80 members who have worshipped with us for at least 50 years. Church members are also engaged in our larger community, and many are involved in and serve as board members of non-profit organizations and city organizations.

Racially, we are a predominantly white congregation with fewer than 20 members identifying as a person of color (POC), including Asian, Black, Hispanic, and Multiracial. Our 97% white membership does not precisely track the population of the Kirkwood community, which as noted on page 6, is 88% white. While this disparity may be common in PC(USA) churches, a number of members noted this difference and were committed to changing the racial identity of Kirkwood Pres to one that reflects our local community.

Our average weekly attendance (pre-Covid) was approximately 50% of our membership. Of course, this number fluctuated with a decrease in summer months and a bump during the school year. Our online-only service, which began in March of 2020, brought a steady viewership, including many non-members. Since resuming in-person services in April of 2021, attendance has grown back to approximately 30% of our congregation.

Our financial picture has stayed relatively strong, although the pandemic has introduced a change to our usual comfortable posture. Between 2020 and 2022 our average and median gifts have declined slightly. Our 2022 budget indicates a shortfall that will need to be financed through investment income and savings or through aggressive increases in stewardship giving. However, it also demonstrates the confidence and optimism of the Session by increasing expenditures specifically in church staff, with several positions being added. Our desire is to grow out of any downturn with positivity and faith, relying on the current membership and new members that can be gained by active outreach. See the attached financial reports on pages 19-20.

Church leadership is currently authorized at 24 ruling Elders and 24 Deacons, though we're considering reducing the size of both boards, and all committees and groups are fully operational and very active. For example, the Mission Committee includes 15 members, and in 2021 alone we have taken an adult mission trip to Omaha, have provided home renovation and repairs with a local organization that assists people moving from transition housing to home ownership, have adopted an Afghanistan immigrant family, have delivered 333 breakfast casseroles to a local homeless shelter, and have modeled Kirkwood Pres as a "Matthew 25" church as of May 2021. See the following section for a summary of our activities and how they reflect the three categories of Matthew 25. We feel called to be actively engaged in the world around us.

First Presbyterian Church of Kirkwood—A Matthew 25 Congregation

Building Congregational Vitality

Chapel Worship Service	Hannah Circle
Arise! Praise Service	Sarah Circle
Traditional Service	Esther Circle
Adult Education: Lecture Series	Mary Circle
Spiritual Formation Class	Karen Circle
Sunday Morning Learning for Preschool through 7th Grade	First Presbyterian Children's Center
Sunday Morning Confirmation Class for 8th Grade	Deacons—Bereavement Care
Sunday Morning Nursery Care	Deacons—Homebound Care
Logos	Deacons—Hospital Care
Middle School Fellowship	Presbytery of Giddings-Lovejoy
Senior High Fellowship	PC(USA)
Senior High Work Camp	Presbyterian Mission Agency
Family Ministry at FPC	
Sermon Series	
Building and Grounds	
Stephen Ministry	
Tuesday Book Group	
Fourth Wednesday Book Group	
Congregational Care Committee	
Dementia Discussion Group	
Grief Support Group	
Christian Concerns Class	
Elders	
Committees	
Deacons	
Chancel Choir	
Church Orchestra	
Arise! Praise Band	
Chancel Ringers	
Carillon Ringers	
Musikgarten	
Cherubs Choir	
Choristers	
Middle School Ringers	
Artists-in-Residence: Clarion Brass	
Artists-in-Residence: Rosewood Ensemble	
<i>Con Spirito</i> Concert Series	
Christmas Concert	
Lenten Concert Series	
Men's Bible Study	

Dismantling Structural Racism

Kirkwood Social Justice Coalition
Love Thy NEW Neighbors
Fall School Supply Drive
Kirkwood YMCA Club 44
Room at the Inn
St. Joseph Housing Initiative
Alternative Gift Market: Zee Bee Market
Alternative Gift Market: Marion Medical Mission
Alternative Gift Market: Project Peanut Butter
Alternative Gift Market: Kwasha Kids
Alternative Gift Market: Heifer Project
HomeFirst STL

