

ANNUAL REPORT 2020



Lebanon Presbyterian Church
Loving People to Christ



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SENIOR PASTOR

A Time of Testing

We are hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed.

-2 Corinthians 4:8

Reflecting on 2020, I recall the words of Charles Dickens: "It was the best of times; it was the worst of times."

Like a tidal wave, the Covid pandemic struck suddenly, upending our lives. It impacted our health, work, economy, schooling and relationships, causing fear, stress and isolation. It was, indeed, "the worst of times."

And yet, our church responded to the crisis with faith, compassion, courage and creativity. Instead of shutting down or giving up, we found a way to persevere and pursue our God-given mission. Here are just a few examples:

- During the worst of the pandemic we continued to worship God every Sunday morning without interruption.
- In March, we began to broadcast our worship by live-stream so people at home were able to join us.
- A generous family donated \$50,000 so we could install live streaming in the Sanctuary and Ark and make it permanent.
- When enrollment plummeted because of the virus, our LPC Preschool and Daycare was able to remain open with financial help from the church through a PPP emergency loan that covered the \$89,000 deficit.
- When high school graduation was cancelled, our Reach Out Team distributed gift bags and cards of encouragement to 100 graduates.
- When our college students were struggling, the Student Ministry Team sent them gift cards along with hundreds of notes of encouragement from our congregation and staff.
- When we couldn't hold our usual Vacation Bible School, we organized a mini-VBS at the Larson farm attended by 50 kids and their parents.
- When Randy Fannin retired in August, John Morrison volunteered to serve as our Interim Director of Pastoral Care, standing in the gap in a critical time.
- In the wake of the George Floyd killing, our church partnered with a Black inner-city Church in Detroit to provide financial support for the pastor and \$9,000 to construct an outdoor basketball court.
- When historic floods struck the Rio Grande Valley, we provided financial support for the Genesis Presbyterian Church in Mercedes, Texas to begin construction of a church building.
- When many of our elderly members were feeling alone and isolated, our Elders, Deacons and Lay Pastoral Care Teams reached out to them with visits and phone calls.

- In a time of great economic uncertainty, we ended the year with a budget surplus of \$39,000.
- During the darkest days of the pandemic, we have continued to feed the hungry and care for the homeless.

It's been a difficult year. Nevertheless, God has been working powerfully in this church to grow and stretch us. Instead of destroying us, the Covid crisis has deepened our faith, hope, and love for each other. In hard times, we have learned to endure and persevere. I thank God for all of you and I am grateful to serve as your pastor.

Your servant in Christ,
Peter

REACH OUT

Mission Statement: "Guided by Christ, we open doors that all may know, live, own and share their faith with others."

By God's mercies, we work towards these goals by:

- Scheduling events at LPC, in the neighborhood, and in the community that will fulfill our mission.
- Giving reminders and raising congregational awareness of God's call to draw:
 - Unbelievers into a saving relationship with Jesus.
 - The unchurched into the family of faith where they may grow in faith and relationship with God's people.

Ongoing Outreach and Evangelistic activities in 2020:

- Church Brochures
- Tumblers/Starbucks Gift Cards in our Gift Bags for visitors
- Bibles are now available for new members or anyone who needs one

2020 Outreach Events:

2020 was a challenging year for all of the congregation and ministry teams due to COVID. The Outreach team experienced challenges due to COVID as well while we prayed for guidance for how we could Reach Out in a safe way.

The Lord has answered our prayers.

We were able to work in collaboration with congregation volunteers and groups, such as the youth and children's ministries:

- Gift bags for High School graduates-May 2020
 - The Reach Out team collaborated with the youth and children's ministry to create over 120 gift bags for Lebanon High School graduates.
 - Each gift bag included: Homemade cookies-safely sealed, personal cards and notes of encouragement from congregation members, small games, and pocket Bibles.
 - The Reach Out team coordinated safe, personal delivery of the bags.
 - The students were so appreciative that someone cared about them in this way.
- Feast and Fall-y Festival-September 2020



- The Reach Out team coordinated a booth at the Feast and Fall-y Festival in downtown Lebanon in September.
- Volunteers at the event helped hand out balloons, coordinated games, and shared the Good News.
- While the attendance was low compared to past years, the quality of the conversations was fantastic.
- Several families that stopped by the booth were looking for a church in town.



ADULT EDUCATION

Our Mission: The Adult Education Ministry Team will encourage disciples to become transformed in their Christian walk with Jesus Christ through learning communities, Biblical study and life application courses.

In 2020, the COVID-19 pandemic posed challenges to the mission of providing Christian Education experiences that could “bind us together in cords that cannot be broken.” The Adult Education team, including Lee Bollow, Nina Dorsch, John and Fran Morris, Steve Newby, Elly Wilson, and Pastor Peter Larson worked to provide learning experiences in a variety of formats to meet the challenges of an extraordinary year. Throughout the year, John and Fran Morris supported people who took up their challenge to read the whole Bible within the year, a cord that truly cannot be broken.

The year began with a new, special Sunday School class: “Messiah.” Led by Roger McMurrin, the class related scripture to Handel’s classic oratorio.

Winter Wednesday Night Together (WNT) classes included Knowing Christ, an examination of the “I AM” statements found in John’s gospel guided by Lee Bollow with the Tuesday Men’s Bible Study Group, Grace Under Pressure: A Study of 1 and 2 Thessalonians led by Pastor Peter Larson, and Nina Dorsch leading a study focused on the person and work of The Forgotten God: Who is the Holy Spirit? The classes concluded just before stay-at-home measures went into effect in mid-March.

