

140 years of ministry, growing God's Kingdom

Annual report
2025

Annual meeting January 25, 2026

Beginning our 141st year of ministry to
Medford and the Rogue Valley

At noon following 11 a.m. worship





FIRST PRESBYTERIAN Church

85 South Holly Street, Medford, OR 97501
Phone: (541) 779-1711
Email: fpcm@firstpresmedford.org
Office hours: Monday - Thursday,
9 a.m. to noon, and by appointment

Corporate Officers

President: Cathy de Wolfe
Clerk (Corporate Secretary):
Tam Moore
Treasurer: Bob Haddon

Staff

Bridge Pastor: Mike Hubbard
Transitional Consulting Pastor:
Rev. Robin Garvin
Church Administrator:
Elizbeth Mahan
Building manager:
Mike Mahan
Sarah Corson Childcare Center
Director: Jaime Snider
Choir Director: Jerron Jorgensen

2024 Statistics

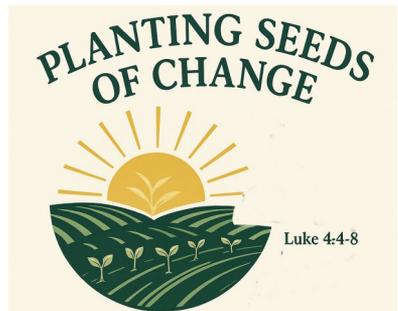
Active members 141
Average weekly worship
attendance 136
23,018 sack lunches for the
hungry
24,887 persons served
through the West Medford
Food Bank
20,035 meals served by
Hawthorne Park Potluck
collaborators

Session

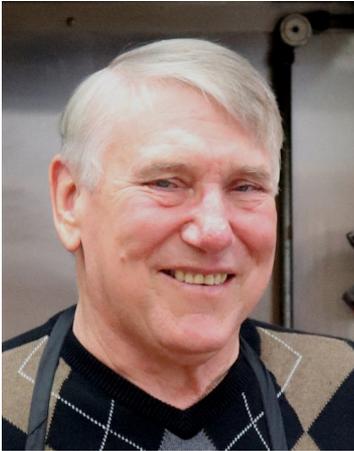
Class of 2026: Marthanne Dedrick, Bob
Haddon, Tam Moore
Class of 2027: Andy Ullrich, Evonne
Hubbard, Cathy Ullrich
Class of 2028: Dan Johnson, Patty
Herkert, Carl Hultquist

Board of Deacons

Class of 2026: Ann Lowe, Josie Metz,
Nancy Zitzner, vacant
Class of 2027: Betty Tozier, Cindy
Walker, two vacant
Class of 2028: Nikki Keating, K. Sandra
Dale-Ross, Ellen Rancik, Doris Sjolund



Bridge Pastor's report



Dear Friends,

Unless God has something planned for me that I'm unaware of, this will be my final pastor's report. Ever. It is with profound gratitude that I write it. Gratitude for God's saving grace. Gratitude for my baptism many years ago in a borrowed baptistry. Gratitude for Evonne, my loving and faithful wife of 56 years. Gratitude for the patience of those who have mentored me—some of you are reading this report, others are now in glory. Gratitude for the Presbytery of the Cascades for providing the means and resources to train, equip and certify me as a Commissioned Ruling Elder and for the Commission on Ministry for their unfailing support.

And finally, our deepest gratitude for this congregation and for each of you. For nearly 23 years Medford First Presbyterian has been our home and family. We have been spiritually nourished and have enjoyed good fellowship and deep friendships. Your support over the years has been deeply appreciated. Your support during this past year was what made my ministry here possible. With no exaggeration, I can say, "I could not have served as your Bridge Pastor without it!" God bless you and keep you.

In particular, the work of our committees, the Session, and our Clerk of Session, Tam Moore, have brought us to a place of readiness as we begin our search for our next pastor. They have made an honest appraisal of our programs and our building and have set about making small changes. Things have been "tidied up". Work remains and continues to be done.