Eradicating Systemic Poverty

Share the Warmth at St. Patrick's Center
Breakfast Casseroles for St. Patrick's Center
Lydia's House
Room at the Inn
St. Joseph Housing Initiative
Bridge Bread Deacons—
Crisis Care Deacons—
Community Care
Presbyterian Disaster Assistance
PDA Cleanup Buckets
Presbyterian Children's Homes & Services
Mission Trips
Rise Against Hunger
Kirkcare Food Pantry
Christmas Giving Trees
Alternative Gift Market: More Than Coffee
Kirkwood Vegetable Garden
Fall School Supply Drive
First Pres Preschool Scholarship
Mound Ridge Retreat
St. Andrews Services
Presbyterian Mission—Hunger Action
Congregation

Uncategorized

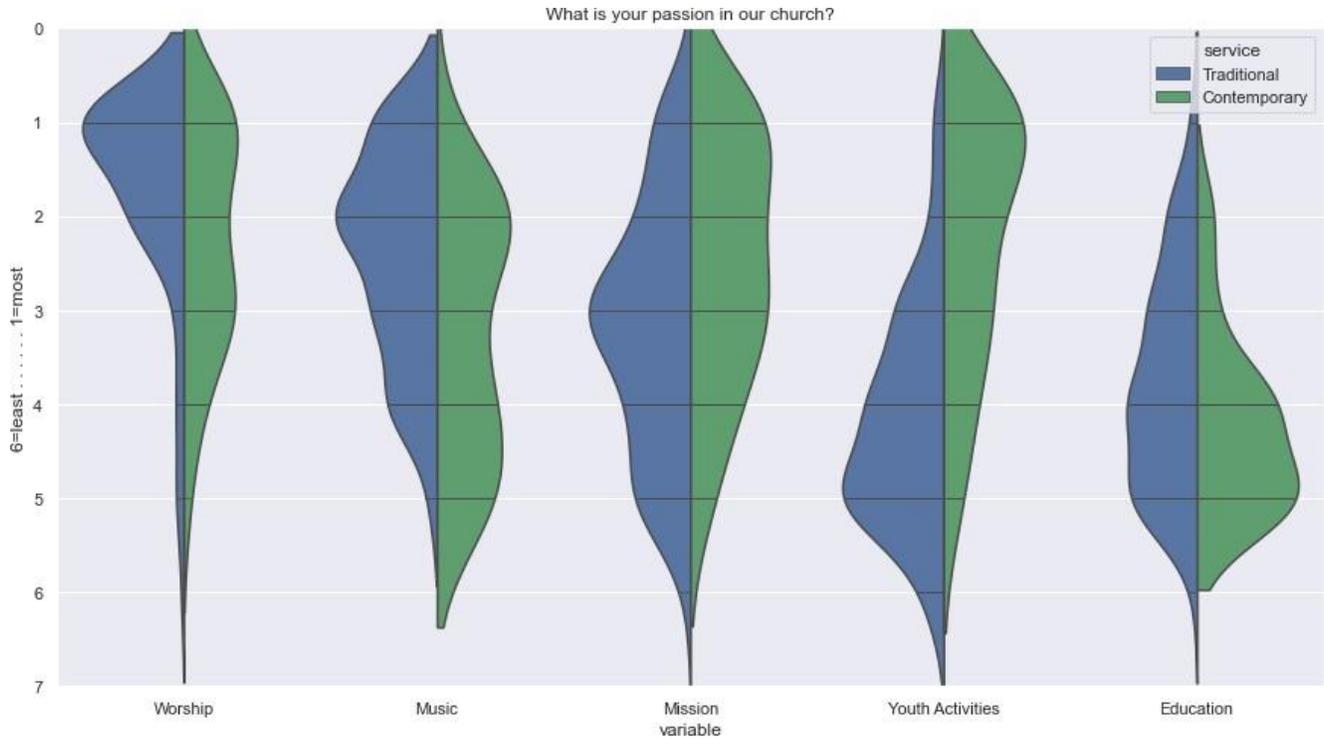
Red Cross Blood Drive
Doorways Residential Program
CPR Classes

How is First Presbyterian Church of Kirkwood perceived in our community?