The effects of the pandemic were felt acutely in the spring and summer. Prayer Vision 20/20, a weekend conference, had to be cancelled. Sunday School classes were suspended for a time. Extending the binding experience of the Lenten Devotional and acknowledging the need to see our church family members, we developed a scriptural structure for Facebook video-based devotions centering on the Holy Spirit for the period between Easter and Pentecost.

During the summer, as part of the reopening of LPC, the Adult Education Ministry Team planned a series of five SOUL-ebrations on Wednesday evenings in July. On July 1 we celebrated God and America, creating signs and banners to display outside the church for the community to see over the 4th of July weekend and adding messages to rocks that were given to church goers on Sunday, July 5. On the following July Wednesdays, we celebrated Seeing God in Creation, our unity as Christians, pictures of the LPC trip to Israel, and patriotic music followed by an ice cream social.

The Fall Sunday School term began with adaptations reflecting the new realities of life in a COVID world. This year, there was no annual kick-off breakfast to introduce and celebrate learning opportunities. While Faith Weavers, offered by Jim and Rosie VanDeGrift and S. A. L. T. (Seeking Adults Learning Together) resumed their in-person format, Bible and Life, coordinated by Jim Garrett and Faith Explorers, led by Gary Ensing changed to an online format using Zoom technology. The Messiah class hopes to resume during the Lenten season in 2021.

In the fall, Wednesday Nights Together adapted to the new normal with Deacons providing dinners featuring limited-seating, socially distanced tables and servers who were shielded and wearing masks and gloves. Registration for WNT classes was conducted online that provided a variety of learning experiences. In-person classes included “In the beginning God created...” A Study of Genesis 1-11 led by Steve

Newby and “Calvin and God” with Pastor Peter Larson while an online Zoom-based class, “Praise – Knocking on Heaven’s Door” was coordinated by Steve Helterbride. Several Bible study groups resumed with social distancing assured: The Women’s Bible Study organized by Joyce Palmer, a Thursday evening Men’s Bible Study group led by Ron Benedict and Greg Rittenhouse, and a Tuesday morning group organized by Lee Bollow.

To assure that all in the LPC family could share in the daily reading of the Advent devotional, this year’s Advent devotional booklet was mailed. Both the Lenten and Advent devotionals are compiled by Brenda Bingham, our Church Secretary. Thank you to all the devotional writers in our congregation who inspire us!

As we look to 2021, we yearn for a return to “normal,” but we are confident that whatever befalls, our Lord assures us that the cords of love that bind us together cannot be broken.



WORSHIP MINISTRY

We've all heard the phrase, "If you could sum up (fill in the blank) with one word..." There are many single words that could describe 2020. For the Worship Ministry of LPC, it would have to be LIVESTREAM. With all the changes and adjusting to what has been considered the new norm, the one thing that has overwhelmed the ministry in 2020 would have to be our efforts in learning and implementing a new livestream ministry. It started, when the church was closed, with a smartphone streaming to the church's Facebook page. Within a few weeks, we purchased a professional level camcorder which raised the bar substantially. Not long after that, a kind soul donated another camcorder and with the support of Session, we were able to pick up some more equipment and began streaming to YouTube as well as Facebook.

With the added equipment, came a steep learning curve and we soon understood that YouTube would be the best place to establish the Church's new online presence. Although we were understandably stumbling quite a bit, what we were sharing online was pretty good and before long, we received a couple of substantial anonymous gifts to get all the equipment necessary to bring this new ministry to a place it needed to be. To God be the glory!



The Sanctuary system was first to be completed and eventually, the balcony was remodeled to accommodate all the equipment and necessary personnel to operate each of the three stations: media, cameras, and audio. We were able to repurpose audio

equipment on hand which could handle the added needs live streaming brought. We purchased a four-camera system, with a central controller, and video “switch” which became the heart of the system, bringing all elements, media, cameras, and sound together to send to hardware which manages the livestream feed to YouTube.

The next step was to recreate the entire system in the Ark.

Sound complicated? It was. It is. However, I thank God for the volunteers and staff who met this challenge without hesitation. We are still learning and growing and I could not be more honored to serve with these amazing servants of God!

At the time of writing this report, I am excited to say that we have completed the last step in implementing new technology and are moving into a season of growth and expansion in what we offer and how we can better worship the Lord together.



PASTORAL CARE & DEACONS

In just five short months of working in the office of PASTORAL CARE, I can assure you that Pastoral Care is at the heart of our ministry at Lebanon Presbyterian Church. I have sensed that we are all on the front lines offering counselling, care and support to our flock. I find that needs are being met by other members of our staff as well. A couple months ago Student Ministries Director, Andrew Johnson, was called upon to be part of a crisis ministry team at Lebanon High School after the untimely death of a student. Our Senior Pastor, Peter Larson, is constantly on top of managing his fair share of our care needs. I am thankful for our office staff; Sherry, Brenda and Gabrielle, who are more than likely the first ones to field calls for care needs and prayer requests. First we listen and then we act as we attempt to meet our people wherever they are in their life journey.

I am the clergy member for the Deacon Ministries and will share their 2020 success stories in the latter portion of my report. Please bear in mind that the COVID 19 pandemic has curtailed how we do our ministry. A large portion of the Deacon work involves our older members—many with compromising health conditions. For a good portion of the past ten months, Clergy and Deacons have been prevented from entering hospitals and elder care facilities. I can assure you that our people are being looked after through phone calls and personal visits where we enjoy handing off a goody bag. We have a small group of people that insist we come. We do this only with careful consideration.

