

2021 Annual Report

to the Congregation of Northminster Presbyterian Church



**presented at the Annual Meeting of the Congregation on
January 30, 2022**

Northminster Presbyterian Church
Indianapolis, Indiana
Annual Meeting Docket
January 30, 2022

Welcome	Moderator Rev. David Smazik
Opening Prayer	
Quorum	
Minutes of Previous Meeting Statistical Report <i>(page 2)</i>	Clerk Cheryl Plunkett
Nominating Committee Report	David Neitzel
Election of Congregational Nominating Committee:	
Elders: Susan Holewinski and Deb Ronco	
Deacons: Susie Koriath and Linda Theobald	
At-Large from Congregation: Debbie Bulloff, Don Craft, Elle Keppler, Andy Longo, John Plunkett, Rob Rothrock	
Necrology Report and Prayer <i>(page 2)</i>	Rev. Carol McDonald
Financial Report <i>(pages 4-8)</i>	Treasurer Rob Rothrock David Neitzel
Foundation Report <i>(pages 9-13)</i>	Andrea Newsom
Review of Annual Reports	Rev. David Smazik
Personnel Committee	Allison Gritton
Pastor Nominating Committee	
Report of Pastor	Rev. David Smazik
New Business	
Closing Prayer	
Adjournment	

Session Statistical Report 2021

Membership as of January 1, 2021 **574**

Gains:

Profession of Faith	0
Reaffirmation of Faith	2
Letter of Transfer	1
Restored to membership	0

Total Gains **3**

Losses:

Transfer	2
Removal	3
Deaths	14

Total Losses **19**

Membership Total as of December 31, 2021 **558**

Other Totals

Baptisms (Infant)	3
Baptisms (Adult)	0
Weddings	1

Northminster Members – Deceased

James Clark

Suzan Stoops

James Jordan

Russell Cline

Mary Garrett

Marjorie Ashby

Betty Young

David Gresham

Greg Hardesty

Barbara Morris

Robert A. Ross

Doris Harmon

Sharon Lyst

Catherine Brown

Pastor's Report

Rev. Dr. David J. Smazik

When traditional navigational devices fail, there is always Polaris. The North Star's significance is not its brightness but stems from its stationary location relative to the earth's axis, the "point around which the entire northern sky turns." This past year of continuing to navigate the pandemic has required the church to rely on means not normally utilized. More than ever, we needed a north star, the centering point around which our lives could turn.

In the first week of January, Epiphany's celebration reminded us of a star that led those who were watching to the light of the Christ child. That same light – an ever-present 'north star' - centers our corporate and individual lives, providing us a fresh look at the unexpected means by which this congregation can be known and do its work in the world:

The light led us to Broad Ripple Park to celebrate Easter. The unexpected location provided space to profess our faith outside the constraints of a traditional building, which we were privileged to replicate three additional times throughout the summer.

A critical look inward through the objective eyes of a consultant helped to clarify the values of this church in the present moment and what it historically has been at its core. Church leaders then worked together to envision how the light of Christ will continue to center the church's efforts, based on these values, with the new vision statement: *Engaging Neighbors Near and Far in Christ's Love*. The Pastor Nominating Committee, elected by the congregation, began the search for the individual who will guide this congregation into its vision.

The congregation's celebration of the 75th+1 anniversary honored the light that led to the formation of Northminster and welcomed the possibilities of where that centering light might lead. The congregation welcomed new staff and said good-bye to beloved staff who led and supported the ongoing work of mission and ministry throughout many years.

There are many ways that Northminster's journey in 2021 required the congregation to utilize different means of doing ministry. This unprecedented year is a reminder to rely on the north star that does not change: God's ever-present grace, peace, love, justice and faithfulness. May there always be a willingness at Northminster to expect the unexpected as you do what is being required of you to bring Christ's light into the world.

Treasurer's Report

FYE 12/31/2021

Given another year of uncertainty due to the pandemic, we had a pretty good year. We received nearly 100% of pledged funds, which thankfully, is pretty typical. As a result of special gifts, we were able to complete several major projects including the replacement of windows in the education wing. Thanks to everyone who contributed.

A general fund shortfall was somewhat mitigated by an increase in the non-pledge income, up 18% over budget.

General fund expenses for 2021 were significantly over budget due to unexpected sewer repairs and other building projects.

The Session has determined that the sewer repair was a “dire emergency” and sought funding for those repairs from the Foundation.

We received confirmation the Payroll Protection Program of the United States Treasury loan in the amount of \$139,255 was forgiven in full. The church has no short-term or long-term debt only current operating expenses.

For 2022, the finance committee felt as though we could authorize the budgets for the teams as requested. We anticipate some savings from personnel since we have some openings that will not be filled immediately.

On behalf of the finance committee, I would like to express our gratitude to everyone who continue to support the ministry of Northminster.

Rob Rothrock, Treasurer

Northminster Presbyterian Church
General Fund 2021 Activity and 2022 Budget

	2021	2021		2022
				Approved by Session Dec. 2021
<i>Subject to Annual Review by CPA</i>		Budget	Over/Under	
Contributions and Income				
Pledge Contributions	711,200	780,000	(68,800)	789,000
Demomination Support Contributions	7,074	8,360	(1,286)	8,360
Previous Year Pledges	2,635	-	2,635	-
Non-Pledge & Loose Plate	130,550	110,000	20,550	118,000
Foundation Contributions	94,448	94,147	301	98,608
Foundation Cont. for Sewer Repair	23,375		23,375	
Life Event and Building Use	5,418	3,400	2,018	3,400
Program Revenue	3,588		3,588	2,210
Interest and Misc Income	11,813	100	11,713	100
Music Academy	7,738		7,738	500
Released to General Fund*	85,197		85,197	
Special Gifts	27,700	32,500	(4,800)	22,500
Total Contributions and Income	1,110,735	1,028,407	82,228	1,042,678
Program Expense				
Christian Education	10,346	11,000	(654)	10,100
Congregational Life	5,628	6,264	(636)	5,250
Communications			-	4,130
E-Team Outreach	3,139	4,130	(991)	-
Worship	24,718	26,370	(1,652)	44,000
Music Academy	7,538		7,538	
Mission Benevolence Giving	79,436	78,000	1,436	78,900
Program Staff	472,654	488,888	(16,234)	490,031
Denomination Support	24,769	24,000	769	24,136
Total Program Expense	628,228	638,652	(10,424)	656,547
Building and General	323,302	199,497	123,805	238,356
Life Event Expense	3,300		3,300	
Office & Building Staff	209,497	210,803	(1,306)	214,155
Total General & Admin. Expense	536,100	410,300	125,800	452,511
Total Program and Expense	1,164,328	1,048,952	115,376	1,109,058
Surplus/Deficit	(53,593)	(20,545)	(33,148)	(66,380)
Other Income				
PPP Loan Forgiveness	139,225			
Change in Net Assets	85,632	(20,545)	(33,148)	(66,380)