Quite apart from my work, our Transition Team and now our Pastor Nominating Committee have done what many would have considered impossible. The amount of hard work and the amount accomplished is nothing short of amazing. Rev. Robin Garvin and Elder Steve Roe have been God's gift to us during 2025 as they walked and labored beside us. Thank you, Robin and Steve.

Last, but far from least, is my gratitude for our staff: Jaime Snider, Mike and Elizabeth Mahan, and more recently, Jerron Jorgensen, Christi McLaine, and Liane Alitowski. They get things done! And in the true spirit of our calling, they do so with "energy, intelligence, imagination, and love." As fellow laborers they have worked tirelessly and, in many ways, selflessly. With humor and kindness, they have been a constant source of joy.

Together, we look forward to a future of God's love and provision. We can do no more. We can do no better.

Grace and peace, Pastor Mike



2025 Finance report*

*subject to revision after closing entries are made

The Finance Committee met monthly in 2025 to review financial statements, including our investment accounts at Morgan Stanley. In addition, Paul Smith of Morgan Stanley, our investment advisor, came to several meetings to discuss how our investments were doing and to provide recommendations for changes to investments.

Overall income for Congregation expenses and Sarah Corson Center (excluding Urban Center II) did not meet the total Congregation expenses for the year. Income from Urban Center II produced a net profit to help with Congregation expenses. To cover the 2025 deficits and provide cash flow to pay bills, \$150,000 was transferred from reserves held in the investment accounts. Going into 2026 the Church will again address a shortfall in Congregational giving to meet budgeted expenses, although the projected deficit at this time is only \$6,229, much less than in 2025. In 2025 expenses from various committees were paid from Temporary Restricted Funds and/or Session Designated Funds, to help alleviate the shortfall in Congregational giving. The Fall Pledge Drive was a mixed success. Forty-seven pledges for 2026 were received, the same as for 2025. The good news is the pledged amount is above the 2025 amount.

Committee members include Chair Cathy de Wolfe, Mary Lynn Lucas, Josie Metz, Evonne Hubbard and Betty Tozier. Treasurer Bob Haddon, Pastor Mike Hubbard and Church Administrator Elizabeth Mahan are ex-officio.

Treasurer's Annual Report

For the period January through December 2025, the church received total income of \$1,015,742.87. The church expended \$1,100,727.83, leaving a deficit of \$84,984.96. The balance in the Pastor's Discretionary Fund is \$3,526.17. Church reserves now total \$571,110.16.

	Income	Expense	Balance
Congregation	\$362,316.58	\$434,253.43	(\$33,139.36)
Sarah Corson Ctr.	\$594,626.29	\$633,854.96	(\$21,734.20)
Urban Center II	\$58,800	\$32,619.44	\$17,527.07
Total	\$1,015,742.87	\$1,100,727.83	(\$84,984.96)

Included in the above figures are income/expenses from the Temporary Restricted Fund of \$204,116.04 of which \$108,413.36 was for Sarah Corson Center, leaving a balance of \$95,673.85.

Bob Haddon, treasurer

2026 Operating budget, adopted by Session Dec. 30, 2025

Cost Center	Item	Total	Net	
Congregation	Income	\$278,975		
	Expense	\$343,153		
		administrative	\$106,050	
		personnel	\$116,557	
		bridge pastor	\$81,046	
		other expense	\$39,500	(\$64,178)
Urban Center II	Income	\$88,008		
	Expense	\$35,000	\$53,008	
Sarah Corson Center	income	\$618,664		
	Expense	\$613,723	\$4,941	
Operating loss (transfer from reserves)			(\$6,229)	

Home again



Sarah Corson Child Care and Learning Center

2025 Annual Report

We moved back into our beloved center in late May. Just as when we temporarily moved our program into the church, we had to go through inspections in order to move back into the center. Our local Health and Fire departments as well as the Oregon State Child Care Licensing Division had to inspect our new building and sign off on our occupancy. We are elated to be back in our home space! We are forever grateful to the FPC congregation for allowing us to use the Fellowship Hall and church nursery for over 10 months. This enabled us to stay in full operation during our water damage re-model project.