As the search continues for calling an Associate Pastor, I will be right here doing my best to keep the ministry viable. The work is simple enough that you are welcome to come alongside me to strengthen our forces.

I am attempting to:

- Know our people's stories
- Demonstrate genuine curiosity about the lives and relationships of people I am caring for
- Willing to say, "I don't know. Let's ask the Lord and listen for his answer together"
- PRAY with the strong belief that Jesus hears and is present
- Follow up and care for basic needs
- Asking those in my care about how the Lord is speaking to them in their daily walk with him

As I wait for God to send my replacement, I ask you to join me in praying that I will be able to witness to the many challenges that people face, and walk with them in those challenges.

Let us go in peace to love and serve the Lord. Thanks be to God! Alleluia!

In Faithfulness,

John Morris

Interim Director of Pastoral Care

DEACON MINISTRIES

Kathy Ungerman, Chairperson / John Morris, Clergy Liaison

In Deacon Ministries, we base our work on the Biblical Teachings found in the Bible that relate to our Ministries and Outreach, while serving the practical needs of our local body.

The ordained members of Deacon Ministries are divided among three vital areas of our outreach:

EMBRACE MY PEOPLE/Rachel Jaynes, team leader

- Visitation Team/George Meloy
We minister to 46 family units all who have been adopted by a Deacon or visiting team member for a more personal encounter. In nice weather we visited our friends out-doors. We have had birthday celebrations for those reaching milestone birthdays. The first week of December we delivered 42 poinsettias to our shut-ins. Our ministry has been impacted by Covid19.
- Telecare Team/Rachel Jaynes
453 calls were made to each member of our congregation.
- Cards/Dave Corfman
251 cards were sent this year, 40 envelopes filled with greetings & gifts were sent to our college students. Easter cards were sent to 56 homebound members.
- Grief Support/Nancy Haire
31 cards & books were sent this year. From April 2019 to now the total number of deaths in our congregation stands at 72.

FEED MY PEOPLE/Debbie Kouns, team leader

- Wednesday Nights Together Meals/Cindy Jaynes
18 meals were prepared & served to average gatherings of 50+
- Memorial Receptions/Meals/Rhea Vezmar & Christine Olding
- Blood Drives & Meals/Connie Tunison
Five Blood Drives resulted in 324 people registering with 285 being successful. Almost all were over the goal. There were 28 first time donors, ten units of Platelets, and 870 lives were impacted



- Frequent Meals/Amy Schneider
Using safety protocols, meals were provided to many LPC members following surgery or hospital stays



ASSIST MY PEOPLE/Jim Baumann, team leader

- Hands-On/Jim Baumann & Wayne Anderson
- Transportation/Jim Baumann & Wayne Anderson
Seven members requested transportation for various reasons
- Financial Aid/Lynn Steinkirchner, coordinator

In December we said, “GOODBYE” to Jim Baumann, Dave Corfman, Karen Fannin, Debbie Scarborough and Kathy Ungerman as they rotated off after three years of service. We quickly said, “HELLO” to our new 2023 Class; Molly Lucas, Audra Morrison, Gary Sheanshang, Adam & Sue Waits, Chris Wismer & Dan Wolfer.

Grief Support Ministries will hold a Memorial Service to remember those who have died since May 2019. The service will take place in our sanctuary on Tuesday, May 25 at 7pm.

At this time due to Covid 19 and loss of leadership we are not scheduling any Grief Support meetings. We are planning to host the holiday grief support gathering in the fall.

Our Mission

“The Deacons at Lebanon Presbyterian Church are called by God to develop a church community that shares the love and healing of Jesus Christ with a caring spirit. These disciples will use their God given gifts to serve, affirm, encourage and restore others into the body of Christ.”

To our community of believers

DEACONS are here to serve you. Please don't hesitate to call if you or someone you know has a need. We operate on a quick turn-around time. We love you, and thank you for your prayers and financial support that allows us to best meet the needs of those we serve.

Mary Jo Oliver is our 2021 chairperson.

CHILDREN

As you will see as you read through the following article, much of 2020 was dedicated to taking care of the flock during a very difficult time, as well as, reaching out to the community to begin to make connections with more families with children.

There was a communion class that took place in February. It was 4 weeks long, and then on the first Sunday in March, students had the opportunity to affirm their faith in worship.

On February 14th, LPC Children's Ministry hosted a free community event called, "Share the Love." They hired a ventriloquist, Gene Cordova, to perform. There were treats and decorations, craft stations, and games. Any donations were given to the Interfaith Hospitality Network.

In March, the church was shut down due to Covid-19. The Children's Team responded to this quickly. They began offering Sunday school on Sunday mornings via Zoom. Each week needed supplies for these classes were taken to the homes of the families involved. Over time, three 20 minute classes were offered: preschool, early elementary, and older elementary. Also, Ann van der Merwe offered Weekly Devotionals for families through Facebook Live.

As Easter approached, the team prepared special Easter bags with activities and goodies inside. Parents were able to drive by and pick them up. Then, Ann van der Merwe hosted a Facebook live each day of Holy Week where she went through the activities for families.

In-person Sunday school started up on June 14th. The team researched and found new curriculum from Group Publishing. They opened 3 classes: nursery - kindergarten, 1-3 grade, and 4-6 grade. About 15 children are attending in-person Sunday school at this time.

Also, even though in-person Sunday school had opened up, a Zoom Sunday school was still offered. Rachel Adams hosted a Zoom Sunday school class on Wednesday evenings at 7:00 p.m. for younger children. The class is still offered, and now we once again offer a Zoom option on Sunday mornings for children, 4th - 6th grade.