*See itemization on next page

Northminster Presbyterian Church
General Fund 2021 Activity and 2022 Budget

Detail of Restricted and Designated Funds Released to General Fund

Window Fund	\$ 18,800
Building Fund	16,090
McGaughey Fund	10,305
Steeple Project Designated Fund	6,432
Memorial Fund	12,250
Pastor's Designated Fund	4,757
Building Reserve	14,338
Worship Production Designated Fund	2,225
Total Transfers To(From) General Fund	\$ 85,197

Northminster Presbyterian Church
Statements of Financial Position
December 31, 2021 and 2020

Assets	2021	2020
Cash and cash equivalents	\$ 390,080	\$ 570,484
Other current assets	45,762	34,979
Investments	851,057	650,081
Current assets and investments	1,286,899	1,257,564
Property and Equipment less depreciation*	5,194,111	5,194,111
Total assets	6,481,010	6,451,675
Liabilities and net assets		
Accounts payable	55,824	51,483
PPP loan		139,255
Other current liabilities	25,269	13,042
Total liabilities	81,093	203,780
Net assets		
Without donor restrictions		
Undesignated	5,295,639	5,216,134
Session designated	46,653	104,715
With donor restrictions	1,057,626	925,026
Total net assets	6,399,918	6,245,875
Total liabilities and net assets	\$ 6,481,011	\$ 6,449,655

*Does not include 2021 depreciation. This will be calculated during CPA review

NORTHMINSTER PRESBYTERIAN CHURCH
Statement of Position All Funds - Year Ended December 31, 2021

Subject to Annual Review by CPA

Account	Abundant Joy Capital Campaign						
	McGAUGHEY	ORGAN	MISSION	CAPITAL FUND	COLUMBARUM	DEACONS	DESIGNATED
ASSETS	GENERAL	RESTRICTED					Total
Current Assets							
Cash and cash Equivalents	\$ 117,685	\$ 203,627	\$ -	\$ 4,040	\$ 7,523	\$ 6,128	\$ 46,653
Prepaid Expenses	3,169	-	-	-	-	-	-
Other Receivables	28,091	-	-	-	1,400	-	-
Niche Inventory	-	-	-	-	13,103	-	-
Total Current Assets	148,945	203,627	-	4,040	22,026	6,128	46,653
Church Property							
Land and land improvements	508,900	-	-	-	-	-	-
Building and improvements	5,730,575	-	-	-	30,885	-	-
Building Improvement - Organ	-	-	-	1,036,071	-	-	-
Furniture and Equipment	351,781	-	-	-	-	-	-
Accumulated Depreciation	(2,438,219)	-	-	(21,585)	(4,297)	-	-
Total Church Property	4,153,038	-	-	1,014,486	26,587	-	-
Investments	-	-	-	-	-	-	-
Charitable Remainder Trusts	-	377,018	-	449,859	-	-	-
Other Assets	-	24,180	-	-	-	-	-
	-	24,180	-	-	-	-	-
TOTAL ASSETS	\$ 4,301,983	\$ 227,807	\$ -	\$ 1,018,526	\$ 48,613	\$ 6,128	\$ 46,653
LIABILITIES							
Current liabilities							
Accounts Payable	\$ 11,267	\$ 200	\$ -	\$ -	\$ -	\$ 922	\$ -
Credit Cards Payable	8,286	9,662	-	-	-	866	-
Accrued Payroll	24,621	-	-	-	-	-	-
Deferred Niche Revenue	-	-	-	-	615	-	-
Prepaid Pledges	14,018	-	-	-	-	-	-
Salary Deduction Holding Accounts	1,345	-	-	-	-	-	-
Funds Held for Others	2,658	-	-	-	-	-	-
Prepaid Funerals	1,250	-	-	-	-	-	-
Registrations Prepaid	5,382	-	-	-	-	-	-
Total Current liabilities	68,828	9,862	-	-	615	1,787	-
Long Term Liabilities							
Total Long Term Liabilities	-	-	-	-	-	-	-
TOTAL LIABILITIES	68,828	9,862	-	-	615	1,787	-
NET ASSETS	4,233,155	217,944	-	1,018,526	47,998	4,341	46,653
TOTAL LIABILITIES & EQUITY	\$ 4,301,983	\$ 227,807	\$ -	\$ 1,018,526	\$ 48,613	\$ 6,128	\$ 46,653

NORTHMINSTER PRESBYTERIAN CHURCH
Statement of Revenues and Expenses - All Funds
For the Full Year 2021