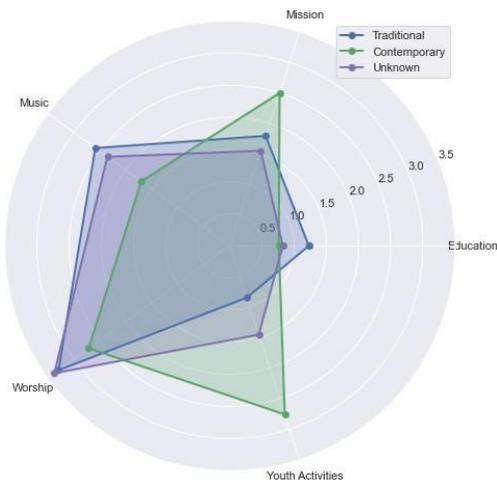
City Council members who are not part of our congregation reported positive associations with our church. In particular, they mentioned our community spirit, civic involvement, community and children's activities, teen programs, ecumenicism, beautiful building, and history.

What is your passion in our church?

Between worship, music, mission, youth, and education, our church has diverse needs and priorities. While none of these stand out as a universal priority for the entire congregation, different areas of the congregation have clear priorities.



For example, traditional service goes clearly value “worship” and “music” as a near-unanimous number one and number two priorities. Whereas the contemporary service attendees put “youth” as a distinctly higher priority.



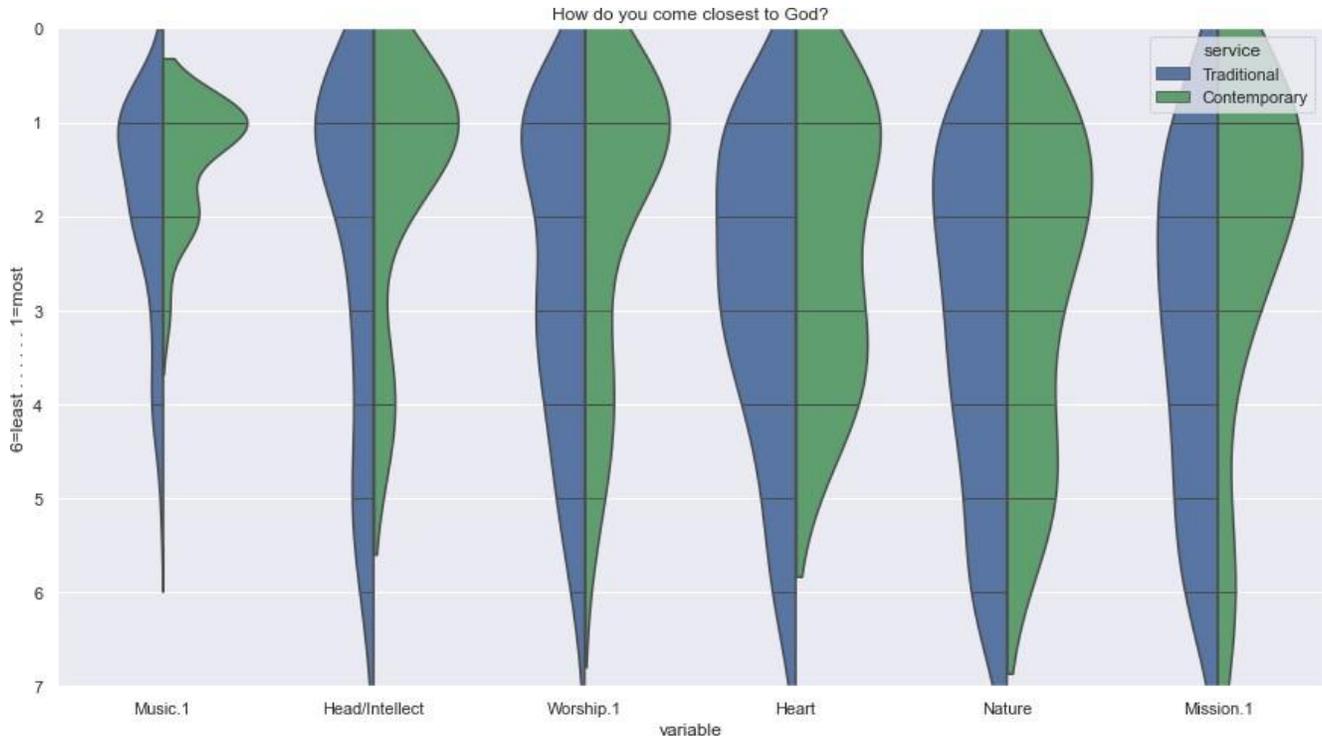
Both services put mission as a solid middle-of-the-pack priority, with the contemporary service skewing mission to be somewhat more important.