On July 29 and 30, a mini VBS was offered at the Larson farm called, "Hee-Haw." The theme was, "God's Good Gift," and it was about Jesus' birth and resurrection. Registration was limited to 50 children. Parents came with their children to this VBS. Everyone who came had a great time and were happy to be engaged in an outdoor event during Covid.



Family Movie Nights were planned and carried out for September 11 and November 13. Pizza, individual bags of chips, and drinks were served. This was a good fellowship event and also served to help form connections between LPC Children's Ministry and the families in the Play School.

A Wednesday Nights Together session took place from September 16- November 18. About 5 children attended. Mandy Martinson extended Sunday morning curriculum to offer a lesson for the children who came. Also, Diane McMurrin and Beth Larson led a children's choir that performed at the 8:30 a.m. and 10:00 a.m. services twice during this time frame. They did a wonderful job!



On Sunday, November 1, there was a bonfire/hayride at the Larson Farm. All the families from the previous VBS and the church families were invited. Attendance was small, as it was a very windy and cold day. However, all who came had a fabulous time!



For Advent, the Children's Team wanted to reach out to all families, especially those who were not attending in-person, so we sent out a special mailing to all the families with children. The mailings included a family Advent devotional with activities, a craft, a countdown to Christmas calendar, a fuzzy art advent wreath to color, and a Christmas card from the team.

On December 4, the Children's Team and Reach Out teamed up to pass out flyers in the neighborhoods next to the church. The flyers advertised the Live Nativity that would be the next day.

On December 5, the Children's team handed out 40 goodie bags to all children who attended the Live Nativity.



In order to involve children in the Christmas Eve services, older children were invited to do the "Call to Worship." Also, parents of children, some who were only attending virtually, were asked if their children would like to participate in a video reading of the nativity story in Luke 2. Many families responded and Rick collected their videos, combined them, and made a video of the reading that was enjoyed by all.

PRESCHOOL

Our mission at LPC Preschool and Daycare is to provide a warm Christian atmosphere where children feel secure, stimulated, and encouraged to be creative. Our goal is to partner with families to allow children to grow at their own pace within a standardized curriculum. Children will have opportunities to Learn, Play and receive Care, preparing them for future success in education and in life. Our staff will provide an environment which is supportive to help children realize that they are special because God created them for a unique purpose.

“Train a child in the way he should go, and when he is old he will not turn from it.”
Proverbs 22:6 NIV



LPC Preschool and Daycare offers full-time childcare for children ages 3 through the sixth grade all year round. We provide a morning and afternoon snack and a hot lunch for the children that are here full-time. We also offer preschool classes (2 ½ hours) September through May for children age 3-5 years old. The pastors come to the kids once a week and do children's chapel with them, which the kids love! We also do field trips with the children. We are currently serving about 100 families. We are open Monday-Friday from 6:45-5:30 and have 19 staff members (full and part-time) and our cleaning people. We are licensed by the Ohio Department of Job and Family Services and also participate in a voluntary rating system through the state of Ohio called Step Up to Quality.

COVID-19...Probably the biggest challenge we have ever faced. With the support of the Church, our amazing staff, wonderful childcare families, the PPP funding, and another smaller grant, WE MADE IT. Without all this support, we may have failed as a childcare center like so many have this year. When we were ordered to either close our doors or operate as a Pandemic Childcare Center on March 26th, we had just enough staff and just enough “essential workers” to fill our low ratio requirement of 1 teacher to 6 children. Of course, we were hit hard financially because of the small ratios and would not be here without the support of the Church and funding.

In August, when we could return to normal ratios, we were again blessed when all of our staff came back. We are able to increase staffing for cleaning and sanitizing. Current enrollment is stable, and we only have a few openings in preschool classes. Some families are being cautious and have chosen to not enroll their children in preschool at this time. Our staff and students have been blessed with good health and our center has avoided any incidents of this virus.

We feel that our struggles have been so worth the effort we have put forth in order to continue serving our families and are confident that our successes will continue.

STUDENTS

It can't be overstated how much the events of 2020 have deeply disrupted and impacted student ministries over the last year. Beginning the year with ministry hopes and plans like many others, we were forced to reimagine ministry in a distant and virtual world. Our tried and true methods of growing and nurturing the faith of the youth at LPC became impossible and unwise to execute. Nevertheless, God was at work. We began the year just as any other year and by December we had to completely adjust our perception and approach to ministry. We were not deterred. Ministry went on. We would have rather had the wonderful and normal rhythms and events but God has used this year to refine and refocus our ministry on what is essential - meeting Jesus in His Word through relationships built in our church family. We have been creative and intentional. We have made mistakes and had things that didn't work, things that worked for a period of time and new ideas that we will be incorporated into our ministry life even after Covid subsides.

We began our year with weekly ministry in Evolve (Jr high) on Wednesdays, Encounter (Sr High) on Sunday nights and Vintage Family Sunday school on Sunday mornings. We were able to attend an Evolve Junior High retreat through the Believe Conference at NKU's Arena and stayed overnight at Woodland Lakes Christian Camp.

In March, we suspended in-person activities due to the coronavirus outbreak. There was so much we didn't know about the severity of the virus in various age groups, the primary method by which the virus is spread and the amount of viral seeding and community spread in our community. We did our best to follow similar institutions in our community as we turned our focus to Zoom gatherings for Bible study and online games. Feeding ministry stopped being a group effort event and began having individual families serve together with a take-out style service.