Building things on the new floor of the Center

Our Employee Attendance Incentive Program began in January. It rewarded staff for good work attendance by giving them extra compensation and extra paid time off. The program works in a four-tiered system. Employees who are gone for any unplanned reason must provide proof of absence. If they do, they “freeze” or stay put on their current tier and continue moving up (thus earning more compensation and paid time off). If an employee does not provide proof, they go all the way down or back to the beginning of the program. We now have 12 months worth of data that proves the program not only worked, it changed staff attendance patterns for the better for several employees. We are continuing the paid time off portion of this program into 2026.

In cooperation with the FPC Mission Committee, we began a volunteer reading program. A handful of church volunteers went through our background check in order to be able to come into our center and read to our children. We have a faithful group of volunteers who continue to read weekly or bi-monthly to our Pre-K, Preschool and Toddler 2 classes. The children and volunteers are LOVING this new program, and we hope it continues for many years to come!

We have a wonderful, dedicated staff who love what we do. We continue to be grateful for God’s many blessings on our early childhood education program.

Jaime Snider, Director

Building and grounds 2025

It was a very busy year. Major effort was the completion in May of the Sarah Corson Center restoration. Working hand-in-hand with Mike Mahan, our building manager, other notable accomplishments included:

The installation of new toilets and a basement stair handrail for Sarah Corson and a new sunshade and misting system for the playground. Installed a new OPFA/ Sarah Corson sign in parking lot. Major electrical repair of the boiler system. Clean-up of a water flood in the second floor men's rest room. Reorganized the Loft Room to provide storage for Building and Grounds equipment and a secure space for placing personal items for groups using our facility. Set up a temporary Recycle Room in the Youth Lounge to facilitate our purge of many unwanted items.

The Building Use Policy was updated and a new fee schedule adopted by Session. A new three-year lease agreement with Royal Standley, Inc. for Oregon Pacific Financial Advisors is complete with an additional 1,000 square feet of second floor office space included.

Committee members are Hugh Anderson, Dan Johnson, Don Bradshaw and Bob Haddon (chair).

Congregational Vitality Report

A congregation's vitality depends on its spiritual strength and commitment to mission. Effective churches align their structure to engage both members and visitors in advancing Christ's work. Growth means more than adding new members—it centers on nurturing everyone's spiritual well-being.

Based on the 2025 Mission Study's recommendation, Session assigned this committee temporary oversight of all mission-related activities and programs to facilitate their effective implementation.

Some projects and tasks Congregational Vitality has been involved with this past year are:

The Narthex was renovated in an effort to make our entrance more up to date, brighter, organized and welcoming. It features a "Communications Center," where members can stay up to date on church events and activities and a "Prayer Wall" to encourage collective prayer within the congregation. In addition, a "Prayer Warriors" group was organized to support timely communication and response to prayer requests among members.

The redesigned website was launched, featuring an new visual layout, user-friendly maintenance, and comprehensive information about our church. These elements are valuable not only for congregants and community members but are also vital when encouraging potential candidates to consider applying for our open pastor position. The website can be accessed at <http://www.firstpreschurchmedford.org>.

Assistance was provided to reestablish the monthly Lunch Bunch dine-out following traditional worship.

Support systems for visitors and prospective members are regularly evaluated. Classes for new members have been conducted for those who express interest.

Careful consideration is taken to ensure that our church serves as an inviting venue for community events. The "Ambassadors" group collaborated with the Building and Grounds Committee to develop standardized procedures and protocols for hosting external organizations.

Committee members: Paulette Avery, Tom Formeller, Bob and Sandi Frey, Carl Hulquist, Terri Johnson, Tam Moore, Dan Johnson (Chair), Pastor Mike Hubbard ex-officio.