How do you come closest to God?

Our traditional and contemporary services have some distinct differences in how we come closest to God.

Both traditional and contemporary service goers spread their number one choice across several options, but the Arise service has a stronger preference for “music” as a number one connection with God—an interesting observation considering the importance and size of the choir in the traditional service.

Both groups showed “heart” and “nature” as important to their connection with God.



Notes from Kirkwood Pres Staff

The interim pastor/head of staff joined the First Presbyterian staff team nearly five months after the departure of the previous pastor. Session, with the encouragement of the Presbytery's Commission on Ministry, requested that the interim's initial focus be on support of individual staff team members, and on rebuilding staff team functioning and morale. To help achieve these goals, Session authorized hiring a consultant to work with the staff team.

There are two primary results of the consultation process:

First, the knowledge that the staff team remains willing to be constructive in addressing the issues that were raised, are resilient, committed to the church, and want to pave the way for a more healthy and constructive future.

Second, Session has greater clarity and awareness concerning its leadership responsibilities for the congregation. Church officers are now trained as they assume their roles to understand their responsibilities

in such situations and how they will work to address any future concerns proactively and preventatively. The Session must listen in a deeper way, provide oversight, investigate, and follow up on any complaints received. A rebuilding of trust by the staff will start with a behavioral covenant. This covenant sets expectations as well as a sense of a supportive culture of accountability to communicate, listen, be respectful and considerate, have a unified approach, honor differences, and have fun together.

In addition to the consultant, the Mission Study Team conducted individual interviews with current staff members. Many of their wishes for a new head-of-staff/senior pastor aligned with the church members': caring, compassionate, personable, good preacher, and engaged with the life of the church (including the preschool).

Additional concerns shared by the staff emphasized respecting/valuing all members of the staff and involving staff/communicating with staff about important decisions and major changes that impact everyone. We have long been understaffed, and current staff are eager to welcome more support, especially in technology and custodial. (Note: we plan to add approximately five staff this year.) With a church this size, we need a senior pastor/head-of-staff with strong administrative skills in addition to strong preaching. Our new chief administrator must be willing to work as a team with the staff and lay volunteers, use others' gifts thoughtfully, and be an attentive shepherd.

Staff members interviewed include: Paula Bujewski, office administrator; Ellen Hitchler, Musikgarten teacher; Rob Monroe, director of children, youth, and family ministries; Sherry Peters, director of the Children's Center; Dee Robinson, head custodian; Rev. Dr. Bill Smutz, interim senior pastor/head of staff; and Bill Stein, director of music ministries.

WHERE WE SEE OURSELVES GOING

“We want a new pastor who likes kids, has fun, knows interesting stories, and is kind, funny, enthusiastic, and creative.”
-- 3rd through 5th grade Sunday School students

What is the most important characteristic in a senior pastor?