In June, while we continued to have weekly Zoom Bible Studies led by Ned Earley, we began to focus on safe in-person gatherings. This included regular outdoor activities including hiking and walking for ice cream. We hosted an "In-Town Mission Trip" serving the grounds and facilities of LPC and cleaning up a mile long section of Turtle Creek near Harmon Park. We also restarted our Vintage Sunday school class for parents and students while socially distancing by family unit in the youth room. Thankfully, we were able to provide a Zoom option for people who felt more comfortable at home.

In August, we began to meet in person outdoors on Wednesday nights for combined 7-12th grade youth group (Encounter). We had a pool party that was well attended and was a lot of fun. But there was concern that someone had attended who the next day developed Covid symptoms. Out of an abundance of caution we suspended in person youth activities for 2 weeks while we determined if anyone had been infected. Thankfully all tests came back negative but the events helped us realize how easily we could be affected and how difficult enforcing socially distancing for teenagers was going to be.

By September and continuing through the end of November, we had a good handle on how to best avoid Covid issues. We continued to meet for Sunday school in-person, socially distant in the Encounter Room and online via Zoom. And we began meeting outside in the LPC's north lawn on Wednesdays for Encounter (7th-12th) where we had good attendance of 17-25 students each week. A new "High School Discipleship" meeting on Sunday nights where 15-20 students attended each week started as well. Kaleo Confirmation for Membership began for a small group of students and Elder Mentors with strong encouragement to err on the side of safety and respect for different views of Covid concerns.

We changed our format to combine 7th-12th grades for Wednesday night programming which included a deeper discipleship focusing on student led Bible studies, pooling ministry resources, offering varied ministry options, and deepening our discussion by centralizing worship and games on Wednesday nights. Our high school discipleship meeting took place at a student's house on their patio. It was such a blessing. Thankfully the weather allowed us to continue outdoor meetings well into November.

When the weather got too cold, we transitioned indoors into the youth room where we socially distanced with individual chairs, took temperatures, encouraged social distancing, and asked that students wear masks. Because of these measures, ministry has continued without interruption through the end of the year.

We continue to be thankful for the blessings of our church family through relationships, facilities, and our budget. Our prayer is that we will look back on 2020 years from now and be able to say that it wasn't a wasted year but that it was a year of significant and lasting planting for God's glory.



LPC's Vision for Ministering to Students & Their Families: To create disciples of Jesus Christ that SHINE (Serve, Honor, Invite, Navigate, Enjoy) and will impact their world for the Kingdom of God. This is accomplished by developing relationships with students in both Encounter and Evolve and their parents through facilitating small groups, worship, teaching, Sunday school, and retreats or mission trips. As well as intentional intergenerational and whole family discipleship and service events.

Evolve: LPC's ministry to Junior High students (Jan-Feb 2020) Evolve Leadership: Andrew Johnson, Canilee McNeely, Brooke Taulbee, Autumn Guttery, Will Terrell, and Nick Pierett. Evolve met on Wednesday nights (Jan-Feb 2020).

Wednesday nights is made up of several different elements: worship, instruction, fellowship, service, and outreach. The average attendance is 10-20 students. We spent last fall studying God's Big Story of Scripture and this fall studying the life and ministry of Jesus Christ.

Evolve has regular events for fellowship and outreach and students are encouraged to bring a friend. Activities include a Costume Party & Bonfire, Movie Nights & Game Nights. The average attendance is 15 students.

Believe: February 2020 - 18 junior high students and leaders went to CIY's Believe Conference in the NKU Arena where students were given an opportunity to commit their lives to Christ and live for Him.

Encounter: LPC's ministry to High School students (Jan-Feb 2020) Encounter Leadership: Andrew Johnson, Ned Earley, Robert Terrell, Canilee McNeely. Encounter meets normally on the 2nd, 3rd, and 4th Sunday nights of the month. We meet at Wendy's the first Sunday of the month.

On Sunday nights, Encounter takes a big idea each month and looks at it through 4 lenses and averages 10-20 students. We began 2020 with weekly discussions that encouraged our students to "Share Jesus"

The Feeding Ministry is something that our junior high and senior high school students and their parents help distribute. This year we began having families serve together each month as to limit exposure to families and to our guests.

Vintage Family Sunday School: Our Sunday school hour is not old or tired its... VINTAGE. Parents and Students attend Vintage Family Sunday School together on Sundays at 10 a.m. Vintage is a time of devotion; teaching is centered on the spiritual needs of families or related to the sermon, and a mix of large and small groups and discussions. The class was well attended with an average of 23 students and parents in attendance.

Student Ministry Team: The Student Ministry Team meets monthly to oversee, discuss, and plan all necessary ministry related events and issues.



Partnering for the Kingdom, Student Ministry Director: Andrew Johnson, Student Ministry Assistant: Canilee McNeely, Elders: Robert Terrell, Rita Poth, Chuck Duerre Student Ministry Team: Rachael Earley, Steve Fennessey, Nona McCauley, Ned Earley, Mary Paulman, Christy Johnson, Joe Ryan, Leslie Ryan, Student Team: Will Terrell, Autumn Guttery, Nick Pierett, Jenna Terrell, Emmett Bicknell and Brock Hodges.



