

March 8, 2017

Dear Fourth Family,

We are writing to share with you an update on Fourth's financial position, as well as the decisions of the Session regarding the 2017 church budget and staffing plan.

After careful study of the last 10 years of the congregation's financial contributions, the Session has discerned the need to reduce the church budget. The new budget for 2017 (enclosed) will total \$1,038,980, which is a reduction from the budget of the past several years. We encourage you to review this budget. As a congregation of just under 850 members (which means about 460 families or individuals who could contribute) this new budget still offers ample challenge.

Fourth Presbyterian Church celebrates a long history of generous giving. The faithfulness of our members has enabled God's work to be done in countless ways through the life and ministry of the congregation. Over the years, this work has been undergirded by the service of a church staff that has varied in its size and roles. In better economic times that staff has been more robust, while in harder economic times the staffing structure has been more lean. Regardless of the size of the staff, the great strength of our congregation has been the Spirit's work through the generous giving and loving ministry of the members of Fourth Presbyterian Church.

As you will see in the enclosed budget, in addition to reductions in spending on Building & Grounds and Financial Benevolences, the Personnel budget has been reduced. The Session has decided on a staffing strategy that we believe will provide the strongest possible leadership and support for our life and mission together.

As **Senior Pastor**, Dr. Mike Hoyt will continue to offer spiritual care for those who are facing personal, family, and spiritual challenges. As Mike expressed in a recent letter to the congregation, he loves pastoral ministry and looks forward to serving the Fourth family in this role. Please do not hesitate to call on your pastor to request a visit, or a prayer, or the support provided through our Congregational Care Committee.

In addition, the position of **Associate Pastor for Discipleship and Mission** will be expanded from part-time to full-time. Rev. Jennifer Fouse Sheorn has been serving in this role in a part-time capacity, as a "stated supply" — a temporary, annually renewable contract with the Session. In considering Fourth's ministry needs, as well as her personal and family needs, Jennifer has discerned that serving full-time (often 60 hrs/wk) as Fourth's Associate Pastor is not the right decision for her at this time. Jennifer will continue serving, part-time, through the end of July. In the meantime, the Session will begin the process of forming an Associate Pastor Nominating Committee (APNC) to call Fourth's next Associate Pastor to an installed position. This will most likely require an Interim Associate Pastor to serve for a time after Jennifer concludes her ministry in July. In addition to supporting the Mission & Witness and Young Adult Committees, this full-time Associate Pastor will provide supervisory and pastoral support to the Youth Director and Fourth's youth ministry.

Finally, we are delighted to share with you that Rev. Hank Hinnant will now be serving full time as our **Minister of Music and Congregational Life**. Hank will continue to provide outstanding leadership for our music ministries, and he will take on additional roles in the Congregational Life, Fellowship, and Hospitality/Ushering/Security Committees. For the past several years, Hank has been providing support, generously and voluntarily, for our growing audio-visual needs. He will now have more time to devote to this area and will be properly compensated for it. Hank will also be available to share in the pastoral visitation of members.

The Session believes this staffing plan is realistic, allowing for an overall reduction of the church budget as we seek to be good stewards of our financial resources. At the same time, the plan will continue to challenge and

encourage our church family to grow in the generous sharing of our time, talents, and financial gifts. Sustaining the work of a congregation like Fourth requires all of the members working together and each of us giving as much as we are able.

We look forward to serving with you in the days ahead as we journey and grow together into all that Christ is calling us to be as Fourth Presbyterian Church in Greenville, South Carolina.

Yours in Christ,

Calvin T. Vick, Jr.
Clerk of Session

Rev. Dr. Michael Hoyt
Pastor

Fourth Presbyterian Church, 2017 Budget Reductions

Category	2016 Budget	2017 Budget*	2017 Revised Budget**	Change from 2016	Change from Original 2017	% of Budget	
Financial Benevolences	\$ 130,500	\$ 104,946	\$ 88,500	\$ (42,000)	\$ (16,446)	8.5%	} 15%
Fourth Missions^	\$ 28,000	\$ 71,000	\$ 66,000	\$ 38,000	\$ (5,000)	6.4%	
Christian Education	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	1%	
Congregational Care & Life	\$ 5,900	\$ 6,740	\$ 6,740	\$ 840	\$ -	1%	
Youth	\$ 26,700	\$ 24,700	\$ 24,700	\$ (2,000)	\$ -	2%	
Fellowship	\$ 16,000	\$ 16,400	\$ 16,400	\$ 400	\$ -	2%	
Worship & Music	\$ 10,750	\$ 10,930	\$ 10,930	\$ 180	\$ -	1%	
Building & Grounds	\$ 140,000	\$ 130,000	\$ 110,000	\$ (30,000)	\$ (20,000)	11%	
Office Operations	\$ 39,500	\$ 44,900	\$ 40,900	\$ 1,400	\$ (4,000)	4%	
Other Operations & Stewardship	\$ 10,750	\$ 11,250	\$ 11,250	\$ 500	\$ -	1%	
Creation Care	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	0%	
Young Adults	\$ 2,900	\$ 1,000	\$ 1,000	\$ (1,900)	\$ -	0%	
Personnel	\$ 695,000	\$ 683,134	\$ 651,560	\$ (43,440)	\$ (31,574)	63%	
TOTAL	\$ 1,116,000	\$ 1,116,000	\$ 1,038,980	\$ (77,020)	\$ (77,020)	100%	

*Tentatively approved at December 2016 Session meeting, to be revised in Q1 of 2017

**Approved at February 2017 Session meeting

^ Includes \$35,000 for Habitat house

Fourth Presbyterian Church, 2017 Mission & Benevolence Budget

	2015 Budget	2016 Budget	2017 Budget	2017 Budget, reduced	Savings
Financial Benevolences					
Presbytery Unified Giving	65,000.00	65,000.00	56,446.00	45,000.00	
Presbytery/Synod/GA per Capita	7,300.00	7,500.00	7,500.00	7,500.00	
Thornwell Home	3,000.00	5,000.00	3,000.00	3,000.00	
Columbia Seminary Scholarship	3,000.00	5,000.00	3,000.00	3,000.00	
Presby Home Resident Aid	5,000.00	5,000.00	3,000.00	3,000.00	
Montreat Conference Center	11,250.00	5,000.00	3,000.00	3,000.00	
Furman Campus Ministry	3,000.00	3,000.00	3,000.00	3,000.00	
United Ministries	14,500.00	20,000.00	18,000.00	15,000.00	
Seminary Student Support	5,000.00	5,000.00	5,000.00	5,000.00	
Presbyterian College	10,000.00	10,000.00	3,000.00	1,000.00	
Bread for the World	500.00	-	-	-	
Financial Benevolence Total	127,550.00	130,500.00	104,946.00	88,500.00	\$16,446.00
Fourth Missions					
New Mission Opportunities	300.00	1,000.00	2,000.00	2,000.00	
LFF Scholarships	5,000.00	5,000.00	5,000.00	3,000.00	
Sterling	13,700.00	13,000.00	18,000.00	15,000.00	
Adult Mission Trip	-	3,000.00	4,000.00	4,000.00	
Interfaith Hospitality Network	2,000.00	2,000.00	2,000.00	2,000.00	
Triune Mercy	4,000.00	4,000.00	5,000.00	5,000.00	
Habitat for Humanity	10,000.00	-	35,000.00	35,000.00	
Fourth Missions Total	35,000.00	28,000.00	71,000.00	66,000.00	\$5,000.00
TOTAL BENEVOLENCES	162,550.00	158,500.00	175,946.00	154,500.00	\$21,446.00