Abundant Joy Capital Campaign

Subject to Annual Review By CPA	GENERAL FUND	SPECIAL FUNDS	MCGAUGHEY FUND	ORGAN FUND	MISSION ENDOWMENT	BUILDING/DEBT REDUCTION FUND	COLUMBARIUM	DEACONS	DESIGNATED FUNDS	TOTAL ALL FUNDS
Revenues										
2021 Pledge Income	\$ 711,200	\$ -	\$ -	\$ 9,450.00	\$ 6,615.00	\$ 7,560.00	\$ -	\$ -	\$ -	\$ 734,825
2021 Denomination Support Contributed	7,074									7,074
Loose Plate & Non Pledge Income	130,550	-	-	75	-	-	-	-	-	130,625
Other Year Pledge Income	2,635	-	-	-	-	-	-	-	-	2,635
Foundation Income	94,448	-	-	-	-	-	-	-	-	94,448
Foundation Cont. Sewer Repair	23,375	-	-	-	-	-	-	-	-	23,375
Interest/dividend Income	120	-	3,869	-	4,466	-	-	-	-	8,455
Estate Gifts to NPC	-	-	-	-	-	-	-	-	-	-
Other Income	28,436	-	-	-	-	-	215	4,064	-	32,715
Special Gifts	27,700	-	-	-	-	-	-	-	-	27,700
Contributions to Programs	-	91,887	-	-	-	-	-	-	-	91,887
Released to General Fund	85,197	(34,890)	(10,305)	-	-	-	-	1,750	6,572	93,637
Investment Income	-	-	61,156	-	70,632	-	-	-	(41,152)	40,002
Total Support and Revenues	1,110,735	56,997	54,721	9,525	81,713	7,560	215	5,815	(34,580)	1,327,280
Expenses - Staff & Teams										
Program Staff	472,654	-	-	-	-	-	-	-	-	472,654
Office & Building Staff	209,497	-	-	-	-	-	-	-	-	209,497
Christian Education Team	10,346	-	-	-	-	-	-	-	-	10,346
Congregational Life Team	5,628	-	-	-	-	-	-	-	-	5,628
E - Team	3,139	-	-	-	-	-	-	-	-	3,139
Support Team (Building & General)	323,302	-	-	-	-	-	-	-	-	323,302
Worship Team	24,718	-	-	-	-	-	-	-	-	24,718
Subtotal	1,049,284	-	-	-	-	-	-	-	-	1,049,284
Expenses - Other										
Denomination Support	24,769	-	-	-	-	-	-	-	-	24,769
Benevolence	79,436	-	-	-	-	-	-	-	-	79,436
Program Activity Expenses	10,838	56,854	7,511	-	16,824	-	-	6,643	12,603	98,670
Other Expense	-	-	-	-	12	-	75	2,553	-	2,640
Subtotal	115,043	56,854	7,511	-	16,836	-	75	9,196	12,603	205,515
Total Expense	1,164,327	56,854	7,511	-	16,836	-	75	9,196	12,603	1,254,799
Surplus/(Deficit)	(53,592)	143	47,210	9,525	64,877	7,560	140	(3,381)	(47,183)	72,481
Other Income										
PPP Loan Forgiveness	139,225	-	-	-	-	-	-	-	-	139,225
Change in Net Assets	85,633	143	47,210	9,525	64,877	7,560	140	(3,381)	(47,183)	164,524
Net Assets beginning of year	4,148,542	202,565	329,807	1,009,001	384,983	200	47,858	7,722	104,715	6,235,393
Transfers between funds	(1,020)	14,086	-	-	-	(3,336)	-	-	(9,730)	-
Net Assets end of year	\$ 4,233,155	\$ 216,794	\$ 377,017	\$ 1,018,526	\$ 449,859	\$ 4,424	\$ 47,998	\$ 4,341	\$ 47,803	\$ 6,399,918

NORTHMINSTER FOUNDATION ANNUAL REPORT 2021

At the end of 2021, the Northminster Presbyterian Church Foundation, Inc., oversaw approximately \$3,515,644.00 in assets, with approximately \$2,145,813.22 in unrestricted funds and the balance in funds restricted to particular uses according to the donors' wishes. These monies are invested in a mix of equities (mutual funds), fixed income instruments (corporate bonds and notes), and money market funds. These investments performed well in 2021, although slightly under the S&P 500.

During 2021, the Foundation:

- Provided \$94,448 in ongoing support to the Church's operating expenses
- Received \$0 in contributions from deceased members' estates

At the request of the Board of the Foundation, the congregation at its annual meeting in January approved an amendment to the Foundation's Articles of Incorporation to eliminate the requirement that three members of the Foundation's Board also be members of Session.

In March, members of the Board made a presentation to Session to explain the purposes and functions of the Foundation, the various funds managed by the Foundation, and the Foundation's approach to investing the funds. The Board made the presentation to assure that all members of Session have a clear understanding of the Foundation so the Foundation and Session can work together as productively as possible for the benefit of the Church.

In September, the Foundation was once again able to hold an event to increase participation in the Legacy Society, whereby Church members designate a portion of their estates to be donated to the Foundation. Due to the coronavirus pandemic, the Foundation was unable to hold any Legacy Society events in 2020. The event was well received and resulted in additional Church members becoming members of the Legacy Society.

As part of the Church's celebration of its 75th anniversary, the Foundation sponsored Paving Our Path To The Future whereby Church members could make a donation to the Foundation in honor or memory of other Church members deserving recognition for their contributions to the Church. The names of the honorees were displayed as "pavers" on the windows of the Gathering Space. This campaign raised \$6255.00 for the Foundation.

Directors for 2021 were:

John Carr	Wesley Lancaster	Dawn Dinwiddie
Deb Ronco	Joyce Mallette	Pennie Lumley
Tom Stayton	Dale Theobald	Andrea Newsom

Officers for 2021 were:

President -- Tom Stayton
Vice President – Deb Ronco
Secretary – John Carr
Treasurer – Andrea Newsom

Investment support is provided by Church member Mark Durham of Investment Advisors of Indianapolis.

Respectfully Submitted,
Tom Stayton, 2021 President

The Legacy Society

The following members have notified the Northminster Presbyterian Church Foundation that they have included Northminster in their estate plans.