MISSIONS

The charge of the Missions Committee is to go into all the world and make disciples. The last year was quite life changing in the church and on the mission field, but by the grace of God we have been able to continue our missions, if by slightly different means. Following are some of the highlights of 2020:

- In February, the Adult Mexico Missions team was able to make its annual trip to the Yucatan, completing 77 years of work. In Xocenpich, we renovated houses of the disabled and elderly. Most gratifying was the Pisté church, rededicating itself to missional work in the region. Later in the year, they lost two beloved members to Covid, but were able to use the church as a refuge during the pandemic, and during two devastating storms. Many people are still out of work due to the loss of tourism, but the church was able to feed and house people during the worst times. LPC has continued to provide aid to Pisté, Xocenpich, and surrounding towns as needed.
- In early March, LPC received a visit from Kenyan missionaries Solomon and Alice. Just after they returned home the Nairobi airport was shut down. Solomon has been able to continue sports ministry on a smaller scale while Alice has been teaching small farm gardening and animal husbandry.
- We continued to support Genesis Church and Pastor Hector Reynoso in Mercedes, Texas. Genesis hopes to start building their new sanctuary in 2021. This area has been hard hit with storms and Covid.
- Many of our missionaries are in the United States and unable to return to their foreign missions. Some, like Dan and his family, all suffered greatly with Covid, but recently were able to return to Europe where they minister to Muslims. Other missionaries are working in Asia, Europe, Latin America, and Africa.
- We were unable to have our usual mission fundraisers, the rummage sale and the golf outing, but with traditional Palm Sunday and Christmas Eve offerings, plus generous donations, we have continued to be the hands and feet of Christ.
- A few of us drove to Detroit early last summer to visit Pastor Brian Evans and 5point7 Community Church. In December, we sent money to purchase a lot next door to the church and to refurbish a basketball court so that Pastor Brian can minister to local teens.
- Ministry students Ted and Paolina De La Cruz received support money as they study and minister in Buenos Aires, Argentina.
- Although planned mission trips to disaster areas had to be postponed, the Missions Committee continued to support various organizations in affected areas.
- Other organizations under our umbrella included Samaritan's Purse, Warren County Gideons, International Justice Mission, the Outreach Foundation, Project Mercy, India Gospel League, Evangelical Presbyterian Church, Nicaragua Feeding Project, and ECHO, to name a few.

- The Thanksgiving Basket ministry helped over 100 families, including 15 from the local Hispanic congregation. At Christmas, generous LPC people provided gifts for infants and children at Elizabeth New Life Center and Angel Tree.
- LPC Missions paid the salaries of our two Playschool teachers, Miss Connie and Miss Julie, plus a substitute. Playschool helps neighborhood children prepare for kindergarten.
- Although Interfaith Hospitality Network looked much different this year, with families housed in a local hotel instead of the church, volunteers continued with this mission to provide 'a hand-up not a hand-out.'
- Feeding hungry people in Lebanon continued with two free meals a week (Monday night and Wednesday noon), the Food Pantry, and a new collaboration with area churches, Joshua's Place.
- Backpacks, school supplies and shoes were given through the New Freedom Back to School ministry. Other local donations by the Missions Committee included Mount Pleasant Retirement Center, KAIROS, Love Packages, and Young Life.

As we venture into 2021, we hope to be able to send out mission teams later in the year, open the church again to IHN and the feeding ministry, and to meet many of our missionary partners face to face. But whatever the new year brings, we will continue to carry out the mandates of the Christian faith just as Jesus did before us. We encourage everyone to partner in our mission endeavors with your generous gifts of time, talents, and donations.

PERSONNEL

The 2020 Personnel Team consisted of four ruling Elders and a representative from the Deacons, as well as three members of the congregation at large. The Senior Pastor and Church Business Administrator were the staff liaisons.

During the year, the team's activities revolved around aspects of our mission to assist staff in accomplishing the goals of Lebanon Presbyterian Church:

Coordinated personnel policies and practices:

- Accepted the resignation of the Children's Ministry Director
- Formed a hiring team and developed a Children's Ministry Leader position with job description to replace the Children's Ministry Director position
- Assisted in the hiring process of a Children's Ministry Leader
- Formed a search committee to develop a new Associate Pastor job description and begin the hiring process
- Recognized the retirement of Director of Pastoral Care
- Updated Personnel Manual
- Recommended a 2021 Personnel Budget with a 2% salary increase

Implemented the LPC Staff Evaluation Policy:

- Received reports of evaluations of staff completed by the Senior Pastor and Church Business Administrator
- Conducted the evaluation of the Senior Pastor by Session and solicited feedback from all staff about the Senior Pastor's leadership.

Established clear work responsibilities for each staff position:

- Reviewed and updated job descriptions for ministry staff and support staff

Were available to listen and pray with the staff as needed, provided a readily available support group for the pastor and all staff members in times of triumph or trouble and in dealing with problems, personal or professional:

- Conducted a mentor/liaison process for regular dialogue with ministry staff.

LPC Personnel Team: Mike Schneider (Elder and chair for 2020), Jan Watsell (Elder and secretary), Shelley Bondurant (Elder), Tom Way (Elder), Cindy Jaynes (Deacon), Dan Crago, Doug Eickman, and Fred Ungerman. Staff Liaisons: Peter Larson and Sherry Showalter.

SAFETY

In 2020 the Safety Team focused on continuing to improve our ministry's capabilities while providing security for Sunday services and other special events. Even during the Pandemic, every service was covered by Safety personnel.

The Safety Ministry was established in November of 2017. The first two years were largely spent improving physical security within LPC after a thorough evaluation. Many of those projects have been identified and accomplished, however a few of these projects remain.

The team meets monthly to discuss security issues of importance, including reviewing incidences from the prior month, identifying ways to improve our safety protocols, team training, prioritizing and completing safety related projects, and identifying additional areas for improvement.