Record year for food demand

The Mission Committee operates three local mission programs focused on feeding those less fortunate. They are financed with in-kind donations, grants and designated funds outside the church operating budget. Our estimated budget for 2026 from these sources is \$52,000.

Unfortunately, 2025 saw all of those programs with record numbers of people requesting assistance.



Some weeks topped 500 bag lunches

The **Brown Bag Café**, which hands out sack lunches to people Monday through Thursday from 9 a.m. until noon furnished 23,018 sack lunches.

The **West Medford Food Pantry**, which works in conjunction with ACCESS --our local community action program-- provides food to families and individuals on Tuesday. They served an estimated 24,887 people.

The **Hawthorne Park Potluck**, which provides noon meals at Hawthorne Park three days a week, served a

total of 20,035 meals.

This year we started a reading program focusing on the children at the Sarah Corson Child Care and Learning Center. Volunteers read to the children on a regular basis and become a warm welcoming face. We currently have five readers participating.

Kiva Loan Program provides loans to people in Latin America who don't have access to a bank. Since beginning this program we have made a total of 99 loans in nine Latin American countries, totaling \$41,915. We currently have \$7,710 in outstanding loans and \$6,195 in funds available from loan repayments. Since beginning the program over six years ago we have only lost \$203 in defaults. We began this program to help people so they would not need to risk life and limb in trying to migrate to the United States. Almost all of the loans we make are to help people improve their businesses.



Yolonda Jesus expanded her cookie business with a loan

In 2025 we gave \$10,500 to Presbyterian Partnership Giving in support of mission work within Presbytery of the Cascades and through our denomination's worldwide missions. Members of our congregation gave an additional \$7,495 to the four denominational special offerings. We were recognized by Presbyterian Church (USA) for our longstanding support of special offerings.

Committee members are: Bob Frey (Chair), Sandi Frey, Dan and Terri Johnson, Betty Tozier, Nancy Zitzner, Nicole Herzmark, Josh Hedge, Diana Kelley, Jim Foucault, and Mike Hubbard ex-officio.

Transition Report



Transition team members gather information

After 11-months of congregational discernment and study, our search for a new pastor went national this month. We've been advised through the process by Rev. Robin Garvin, our Transitional Consulting Pastor. A Transition Team appointed by Session coordinated the study of mission here in Medford.

The Mission Study was approved by Presbytery of the Cascades' Commission on Ministry. That led to the congregation in September

electing a Pastor Nominating Committee, which produced what's known as the Ministry Discernment Profile (MDP). It describes the church's mission, vision, and values. It outlines the range of responsibilities expected of our next pastor.

The MDP received Session and Presbytery approval in late December 2025. The MDP is now available on the Church Leadership Connection (CLC). This is the Presbyterian electronic job portal that connects available job openings with potential candidates.

The committee is reviewing suitable candidate matches before proceeding with file reviews and interviews. Ultimately it will extend an invitation to a candidate to meet the congregation prior to issuing a formal call. They meet weekly.

The PNC asks for your continued patience, prayers and trust as we seek God's guidance in identifying the most suitable candidate for the role of our head pastor.

The committee comprises five active, elected members: Ruth Engle, Josie Metz, Cathy Ullrich, Tom McDermott, and Dan Johnson (Chair). Two alternates were also elected: Kristy Denman and Eric Smith. Updates on PNC activities will be posted regularly on our church website www.firstpreschurchmedford.org.



Making lists

Board of Deacons

Deacons are elected by the congregation to give spiritual and needed support to its members and friends. They are the communication link with the church for those assigned to 12 parishes.

For much of 2025, the Board operated with only eight deacons, resulting in expanding the parish lists to provide coverage. Deacons assisted with receptions following several memorial services held during the year.

Fifteen Christmas cheer gift bags were distributed to homebound parish members.