Eileen Alsop

Jim and Norma Arend

Marilyn Baumgardt

Bob and Betty Bowers

Scott Cavins

Don and Dolly Craft

Mark Durham

Nancy and Don Durrett

Bill Dynes and Nancy Dynes

Joe and Sharon Dzwonar

Tony and Jennifer Dzwonar

Deborah Stuart Everett

Nancy Flamme

Ellen and John Fosnaught

Bill Freije Jr and Pat Freije

Jerry and Sally Gray

Bob and Cheri Gudgel

Troy and Nancy Hill

Pat Kilbury

Bill and Susie Koriath

Mae and Kim Leech

Lisa and Andy Longo

Pennie Lumley

Joyce and Malcolm Mallette

Jim and Carol Mann

Mark and Ruth Moore

Gayle-Sue Murphy

Bob and Anne Nation

David and Sara Neitzel

Adam and Andrea Newsom

Chris and Terri Palladino

John and Maureen Purcell

Rob and Gail Rothrock

Blake and Lori Schlabach

Jackie Schmidt

Jamie and Dick Schulte

John and Jean Smith

Tom and Barb Stayton

Dale and Linda Theobald

Teri Thomas

Nancy Wynne

Northminster Presbyterian Church
Foundation Statement of Financial Position
December 31, 2021

<u>Account</u>	<u>1 General Fund Unrestricted</u>	<u>2 General Relief Fund</u>	<u>4 Mathias</u>	<u>5 McGaughey Fund</u>	<u>6 Mission Fund</u>	<u>Total all Fund Name</u>
Current Assets						
Fidelity Core Account	\$68,240.23	\$15,689.19	\$3,088.21	\$14,364.68	\$16,460.88	\$117,843.19
Total Current Assets	\$68,240.23	\$15,689.19	\$3,088.21	\$14,364.68	\$16,460.88	\$117,843.19
Investments						
Fidelity Investments at Market						
PILP Note	\$1,766,790.44	\$441,872.30	\$81,529.16	\$362,571.72	\$434,254.47	\$3,087,018.09
Total Investments	\$310,782.55	\$0.00	\$0.00	\$0.00	\$0.00	\$310,782.55
Assets	\$2,077,572.99	\$405,135.42	\$81,529.16	\$362,571.72	\$434,254.47	\$3,397,800.64
Liabilities	\$2,145,813.22	\$457,561.49	\$84,617.37	\$376,936.40	\$450,715.35	\$3,515,643.83
Total Liabilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Net Assets						
Unrestricted Net Assets	\$2,145,813.22	\$0.00	\$0.00	\$0.00	\$0.00	\$2,182,550.10
Restricted Net Assets	\$0.00	\$457,561.49	\$84,617.37	\$376,936.40	\$450,715.35	\$1,333,093.73
Total Net Assets	\$2,145,813.22	\$457,561.49	\$84,617.37	\$376,936.40	\$450,715.35	\$3,515,643.83
Liabilities and Net Assets	\$2,145,813.22	\$457,561.49	\$84,617.37	\$376,936.40	\$450,715.35	\$3,515,643.83

Northminster Presbyterian Church Foundation
YTD Statement of Revenues and Expenses by Fund
December 31, 2021

	<u>General Fund</u>	<u>General Relief Fund</u>	<u>Mathias</u>	<u>McGaughey</u>	<u>Mission</u>	<u>Total</u>
Revenue						
Contributions						
Legacies and Bequests	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Contributions	8,015	-	-	-	6,615	14,630
Total Contributions	8,015	-	-	-	6,615	14,630
Investment Revenue						
Dividends	17,561	4,031	786	3,664	4,229	30,270
Interest	2,908	235	44	205	237	3,630
Short-Term Gain(Loss) - Realized	14,762	3,375	666	3,099	3,564	25,466
Long-Term Gain(Loss) - Realized	73,953	17,007	3,342	15,550	17,841	127,693
Unrealized Gain (Loss)	206,133	48,825	9,111	42,507	49,227	355,803
Interfund Transfer of Income			-	-	-	0
Total Investment Revenue	315,316	73,474	13,949	65,026	75,098	542,863
Total Revenue	323,332	73,474	13,949	65,026	81,713	557,493
Expenses						
Church Support	94,448	-	-	-	-	94,448
Insurance	244	-	-	-	-	244
Postage & Delivery	-	-	-	-	-	-
Printing	-	-	-	-	-	-
Admin Support Personnel	1,206	-	-	-	-	1,206
Business Fees and Licenses	43	-	-	-	-	43
Program Expense	-	-	-	17,805	16,824	34,629
Transaction Fees	70	16	3	14	17	120
Development Expense	1,639	-	-	-	-	1,639
Total Expenses	97,650	16	3	17,819	16,841	132,330
Total Change in Net Assets	\$ 225,681	\$ 73,458	\$ 13,946	\$ 47,206	\$ 64,873	\$ 425,164

Music Ministry During a Pandemic

Annual Report 2021

Submitted by John Wright, January, 2021

Worship and Music

The beginning of 2021 found the worship staff, organist and section leaders pre-recording the worship services. Although not as enriching and thrilling as being in God's house in person, we were able to offer meaningful services of prayer and praise. Our section leaders kept our responses, hymns, psalms, and anthems relevant and beautiful the first seven months of the year. Thanksgivings to all who make the resources available to keep excellent singers in our music ministry. And thank you to those who were here to operate the cameras and sound.

The Chancel Choir held a few rehearsals outside in the parking lot in the spring. As covid restrictions relaxed a bit, the singers rehearsed in the sanctuary and chancel for the first time since early March 2020.

In April, the Worship Team met with worship space consultant David Vandermeer, who serves as Minister of Music and Fine Arts, First Presbyterian Church, Ann Arbor, Michigan. The team explored ways we might envision the chancel, sanctuary and narthex from a liturgical arts standpoint. Emphasis was placed on evaluating our spaces and making recommendations on how best to use them artistically, aesthetically and practically. Chancel Chairs were purchased and installed in late summer. In the fall, Bob Gudgel, Mike Boris and many helpers designed and constructed risers for our singers to use. The risers are light and easily moved, providing flexibility in the chancel for services, concerts, plays, lectures and other events.

The worship services Northminster held in Broad Ripple Park on Easter and in the summer were, shall I say, a *breath of fresh air*. It was a strange reality that the majority of Northminster members and friends had not met interim pastor Dave Smazik in person until Easter Sunday, even though he had been on staff for seven and a half months. In late summer, we opened the doors for public worship. It was encouraging to be able to worship together after many months of being apart.