Some of the 2020 accomplishments include:

- Safety team training: Several of the planned training sessions were necessarily canceled due to COVID. Still the team was still able complete some critical training as well as develop the ability to further train other church members, including:
 - All Safety Team members have now been certified in CPR/AED use.
 - One team member achieved certification as a CPR/AED First Aid instructor. CPR/AED First Aid mannequins were purchased along with other needed instructional material.
 - Three members attended a training session on church security presented by Ohio Crime Prevention.
 - ALICE instructor training was started for one member; the virus has postponed the remainder of the training.
 - Several members viewed a webinar by the U. S. Secret Service with the subject being Mass Attacks in Public Spaces. This material was discussed at monthly meetings.
- Provide security services at all Sunday services, feeding ministries (before they were cancelled), and for the Midwest Presbytery meeting.
- Continue to improve site security and safety policies, including:
 - A new laptop computer was added to aid in monitoring of CCTV cameras.
 - The first aid kit was upgraded with essential items.
 - Prepared and applied for a State of Ohio security grant.
 - An LPC drug policy was formulated.
 - Panic buttons were installed in five locations throughout LPC by ADT.

- Plans to request addition of a church wide public address system were made. Meetings were held with possible providers and a proposal has been prepared.
- Firearms qualifications were conducted through the year in order to comply with the LPC Firearms Policy. This was conducted at Amberley Village P. D. supervised by a qualified and certified firearms law enforcement officer. As a result of these qualifications 23 courses of fire using 542 rounds of ammunition were conducted successfully.
- A budget was formulated and submitted for 2021.

The Safety Team is currently comprised of one ruling elder and thirteen other church members including: Garry Benner (chair), Dave Hanley, Chuck Duerre (Elder), Mark Kinkelaar, Don Merland, Jack Catanzaro, Jordan Guerin, Rick Bens, Don Dorsch, Samantha Crago, Dave Ernst, Del Everett, Dan Crago, and Tom Haire. The Business Administrator Sherry Showalter is the staff liaison. The Reverend Randy Fannin also served as a liaison before his retirement.

Sunday service security coverage is provided by teams of four. We currently have three teams and rotate through the teams weekly. While providing security for Sunday services several interactions with disruptive individuals were handled this year.

This year has been challenging to meet the coverage level desired for Sunday service, and we had to re-configure teams a few times to accommodate additions and subtractions of personnel. The Safety Team continues to recruit willing and able bodied members. Please let us know if you are interested to join this increasingly important ministry.

Both the Session and the Safety Ministry Team recognize the challenging balance between the need for security and the need to continue to be an open and inviting Church. It has been a productive three years of service and the team will continue to do everything in its power to provide a welcoming, safe and secure environment for all staff, congregation members, and visitors of LPC.

BUILDING AND GROUNDS

The Building and Grounds team oversees the maintenance, operation, and utilization of the LPC facilities and grounds. Our thanks go out to the many, many volunteers who have spent countless hours planting flowers, trimming shrubs, painting walls, clearing roof gutters, shoveling snow, cleaning kitchens, patching leaky roofs and other jobs far too numerous to list in order to ensure our facilities and grounds are maintained in excellent condition. We would like to especially thank Tony and Mindy Moore (Cardinal Landscaping) for maintaining our green spaces over the spring and summer.

The year 2020 brought many challenges due to the world wide pandemic; however, because of God's grace, we were still able to have a productive year. The following is a brief summary.

Transportation

Our 2012 bus was primarily used by the Playschool when they were in session to pick up students on weekday mornings. There were fewer church events this year; however, it was still utilized by Children/Student Ministries and Missions.

Work Days

While blessed with a beautiful facility and outside area, the Building and Grounds Team is always ready to provide minor maintenance and upkeep when needed. In 2020 instead of holding our annual workdays, the Team worked individually or in small groups to clean flowerbeds, trim shrubs & trees, clean window wells, drains & windows, organize garage & storage areas, replace ceiling tiles and other minor repairs.

Maintenance/Events

- Installed electronic shades to replace the torn and tattered blinds in the Ark
- Enlisted the youth to help with the cleaning and reorganization of the garage attic
- Made some IT improvements throughout the building
- Made minor repairs to the Blair House
- Completed the interior painting project including office hallways



Budget

In 2020 we came in under budget by approximately \$2,500. We praise God to have been able to maintain the facility and grounds, make some improvements, and complete several repairs with the funds so generously entrusted to us.

The team includes: Neil Tunison (Team Leader), Rita Poth (Elder), Phil Craig, Scott Hobbs, Dave Kuyper, Dave Lupberger, Tony Moore, Rick Oliver, Roger Sims, Mark van Staalduinen, and Michael Vezmar. Staff Liaison: Sherry Showalter.

FINANCIAL REPORT

Our 2020 Operating Fund income was \$1,187,550.43 compared to \$1,139,493.22 in 2019. Our 2020 expenses were \$1,147,826.76 compared to \$1,139,493.22 in 2019. We continue to thank God for the tremendous generosity of our LPC Family!

2020 Operating Fund Income	\$1,187,550.43
2020 Operating Fund Expenses	\$1,147,826.76
<i>Income over Expenses</i>	<i>\$39,723.67</i>

Expenses by Category

Adult Education	\$8,781.49
Student Ministry	\$16,394.27
Children's Ministry	\$12,687.68
Reach Out	\$5,900.38
Worship and Music	\$35,283.61
Women's Retreat	\$58.77
Pastoral Care	\$2,812.15
Missions	\$126,962.36
Deacons	\$9,158.98
Safety Ministry	\$8,250.00
Buildings and Grounds	\$192,972.34
Church Connectional Ties	\$19,375.02
Capital Account	\$45,000.00
Personnel	\$661,689.71
Unbudgeted	\$2,500.00

Total Expenses	\$1,147,826.76
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NOTE: For more detailed financial reports, please contact our business administrator, Sherry Showalter at 932-2751.