Deacons are K. Sandra Dale-Ross, Nikki Keating, Ann Lowe, Ellen Rancik, Doris Sjolund, Betty Tozier, Cindy Walker, Nancy Zitzner and Moderator Josie Metz.

Worship and music

This committee supports and coordinates worship services and music at First Presbyterian.

We offer two Sunday morning services, informal worship at 8:30 in the Fellowship Hall and a traditional service in the Sanctuary at 11. That service is recorded and an edited version posted on YouTube. Jazz Vespers are held the second Sunday and Classical Vespers on the fourth Sunday of most months. Robin Blomquist books musicians and visual artists who display monthly in the hallway gallery. Terri Johnson (Sanctuary) and Sandi Frey (Fellowship Hall) coordinate liturgical art for our worship spaces.



Tony Chunn

Tony Chunn, our minister of music and media since 2020, resigned in June. Jerron Jorgensen was hired as the new choir director in September and Liane Alitowski became our regular keyboardist. In November Christi McLain became the handbell choir director. The handbell choir had been inactive since 2023. The reformed bell choir provided music for the Christmas Eve service, and plans to play in services monthly in 2026.



Jerron Jorgensen

Committee members are Ann Lowe, Patty Herkert, Robin Blomquist, Jerron Jorgensen, Christi McLain, Liane Alitowski and Andy Ullrich (chair).



Informal worship at 8:30 a.m.



Coleman Mouyios and Glendel Knapp Ulrey are baptized at the traditional service

Fellowship Annual Report for 2025

This past year we launched the Fifth Sunday Potluck, a regular opportunity for the two services to come together in a single service the fifth Sunday of the month. The first was in August.

In addition to this major change to the church's fellowship life, the committee also helped with the celebration of our 140th anniversary on Pentecost Sunday. Other fellowship activities were hikes, potlucks in the park and a celebration of chocolate.

The committee hosts coffee and refreshments before and during the first service and following the second service. First service coffee moved into the Narthex while the second service coffee is in the Fellowship Hall. Committee Members: Bob and Sandi Frey (co-chairs), Diana Kelley, Jan Barrett, Doris Sjolund, Dan and Terri Johnson, Josie Metz, and Mike Hubbard ex-officio.

Personnel changes

We started the year in January with Pastor Murray Richmond's retirement. Pastor Mike Hubbard stepped in as our Bridge Pastor. The resignation of Tony Chunn in June launched another change. New job descriptions were adopted for choir director and keyboard accompanist. Jerron Jorgensen was hired as choir director and Liane Alitowski as accompanist. Both were on hand when choir resumed in September.

November saw the "reset" of the Bell Choir in the hiring of Christi McLain as the director. Initially, both Jerron and Liane were hired as contract workers. They are both church employees as of 2026. Christi McLain remains a contract worker due to her limited hours. As of this writing, the Sarah Corson Center is fully staffed. Raises of three percent for all church staff were recommended and approved by Session, with Sarah Corson Director Jaime Snider receiving a six percent raise. Christmas bonuses were also approved.

Committee Members: Pastor Mike Hubbard, Elizabeth Mahan, Jaime Snider, Bob and Sandi Frey, Cathy Ullrich (Chair).

Women's Fellowship

The Women's Fellowship has had an active year. We averaged 16-18 women at monthly luncheon on the first Saturday. The luncheons are held at a different restaurant each month. There are several women that attend from other churches.

They've found love and fellowship in this group and are regularly present. They remark frequently that the love they felt from this group of women keeps them returning to fellowship with us. I am thrilled that our women reach out to ladies of the greater church of believers. We have had special speakers at some of our luncheons. A representative presenting the ministry that reaches out to victims of sex trafficking, the director of the Downtown Medford Association and a lovely presentation on different Christmas traditions were some of the special programs. We also had a catered luncheon when we were able to use the Fellowship Hall again after the Sarah Corson renovation was completed.

It has truly been a blessing to see the love and acceptance this group of ladies have extended to friend and stranger alike. I surely will miss the warmth and love I have received and pray continued blessings for this group.