In September, we began the choir year with children's and adult choirs back to their usual Wednesday rehearsal/Sunday worship participation. We proceeded cautiously, which we are still doing, but all seem to appreciate the opportunity to gather and sing as one body. We have two outstanding children's music teachers: Katie Ray with Peace Choir (Grades 3 – 5) and Audra Gipson with Celebration Choir (Grades K – 2).

Commissioned Anthem

In November 2019, a Northminster couple approached Marko and me about their desire to commission a composer to create an anthem to celebrate and give thanks for our new pipe organ.

Dr. Dominick DiOrio, professor of music (choral conducting) at Indiana University, was selected to begin composing. Dr. DiOrio not only composed the music, but also wrote the text for the anthem. Completed this past summer, “Come, Great Love” was written for four part chorus, and includes a flashy organ part to demonstrate the organ’s flexibility and power. The piece is “commissioned and dedicated to the Northminster Presbyterian Church Chancel Choir in celebration of their new pipe organ, CB Fisk, Opus 154.” Thus far, the Chancel Choir has sung the piece twice – in worship and in the organ dedication concert.

Sound & Spirit

Having been on hiatus for most of 2021, the arts at Northminster, *Sound & Spirit*, sponsored three concerts in October and November: the organ dedication concert, Po’ Ramblin Boys (bluegrass band) and Marko Petričić, Organ. The series continues to survive even during the pandemic, thanks to contributions by Northminster members and by many others in and outside of Indianapolis who appreciate the mission of *Sound & Spirit* to provide free concerts to all.

Montreat Conference on Worship and Music

Over the years, the Montreat Conference on Worship and Music has set a standard for Northminster and many others regarding worship, art, music, dance, drama, meditation and study. In June, nine Northminster souls attended the conference. As per usual, our church’s worship experiences were influenced by what was learned and experienced that exhilarating week. We particularly look forward to the 2022 conference as Krista Wright is co-director and Carol McDonald is a member of the faculty.

In Gratitude

Thanks to so many wonderful volunteers in our church, worship and music continued these past 12 months in some form or another, despite these cautious times in which we are living. Worship creates a place for us to be forgiven, instructed, and drawn together as the body of Christ. May we give God the glory as we move forward in 2022.

Personnel Committee 2021 Annual Report

January 14, 2022

2021 Co-Chairs: Allison Wells Gritton and Roslynn Lancaster

2021 Members: Christie Call, Elizabeth Brandes, Gary Ryan, Jerry Gray, Tony Dzwoner

2021 was another year of change that ushered in new challenges and opportunities for the staff at Northminster Presbyterian Church (“NPC”) as well as for the Personnel Committee. As Pastor Dave and church leaders focused on building the foundational plan for NPC’s future, we realized that the process to move to that future state could impact our staffing and support model. In summary, a thoughtful review of our current state and planning process ultimately resulted in several staff changes in both program and office staff. The intent is to better align our staffing model with the updated vision of the church. After a busy year, we are entering 2022 with renewed focus and vitality as we look forward to welcoming a permanent Head Pastor later this year.

2021 In-Review:

January Celebration: We started the year by recognizing and celebrating John Wright’s 20 years of service to NPC. We are grateful for his many years of enriching our lives and worship experience through the amazing and diverse music program with which the church has been blessed.

New Director of Youth and Family Ministries: Following a 2020 collaboration with the Christian Education Committee, the joint task force posted and advertised for a new full-time Director of Youth and Family Ministries to re-invigorate NPC’s youth program and make a clear commitment to the congregation’s desired focus on youth and families programming. We began the search in 2021 and were delighted to offer the position to Nancy Fortenberry, who joined us in March of 2021. Nancy seamlessly glided into the NPC family.

Interim Head Pastor: In July we extended the contract for Rev. David Smazik, our Interim Head Pastor, for another year while the Pastoral Nominating Committee (“PNC”) continues its search. The extension was approved by the Session and the Presbytery, and Rev. Smazik’s contract now runs through September 8, 2022. A sub-committee of the Personnel Committee continues to serve as Rev. Smazik’s Interim Advisory Committee, meeting every few months to touch base on the status of progress toward the goals of the interim ministry.

Children’s Church Staffing: Again in collaboration with the Christian Education Committee, we designed and advertised for a part-time Children’s Sunday School Director. We unfortunately were unable to find a suitable applicant and have tabled the position for now. In the meantime, we are so grateful that Melissa Hopkins has been willing to extend her contract as Interim Christian Education Coordinator.

Office Re-Org and New Hires: In an effort to align Northminster’s operations with the vision and focus set at the Session retreat in August, in the fall the committee tackled a reorganization of the

positions and duties of NPC's office staff. The goals: 1) increase efficiencies, 2) enhance internal and external communications focus and efforts, 3) ensure NPC's operations are consistent with best practices, and 3) allow more of the personnel budget to fund current and future program and pastoral staff. We anticipate the new staffing structure will better leverage specialized skills and thereby increase efficiencies and productivity. The new structure should also provide for greater job satisfaction and flexibility for staff in terms of work-life balance. Following the analysis, drafting of job descriptions, advertising, and interviewing, we are pleased to introduce the new NPC staff members:

Communications Director	Collin Obremski
Finance Administrator	Lori Schlabach
Interim Church Operations Administrator	Jeff Schmahl
Administrative Assistant	Myrna Nisenbaum
Head Custodian	Tim McElroy (unchanged)

The Finance Administrator, Church Operations Administrator and Administrative assistant positions are part-time positions. We believe these changes will significantly modernize and streamline NPC's business operations as we plan for our future. Please welcome Collin, Jeff and Myrna to team NPC!

Staff Appreciation: While change was necessary, we also want to recognize the significant contributions from outgoing team members Susan Glant and Nancy Sala, who both were devoted and valuable employees for many years. They supported NPC consistently with their professionalism and faith. We endeavored to show our gratitude for all of their work to support our congregation and Northminster with a specially catered, celebratory luncheon at the end of the year.