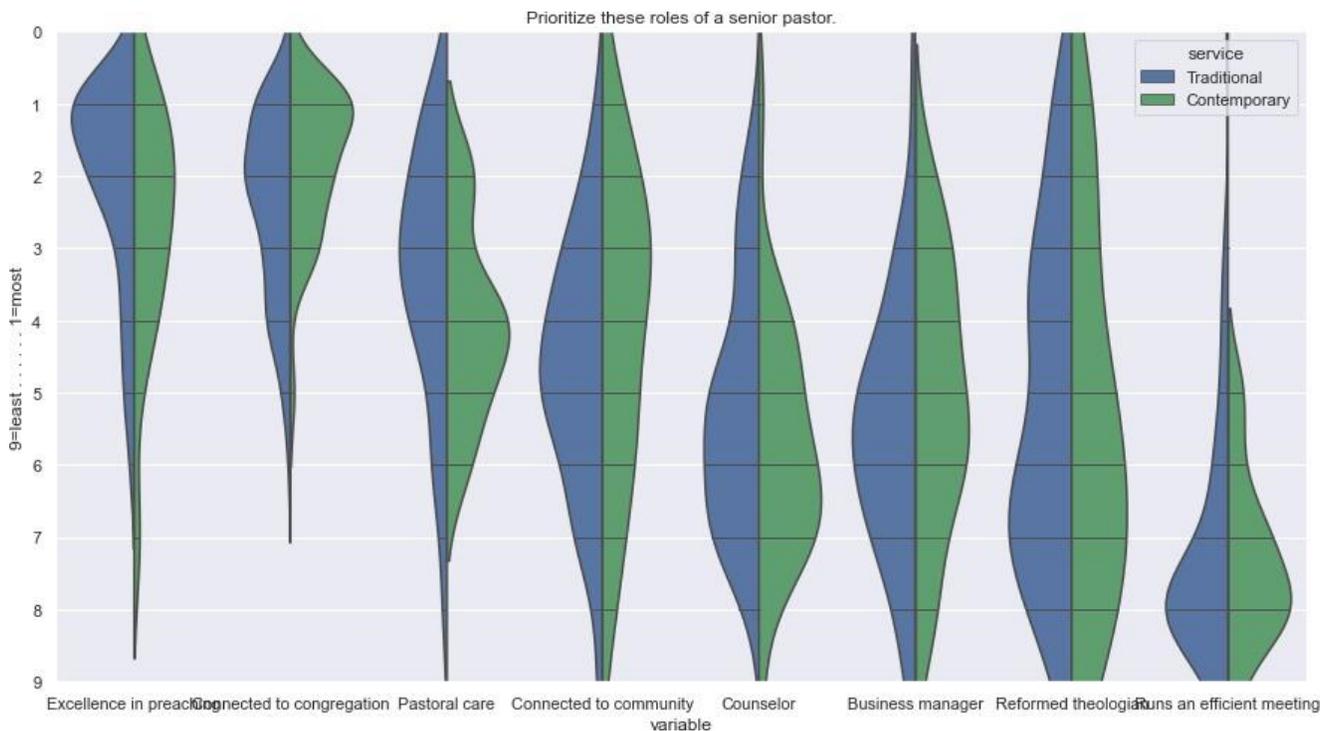
We know there's much more to being a good senior pastor than preaching, but preaching is very important to this church. Some of us approach sermons emotionally and some of us approach sermons intellectually. Our last pastor was an emotional preacher who also hosted occasional evening dinner-and-Bible-study sessions to analyze the week's lectionary. These two approaches appealed to us as a congregation.

What is the most important role of a senior pastor?

Respondents were generally consistent in their prioritization and view of what roles were most important for our senior pastor. From most to least important:

1. Excellence in preaching
2. Connected to congregation
3. Pastoral care
4. Connected to community
5. Counselor
6. Business manager/Administration
7. Reformed theologian
8. Runs an efficient meeting

It's clear that most members want a senior pastor who is connected to the congregation and can engage from the pulpit. Traditionally, this church has hired senior pastors with an emphasis on excellence in preaching. While preaching is still very important to us, pastoral care is also something we crave at this time.