Evonne Hubbard



Christian Education

Educational opportunities in 2025 ranged from a Saturday morning children's program in December – complete with a story of Santa Claus meeting Jesus – to a Lenten study on anxiety.

Class facilitators were Josie Metz, who continued a Thursday study of books by Liz Curtis Higgs; Tam Moore presented Max Lucado's *Anxious for Nothing* study during Lent; Jan Barrett led a fall class on Ben Cremer's *Following Jesus in a World Obsessed With Empires*; Evonne Hubbard led the fall adult Sunday School and Hugh Anderson presented the Advent supper study. We used *Feasting on the Word* curriculum during this year of transition with classes looking in depth at scripture preached during weekly worship.

Committee members were Doris Sjolund, Josie Metz, co-chairs Nikki Keating and Tam Moore and Pastor Mike Hubbard.

Minutes of the 139th annual meeting of the congregation January 26, 2025

Moderator Mike Hubbard called the meeting to order with prayer at 11:05 a.m. Clerk Tam Moore reported a quorum of 49 members. The written Annual Report was distributed.

Pastor Mike described his path, as a Commissioned Ruling Elder who had retired from a pastorate, to being called as a part-time congregational care associate in 2018, then this month stepping in as full-time Bridge Pastor after the January 12 retirement of Pastor Murray Richmond. Session approved Pastor Mike's new covenant last week and made a covenant with the Rev. Robin Garvin to serve as our Transitional Consulting Pastor as we seek a replacement for Pastor Murray. Elder Steve Roe, our liaison with Presbytery of the Cascades Commission on Ministry, summarized the coming transition process and said selection of Rev. Garvin will "help guide us" as the congregation determines "who we are, and where we want to go" in the future. "I urge you to take an active part in this process," he said. After we discern our congregation's calling, Commission on Ministry will let us initiate the pastor nominating process.

Elder Cathy de Wolfe, chair of the Finance Committee and President of the Corporation, summarized the written Financial Report. We've just finished two years in a row of operating with budget deficits. She urged those who can increase their giving to the church. Treasurer Bob Haddon estimated that unless giving increases significantly after three years our reserves will be exhausted, that "by 2026 we will have used the restricted funds."

In answer to a question from a member, the clerk reported active membership is down to 146, while average weekly worship attendance in 2024 was 157. He attributed the increase of about 15 from 2023 to a recovery from lower worship attendance during the Covid pandemic.

Elder Marthanne Dedrick, chair of the Congregational Nominating Committee, presented nominees for Session, Board of Deacons and the nominating committee. All were elected by unanimous ballot. Patty Herkert, Dan Johnson and Carl Hultquist were elected to the Session Class of 2028. There were no nominations for the single vacancy in Session Class of 2027. Nikki Keating, K. Sandra Dale-Ross, Marilyn Hultquist and Ellen Rancik were elected to the Deacon Class of 2028. There were no nominations for the single vacancy in Deacons Class of 2027. Congregational Nominating Committee: Marthanne Dedrick and Patty Herkert were elected as active Session members; Josie Metz was elected as an active Deacon; Bob Frey, Terri Johnson, Paulette Avery and Al Densmore were elected as members-at-large.

Retiring church officers Bob Frey, Nikki Keating, Diana Kelley, Vera Morrel and Kathryn Adams were recognized. Moderator Hubbard closed the meeting with prayer at 11:24 a.m. remembering members and friends who passed away in 2024, including the Rev. Sayer "Skip" Strauch, Bobbe Sinner, Sybil Vernon, Vickie Domis, Lynn Sjolund, Dana and Pat Collins, Monte Holst, Harold Sudmeyer and Rose Ullrich.

Respectfully submitted

Michail Hubbard, moderator

Tam Moore, clerk

Marilyn Hultquist later resigned saying there was confusion about the nomination

² Al Densmore later resigned saying he wished to serve on the Pastor Nominating Committee, not the Congregational Nominating Committee.