Pastor Moore's New Adventure: Sadly, in November we accepted the resignation of Associate Pastor Ruth Moore, as she accepted the call to be Head Pastor at her own congregation in Avon. While we certainly are happy for Pastor Moore and her new adventure, she will be sorely missed. The committee was grateful for the ad hoc committee of Jill De Las Alas, Cheryl Plunkett, and Emi Johnson, who put together a meaningful celebration of Pastor Moore's many years of service here on very short notice. We also wish to thank John Purcell for coordinating of retirement gifts, Jerry Grey, Bob Gudgel and Jim Arend for their artistic contributions, and the many members and friends who came together to celebrate and wish her well.

Super-Carol: On the business side of things, the Committee immediately began working with Pastor Smazik to form a plan to fulfill the many duties Pastor Moore handled. As the keystone piece, we again are contracting with Carol McDonald, Parish Associate to step in and assume much of the teaching and committee work that needs to be addressed. Thank you again to the ever-gracious Pastor McDonald, who truly has been a pillar of strength for NPC through periods of significant change the last few years!

The Usual Grind: As part of its regular duties, the Personnel Committee continued to monitor and review the personnel policies, budget, salary increases, and employment benefits offered by NPC. In the course of the office re-organization process, we recommended to the session a change in two handbook policies. First, we amended the vacation benefits policy to provide

additional vacation time for full-time staff. Second, we revised office hours to accommodate more flexible work schedules for our staff. New, regular office hours are:

Monday – Thursday: 9:00 a.m. to 3:30 p.m.

Friday: 9:00 a.m. to Noon

We were also able to recommend and secure modest salary increases for 2022 for all full-time, permanent staff.

The Committee: Finally, two long-serving committee members resigned at the end of 2021, Gary Ryan and Roz Lancaster. We are grateful for their participation and leadership in this committee over the years. With the full plate the committee continues to face this year, we are pleased to welcome Deb Ronco as the new co-chair of the personnel committee for 2022.

2022: The Committee members continue to embrace their responsibility to provide support and encouragement to staff members by keeping them in their prayers, assisting with problem-solving, and showing gratitude throughout the year. We are grateful for the service of both outgoing and incoming staff and the members of the committee, and look with excitement toward what we can accomplish together in 2022.

Respectfully submitted,

Allison Wells Gritton and Roslynn Lancaster

Building and Grounds Committee - 2021 Annual Report

The mission of the Building and Grounds Committee, which is part of the Support Team, is both simple and challenging: maintain our beautiful building and the grounds that surround it. A 75-year-old building with several additions over the years comes with the complexities that growing old presents. The members of the Building and Grounds along with the staff and the Northminster Foundation have been committed to meeting our mission by addressing those complexities this year. This report contains a synopsis of our work.

Major Projects

1. Window project – With support from many generous members and monies from the Building Reserve Fund, 50 new energy efficient windows were replaced all windows in the Education wing and the music library, choir rooms and music director's office. All window coverings were replaced with new, uniform blinds.
2. Sewer Repair – An unexpected break in the oldest of two sewer lines under the floor in Calvin Hall was addressed. The Foundation generously provided emergency funds to pay for this major repair. In the course of the project, we scoped the second line under the Education wing to assess its condition. We will have periodic scoping done on both lines to avoid future breaks.

Other Projects

- New Signage – inside and out to advertise events and help direct folks to parking and inside areas
- Various electrical, technical, and security enhancements
- Removal of several trees in the playground area.
- HVAC upgrades and safety measures
- Completion of Steeple repair
- Roofing replacement and maintenance.
- Parking lot sealing and striping
- Infrared testing of electrical systems
- Installation of plexiglass window coverings of 4 exterior Chapel Windows.
- Humidifier for organ
- 4 Work Days – one in Spring and 3 in Fall
 - General cleaning, garden maintenance, gutter cleaning, paint touch up, minor repairs, replacing light bulbs in Sanctuary
 - Prep for Windows
 - Clean out of old Bride's Room & general cleaning following sewer repair

Thanks go to our congregation for volunteering time and treasure, and the Foundation for its support. We thank our custodian, Tim McElroy whose skills and expertise help us identify needs and maintain our building. Thanks also to Lori Schlabach whose cool head and prompt problem solving prevented needless expense or unnecessary work. Thanks to Dave Smazik for his fresh eyes on our building and agreeable nature in advancing our work. And thanks to our members: Jim Arends, Bob Bowers, Don Craft, Ellen Fosnaught, Bob Gudgel, Bill Lord, Jim Mann, and Adam Newsom without whom, much of the above list would not have been accomplished.

Respectfully Submitted,
Linda Furuness and Debbie Everett

2021 Mission Team Annual Report

Andy L. Longo, Chair (2019-2021)

January 13, 2022

The Mission Team entered 2021 with a continued focus on being good stewards of the funds provided through the congregation. Special thanks to team members for their ongoing commitment to those in need and for all Northminster members in support of this important ministry.

2021 Projects and Engagement of Note:

Northminster members gathered to sort and pack school supplies last August as part of the **Back 2 School** initiative with the Washington Township Schools. Teachers selected supplies which were purchased then by the school district. Partner congregations reimbursed for the supplies. Second Presbyterian Church and St Luke's Methodist Church also participated. Supplies were delivered to NPC, sorted by volunteers then delivered to various schools. NPC contributed \$12,000 to purchase, with other congregations, 62,000 supplies. These supplies were distributed to thirteen different schools and will go to impact over 4,200 students. This format will likely be followed for 2022.

As John Reed reported last year, Second Presbyterian Church is able to provide all volunteers needed for its food pantry. He has been exploring new opportunities to engage in local food challenges. Last fall, the team welcomed Chrissy Petersen, Executive Director, **Westminster Neighborhood Ministries** joined our meeting and discussed the mission of her organization. She thanked NPC for its ongoing support and outlined future projects in which we might become involved. Specifically, she asked for volunteers to visit the Center to talk to students about careers and/or special interests. She also expressed a need for volunteers. In a follow-up conversation, John learned of the food pantry at Westminster and their need for volunteers leading to a new volunteer opportunity for NPC members. Look for ongoing communication about opportunities to serve at this food pantry.