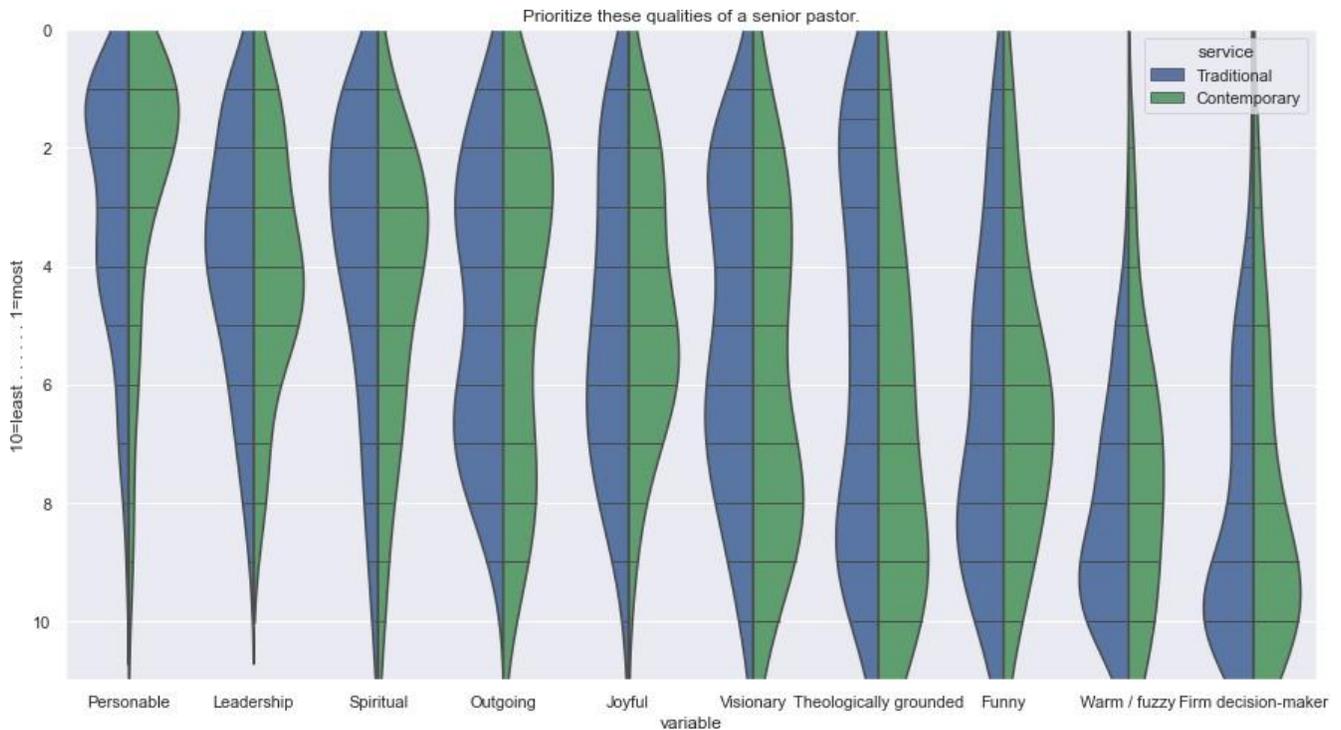


What is the most important quality of a senior pastor?

Respondents were generally consistent in their prioritization and view of what roles were most and least important qualities for our senior pastor. From most to least important:

1. Personable
2. Leadership
3. Spiritual
4. Outgoing
5. Joyful
6. Visionary
7. Theologically grounded
8. Funny
9. Warm / fuzzy
10. Firm decision-maker

It's clear that most members want a senior pastor who is personable, shows strong leadership, and is spiritual. The youth disagreed with the adults on these points—they ranked humor and warm/fuzzy much higher and they didn't mention leadership skills at all. Go figure.



CONCLUDING STATEMENT

Kirkwood Pres is not a perfect church. Sometimes, we have an easier time getting people to donate their money than their time. We can be insular and set in our ways. We're a mainline church in a changing world. But we're an amazing group of people, and our gifts far outweigh our challenges. We have such enthusiasm, such engagement, such vibrant members.

It's been a tough pandemic and losing our senior pastor and our long-term associate pastor during this time was a blow. But we're waking up now, shaking off the other responsibilities that drew our attention away from the church over the past couple of years, and getting back to business. We're singing, ringing bells, worshipping, grieving, counseling, reading, discussing, socializing, building, serving, teaching, learning, and growing together.

All we need is a shepherd to lead us home.

“We are an inclusive, welcoming congregation, steeped in tradition and eager to move forward. The church's identity is well-represented by our building - a gothic sanctuary with a wholly modern interpretation, a renovation of that sanctuary to incorporate a magnificent pipe organ and consolidation of space for a growing choir, a fellowship hall that is also designed for informal worship, a chapel flooded in light and inviting private devotion, and a gathering space open to each other and to the community at large.” – church member Phil Polster

Kirkwood Pres Mission Study Report

FIRSTPRESBYTERIAN CHURCH OF KIRKWOOD - BUDGET 2022

* These items represent donations that come in for a purpose and then are disbursed. They do not impact bottom line.