Balance Sheet
Lebanon Presbyterian Church
123 N. East St.
Lebanon, OH 45036
(513) 932-2751

Dec 31 2020

<u>ASSETS</u>			
Cash Accounts			
1000	Checking Account	1,015,106.62	
1005	People's Bank Checking Account	206.40	
1010	Waggoner CD	50,000.00	
1011	Banta/McCormick CD	45,511.16	
1012	CDARS	56,269.51	
1016	LPL Financial	273,365.27	
Cash Accounts Total			1,440,458.96
Fixed Assets			
1020	Building & Furnishings	7,641,729.00	
Fixed Assets Total			7,641,729.00
TOTAL ASSETS			<u><u>9,082,187.96</u></u>
<u>LIABILITIES AND FUNDS</u>			
LIABILITIES			
Current Liabilities			
2051	SBA PPP Loan	201,100.00	
Current Liabilities Total			201,100.00
TOTAL LIABILITIES			<u><u>201,100.00</u></u>
FUND BALANCES			
Accumulated Reserves			
3000	Operating Fund	261,671.58	
Accumulated Reserves Total			261,671.58
Building and Furnishings Equity			
3005	Building & Furnishings Equity	7,641,729.00	
Building and Furnishings Equity Total			7,641,729.00
Designated			
3035	Lebanon Christmas for Tots	20.00	
3045	Thanksgiving Baskets	223.75	
3055	Women's Retreat	1,424.66	
3064	Daycare - Donations/Fundraising	52,949.03	
3070	Staff Love Offering	1,110.00	
3086	New Organ Fund	883.00	
3090	IHN of WC - LPC	151.79	
3100	Will Family Income	35,167.63	
3115	Missions Offerings/Donations	53,248.32	
3116	Kenya Hospital	114.05	
3117	Africa Missions	15,297.86	
3118	Feeding Ministry	3,662.31	

3125	Xocenpich Trip	16,053.09	
3127	Children's Fundraiser	315.41	
3130	Youth Fund Raiser	6,641.74	
3135	Youth Scholarship for Trips	11,343.79	
3160	Youth Trips/Retreats	12,713.40	
3165	Worship & Music	4,095.71	
3170	Helping Hands	33,625.47	
3175	Marian Haven Play School	6,058.30	
3180	Club 56	296.78	
3193	HVAC/Roofing Fund	443,565.27	
3194	Marriage School	245.40	
3196	Boy Scout Troop 186	15,757.55	
Designated Total			714,964.31
Investment Funds			
3230	Waggoner Fund	50,000.00	
Investment Funds Total			50,000.00
Capital Project Funds			
3200	Long Term Capital Funds	79,986.70	
3201	Short Term Capital Funds	4,000.00	
3210	Designated Memorial Funds	2,461.61	
Capital Project Funds Total			86,448.31
Scholarship Funds			
3250	Banta/McCormick Scholarship	61,857.10	
3270	Holtkamp Scholarship Fund	11,779.00	
3279	Vera Everitt Scholarship	17,140.00	
3280	Youth Scholarship	1,973.66	
3281	STEM Scholarship	31,525.00	
3282	Glory to God Scholarship	2,000.00	
Scholarship Funds Total			126,274.76
TOTAL FUNDS			8,881,087.96
TOTAL LIABILITIES AND FUNDS			9,082,187.96
Difference			0.00

2020 Designated Fund Income and Expenses

2020 Missions Designated Funds Income/Expenses

<u>Missions Offerings & Donations</u>	<u>Income</u>	<u>Expenses</u>
Total Missions Offerings & Donations	\$11,500.00	
Missions Expenses		
Joshuas Place Donation		\$1,000.00
Beirut Explosion Relief		\$1,000.00
Louisiana Hurricane Relief		\$2,000.00
Miscellaneous Missions Expenses		<u>\$10,630.03</u>
Total Missions Expenses		\$14,630.03
<u>Feeding Ministry Fund</u>		
Donations Feeding Ministry	\$2,695.00	
Expenses Feeding Ministry		\$4,302.54
<u>Mexico Relief</u>		
Donations for Mexico Relief	\$14,894.12	
Expenses to Support Mexico Relief		\$23,483.19
2020 Missions Totals	\$29,089.12	\$42,415.76

2020 Deacons Helping Hands Income/Expenses

Donations Helping Hands	\$58,358.68	
Expenses Helping Hands		\$34,273.52

2020 Thanksgiving Baskets Income/Expenses

Donations Thanksgiving Baskets	\$4,655.00	
Expenses Thanksgiving Baskets		\$5,229.74

2020 Staff Love Offering

Donations Staff Love Offering	\$6,600.00	
Expenses Staff Love Offering		\$5,515.02

2020 Live Streaming Donations

Donations for Live Streaming	\$53,000.00	
Expenses for Live Streaming (from Designated Account)		\$53,000.00

Designated Fund Totals	\$180,791.92	\$182,849.80
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2021 OPERATING FUND BUDGET

Adult Education	\$11,600.00
Buildings and Grounds	\$205,641.00
Capital Account	\$50,000.00
Children	\$17,000.00
Connectional Ties	\$20,000.00
Deacons	\$12,050.00
Missions	\$134,755.00
Pastoral Care	\$4,000.00
Personnel	\$743,733.52
Reach Out	\$10,250.00
Safety	\$8,100.00
Students	\$24,700.00
Worship	\$31,800.00
Total Budget	\$1,273,629.52