As part of its partnership with the Washington Township Schools, an "Adopt-a-Classroom" program was launched and proposed for NPC involvement. The **Adopt-a-Classroom** program allows partners the opportunity to sponsor an elementary classroom in the district for the 2021-2022 school year. This opportunity contributes financial resources to a classroom teacher to help them support their students' needs, as well as a grade level appropriate book for each student in the classroom at the holidays to take home and keep. The Mission Team had interest in sponsoring one classroom with the option to grow after this one-year exploration.

Our classroom is at Nora Elementary School. The teacher is Jordan Dalton. She has twenty-six students in her second-grade class, almost all of whom are on free and reduced lunch. She is hoping to expand literacy experiences for her students with the support Northminster. There will be opportunities to visit the classroom and read to the children.

Day of Caring projects returned on October 10. There were at least eighty participants.

We had groups at Dayspring, and Broad Ripple Village doing trash pickup and planting. Teams at church assembled gift bags and wreaths and delivered them with home visits. We also had a group prepare freezer meals, and another assemble birthday cake kits. The birthday cake kits, and food drive donations went to Westminster's food pantry.

Umoja Blanket Purchase. The Team voted to release \$1,000 from the Kenyan mission trip designated funds to purchase blankets for our mission partner, the Umoja Partnership. Blankets, or lack thereof in Kenya, resonated with team members after hearing from Leonard Otiende, Kenyan Project Director, at its November meeting. Many families in the Umoja project area go without blankets or share one blanket among the family. Team members discussed throughout November options to provide funding with this funding source emerging as the most expedient option. Session approved this request and funds were provided to Umoja for this purpose.

In the late fall, deodorant and shampoo were collected for **Westminster's Christmas baskets**.

A \$5,000 special gift to Missions was allotted to the upcoming **Northminster Playground Project**. The Mission contribution is part of a larger fundraising effort and playground rehabilitation plan. Project is slated for 2022 (ish).

In September, the Mission Team disbursed its remaining available funds, approximately \$5,000, to **Team Rubicon**. This organization is supporting the resettlement of Afghans in transition at Camp Atterbury. NOTE: The Mission Team reserves some funds for periodic needs throughout the year. This flexibility allows the Team to be nimble if issues/needs arise and the Team wishes to respond.

Mission Endowment

As reported in the 2019 Mission Team Report, the first disbursement (2020) from the Mission Endowment created by the Abundant Joy capital campaign was provided to the **Umoja Partnership**. Our second recipient in 2021 was **School on Wheels**.

Our third recipient for 2022 is the **Little Timmy Project**. The Little Timmy Project (TLTP) is a local nonprofit organization that provides support, collaborative efforts and advocacy for birthing persons in the community. Their goal is to promote positive pregnancy outcomes while addressing the maternal and infant health crisis in Indiana.

The project was conceived after founding member, Katie Kirkhoff, suffered the traumatic loss of her son, Timmy, when he passed away while sleeping at five weeks of age to SIDS in 2018.

As part of the healing process, Katie began to research prenatal, newborn and pregnancy issues and found the outcomes to be most troubling:

Out of the 50 United States, the State of Indiana ranks 42nd in infant mortality (number of deaths of children under one year of age per 1,000 live births)

Indiana ranks 47th in maternal mortality (the death of the mother while pregnant or within 42 days of the end of her pregnancy)

Indiana has some of the most concerning infant and maternal health statistics in the United States

Through community-based support projects, collaboration, and advocacy, TLTP strives to foster an environment where pregnant birthing persons are provided quality health care, as well as emotional and mental support during and after pregnancy. The organization is funded entirely by donations and contributions from the public and staffed by volunteers.

They understand that birthing people in our community are lacking resources and assistance and believe that a grassroots movement can make a difference. They believe in the nonprofit community and what makes it work - support, collaboration and advocacy.

The Little Timmy Project is an inclusive organization with a goal to build equity for birthing folks and provide support for families who need assistance.

A total of approximately **\$17,000** will be provided to TLTP throughout 2022 to assist with these projects. Our gift was joyously appreciated by the leadership of TLTP.

Financial Gifts and Distributions for 2021

Predetermined Presbytery Support

In keeping with previous support, mission funds were designated for:

*General Assembly
Synod of Lincoln Trails
Whitewater Valley Presbytery
PYOCA Church Camp
Theological Education through the WWVP*

Elective Donations

Dayspring Center	\$3,000
Gleaners Food Bank	\$3,000
Raphael Health Center	\$2,500
Habitat for Humanity	\$3,500
Wheeler Mission	\$3,500
Westminster Neighborhood Min.	\$3,000
Craine House	\$2,250
Back to School Extravaganza	\$8,000
Refugee Assistance	\$1,000
Bread for the World	\$1,500
Julian Center	\$3,250

Family Promise	\$4,000
Day of Caring Expenses	\$750

An additional \$500 was allocated Family Promise (Interfaith Hospitality Network) this past fall.

In the early fall, the Team approved providing the NPC Pentecost Offering (approx. \$850) to Trinity Haven in Indianapolis.

In December, the Team approved providing the Peace and Global Witness Offering (Approx. \$200) to the Ladies First initiative with the Washington Township Schools.

Summary

TOTAL BUDGETED: \$78,000. Once final team financial statement for 2021 is received, a review of actual disbursements will be done, however, the final amount will be close to budget number.

At its December 2021 meeting, the Team expressed its appreciation and gratitude for Ruth Moore's service to Northminster and her dedication to the mission work of the Church. We wished her incredible success and will miss her!

As Chair, it has been a pleasure to serve as team chair since January 2019. The Mission Team is comprised of compassionate and loving individuals who make decisions by what will help folks and make the most difference. They lead with their hearts, and I am blessed for our time together. Elder Susan Holewinski assume the role of Team chair.

Team Members: Carrie Zimmerman, Nancy Flamme, Connie Coleman, John Reed, Brenda Reed, Debbie Grush, Bo Walker, Kaitlin Ernst, Beth Cornelius, Victor Perkins, Tom Stayton, Pastor Ruth Moore, and Chairperson Andy Longo

Communications Team

The Communications Team is a newly created team in 2021 to replace the E-team. This team allows NPC to align how information is shared inside and outside the walls with our new vision statement: Engaging Neighbors Near and Far In Christ's Love.