Fund Name: 0 FPC	Department Name: 1 Income	2022 Budget	2021 11 months act	2021 Budget	2020 Actual	2020 Budget	2019 Actual	2018 Actual
Total Offerings for church operations		1,005,200	861,810	1,121,700	1,034,538	1,127,670	1,095,940	1,086,615
Total Special Offerings		12,000	8,442	8,000	9,435	8,000	14,592	10,090
Total Restricted offerings		12,000	9,040	20,000	11,342	20,000	32,453	36,925
Total Income from Other Sources		19,120	7,819	28,000	154,329	31,000	42,852	53,393
Total Program Income		8,250	3,590	9,450	2,599	9,450	20,339	21,169
Total Revenue		1,056,570	890,701	1,187,150	1,212,243	1,196,120	1,206,177	1,208,192
					Includes \$148k P >P			
EXPENSES								
Total Personnel Expenses (Personnel comm. Proposed)		916,450	595,140	770,552	762,281	784,948	776,567	740,910
Total Session Committee Expense		22,500	11,888	22,100	9,802	15,600	14,836	15,298
Total Finance and Office		78,548	53,857	47,850	36,667	47,350	82,081	90,105
Total Building & Grounds		235,650	211,553	240,850	221,061	241,350	200,550	190,217
Total Presbyterian Ministries		16,350	14,350	16,350	13,854	17,500	16,582	16,376
Total Special Offering Disbursements		12,000	-	8,000	9,518	8,000	15,225	9,434
Total Per Capita and other outreach		35,372	26,616	42,072	34,910	44,072	40,618	61,928
Total First Pres Mission Outreach		24,100	18,490	22,500	18,602	22,500	23,448	23,518
Total Adult Education Expenses		6,600	3,721	8,850	4,632	10,750	6,667	7,912
Total Congregational Nurture Expenses		1,150	1,216	2,250	493	2,850	952	1,280
Total Children's Ministry Exp.		7,600	4,007	4,400	2,287	7,300	4,411	3,993
Total Youth Ministry Expense		6,600	2,017	6,200	3,970	5,600	8,343	5,521
Total Music and Arts Exp.		27,950	16,939	29,450	12,691	31,400	28,516	41,600
Total Expenses		1,390,870	959,794	1,221,424	1,130,767	1,239,220	1,218,795	1,208,092
Total Net Revenue over Expenses - Before transfers		(334,300)	(69,093)	(34,274)	81,476	(43,100)	(12,618)	101
Transfers to/from Support Funds								
44110 Transfers to support funds					(90,392)			
44100 Ministry Support Released from Restriction	330,300		38,774		-	25,000	2,705	-
44125 Maintenance Support Released from Restrictions			-		12,000	10,000	10,000	-
44150 Landscaping Gifts Released from Restrictions	4,000		2,000		-	2,000	2,000	-
44300 Poertner Released from Restrictions			-		-	-	3,400	-
44350 Straub Fund Transfer			-		-	2,700	-	-
44400 Memorials Released from Restrictions			-		-	-	7,000	7,900
Total Transfers to/from Support Funds	334,300		40,774		(78,392)	43,100	25,105	7,900
Total Net Revenue/transfers in over Expenses		-	6,500	6,500	3,084	-	12,487	8,001

NOTE at 11/30/2021, the Ministry Support Fund has \$1 million available

	2022 budget	2021 budget	2020 Actual	2020 Budget	2019 Actual	2018 Actual
Expense - Support Funds						
56012 Expenses from Music Gifts (moved)	8,000	2,000	66	2,000	8,113	10,569
50240/50 Maintenance Support Expenditure Donor Restricted	20,000	-	136,686	-	118,757	19,244
Total Expense - Support Funds			136,686		118,757	19,244

Proposed Prior Year Prior 2 Years Ago 3 Years Ago

FIRST PRESBYTERIAN CHURCH OF KIRKWOOD
2022 BUDGET ANALYSIS

	Increase (decrease from 2021)
Major differences in 2022 versus 2021 budget	
INCOME	
Reduction in Offerings for church operations	(116,500)
Reduction in Income from other sources	(8,880)
Other changes that net with expenses	(5,200)
Total decrease in budgeted income to reflect recent actuals	<u>(130,580)</u>
EXPENSES	
Personnel costs	
New positions (including custodian)	222,000
Reduction in Business Manager position	(41,000)
Reduction in Clergy severance	(43,500)
Raises	8,500
total increases in Personnel costs	<u>146,000</u>
Finance and Operations	
Outsourced accounting	36,000
Hosting and management of server	4,898
Equipment leases reduced to reflect current leases	(7,000)
Postage savings	(1,000)
Various other	(2,200)
Total changes in Finance & Operations	<u>30,698</u>
Buildings & Grounds	
Increase in insurance costs	7,500
Various other	(2,300)
Total changes in B&O	<u>5,200</u>
Others in aggregate	<u>(12,452)</u>
Total increase in operating expenses	<u>169,446</u>
Increase in net loss from 2021 Budget	(300,026)
2021 budgeted loss	<u>(34,274)</u>
2022 Budgeted loss	<u><u>(334,300)</u></u>

Additional Resources related to Kirkwood:

[Our City | City Of Kirkwood, MO \(kirkwoodmo.org\)](http://kirkwoodmo.org)

[Business | City Of Kirkwood, MO \(kirkwoodmo.org\)](http://kirkwoodmo.org)

[Kirkwood School District / Homepage \(kirkwoodschoools.org\)](http://kirkwoodschoools.org)

Additional Information from the Worship, Music, and Arts Committee:

The music ministry of First Presbyterian of Kirkwood has long been recognized for its excellence and diversity. The Chancel Choir, 50+ voices, provides music leadership at the Traditional Service almost every Sunday between September and May. During the summer, a smaller choir participates in some services, while soloists and guest artists help lead worship at others. The Arise! Praise Band leads the Contemporary Service each week. The Chancel Ringers and The Carillon Ringers, two adult bell choirs, play at selected services during the year, and the Middle School Ringers also provide music at either the Arise! or the Traditional Service. The Cherubs and The Choristers allow grade-school age children of the church to express their growing faith by singing on Sunday mornings, and they play a major part in the late afternoon Family Service every Christmas Eve. An orchestra made of members of the congregation also helps lead worship several times a year. On Wednesday mornings, the MusikGarten program is offered free of charge to members of the church and the wider community for children ages 3 months to 5 years.

The current Con Spirito Concert Series was established in 2000, but this series follows a long tradition, going back at least to the 1950s of presenting concerts for the public. The Con Spirito Series offers six to eight programs each year, usually on Sunday afternoons. Because we view the concerts as outreach to the Kirkwood community, most concerts are given with no admission charge. The Series does not receive funds from the General Church budget but pays for itself through free-will offerings taken at many concerts and through generous donations from members of the church.

Highlights of the series each year are the Annual Christmas concert, featuring the Chancel Choir with a professional orchestra, performed one Sunday during Advent, and the Organ Dedication Anniversary Recital, held each May 4th on the anniversary of the dedication of the Casavant Organ in 2014. Other programs may feature visiting choirs, local soloists, and ensembles. The Con Spirito Series also organizes the Tree of Life Chapel Lenten Recital series, offered at noon every Friday during Lent, which usually culminates in a Good Friday Service featuring the Chancel Choir and orchestra performing a suitable work, such as a Requiem. And finally, on Sundays during the month of July, the Con Spirito series presents Notes @9, short recitals held at 9 a.m. in the Sanctuary preceding the summer worship service at 10.

The Sanctuary is also used frequently by other performing groups from the St. Louis area, including the Metropolitan Orchestra, the St. Louis Bach Society, the Women's HOPE Chorale of St. Louis, and the Saint Louis Chamber Chorus. These groups choose First Presbyterian of Kirkwood because of our central location, large seating capacity, ample parking, and especially the rich acoustics of the Sanctuary.

Con Spirito strives to find fine musicians from the Greater St. Louis area to perform in our various seasons. We attempt to provide programs that will interest members of the Church and Community through a variety of presentations. In past years we provided a Christmas play for families as well as varied classical, contemporary, blue grass, dance, and jazz programs.

Additional Information about the Arise! Contemporary Service:

The 9:05 am Arise Service began approximately twenty years ago to provide an alternative worship experience from the traditional 11:00 am service. The contemporary Christian format of the Arise Service was created to reach out to members and prospective members of our congregation who were looking for a more casual, rock-band style of worship. The service takes place in Fellowship Hall, providing a stage and three large projected screens with song lyrics, visual graphics, and announcements displayed for the congregation. The vocalists and musicians in the band and the sound technicians and screen coordinators are all volunteers. Currently, only the part time lead guitar player is a paid position. The Arise service has been a popular venue for the Senior High Youth led worship service.