Mission: To guide clear and concise communications to our faith community and neighbors

Members: Elizabeth Brandes, Jen Dzwonar, Roz Lancaster, Becky Peterson, Aimee Scheuermann, Jen Wareham

Session Member: Jill de las Alas (Starting in 2022)

Staff Liaison: 2021 Ruth Moore and Dave Smazik, 2022 Collin Obremski and Dave Smazik

Tasks:

1. Review and make recommendations regarding what events need to be advertised and by what means
2. Develop annual communications plan
3. Branding/communications audit
4. Creation and maintenance of branding manual
5. Team to serve as a resource for Communications Director, Collin Obremski

Annual Report for Christian Education 2021

Church School

Due to COVID, Church School at Northminster looked different throughout 2021. For the first part of the year, Church School continued on Zoom and was offered once a month for Preschoolers and once a month for Elementary. Attendance was low, but we appreciate Melissa Hopkins, Interim CE Coordinator, for taking this on! During the second half of the year, we were able to go back to having Church School in-person on a regular basis. With the change in Sunday service times, Church School is offered weekly at the 10am service for two separate age groups: Preschoolers and Elementary. Melissa Hopkins plans for and runs Church School along with volunteers that she recruits. We are grateful for those volunteers! A new and exciting change in 2021 to Church School at NPC is a new curriculum that was adopted. We now use the *Whirl Lectionary Curriculum* from Sparkhouse which consists of lessons based on the scripture lectionary calendar that's used in worship. In addition to the scripture, the lessons include short videos of cartoon character kids that relate the story to current culture. This new curriculum has been well received, is running smoothly and will continue to be used as we move forward. Average attendance for our Church School is typically 3 to 10 children each Sunday.

Youth and Family Ministries

2021 was an exciting year as we created our new position of Director of Youth and Family Ministries and hired Nancy Fortenberry for this role in March. Nancy has brought great energy and ideas and has worked hard to create relationships within the Northminster community as well as made outreach efforts within the neighborhood and city as well. Under this new role and position, we have offered the following:

Family Ministries

- 2 Summer Fun Nights for children
- Trunk or Treat
- Intergenerational Advent Celebration
- A Winter Fun Movie Night during Winter Break
- Outreach to youth in college
- Outreach to NPC Preschool through weekly chapel time
- Back to School Blessings
- Wednesday Nights
 - Dinner
 - Adult Ed
 - Youth Bible Study
 - Greeters at welcome table

Youth Group

- Meets on Sunday Nights
- “Regular” Youth Group sessions consist of dinner, activities, discussion
- “Special” Youth Group sessions consists of outings and mission focused initiatives
- Average attendance is 10-12

- Some highlights of Youth Group in 2021 include Parent-Youth Fall Kick-Off Dinner, Indians Baseball Game, Miniature Golf, Bowling, Haunted Hayride at Connor Prairie, Progressive Dinner to multiple homes, participation in worship during Advent and the Christmas Eve 4:00 pm Service.
- We appreciate those who give their time to be Youth Advisors: Liz Brandes, Nancy Flamme, Kathryn Goncalves, Liz Higgins, Andy Longo, and Andrea Newsom.

Adult Education

We were able to offer multiple opportunities for adults at NPC throughout 2021. While COVID restricted in-person gatherings for the first part of the year, we continued with our NPC Reads book discussions on a routine basis via Zoom. This Adult Ed offering occurs once a month, with a different book each time. Book selections focus on Diversity, Equity, and Inclusion. Attendance at NPC Reads discussions stays consistent, and we continue to offer this virtual opportunity for our members. Once we were able to hold in-person events, another opportunity for adults was incorporated into Northminster's Wednesday night programming with sessions targeting a variety of topics and highlighting some talents and interests of Northminster members. During the later part of the year, we offered a series of Adult Ed on Sunday mornings at 11:00 that tied into our church's mission statement. Sessions called *Diving Deeper* took a closer look at weekly lectionary scriptures, sessions called *Confirmation Companion* focused on guiding our children through faith, and sessions titled *Who Are We* highlighted important missions, outreach and programming at our church. We also offered a special Advent series in December.

Confirmation

Current 7th, 8th, and 9th grade students at Northminster are currently going through onfirmation. Confirmation kicked off with Orientation on August 29th and will go until the Spring of 2022. Dave Smasik, Interim Head Pastor, and Nancy Fortenberry, Director of Youth and Family Ministries lead Confirmation and hold classes about twice a month on Sunday mornings to have a series of 12 sessions in preparation for the youth to learn more about the Bible, the Presbyterian church, and their own personal faith. They have been matched with a "mentor" from the church. In addition to classes, students will spend time writing their own personal "Statement of Faith" which will then be presented to the Session in April 2022. They will officially join church on Youth Sunday, May 1, 2022.

Christian Education Team Members

Thank you to our CE Team members for the time, energy and thoughts they contributed in 2021! Members in 2021 include: Heather Banks (Session Chair), Kent Jackson (Session Chair), Nancy Fortenberry (Staff), Melissa Hopkins (Staff), Carol McDonald (Staff), Jessie Gritton, Kathryn Goncalves, Liz Higgins, Sarah Hittle, and Chad Kinkaid.

Congregational Life Team Report 2021

Another busy year,,,,,during COVID.

1. Call-A-Member Campaign: During March 80+ members either made a check-in call or received a check in call from a Northminster member. The goal was staying connected while our in-person options were reduced.
2. Welcome Nancy Fortenberry: Congregational Life worked with the Christian Education Committee to Welcome Youth and Family Director Nancy Fortenberry on May 2nd with an outdoor family reception. The event was held in the front parking lot. Food and children's activities were enjoyed.
3. Return of in-person church and coffee hour: Donut holes and coffee were back in June.
4. Church Picnic: July 11th: Inclement weather forced us to bring the picnic from Broad Ripple Park to the Gathering Place. Sandwiches, chips and a pitch-in provided lunch for all. This was followed by many games of BINGO with fun door prizes.
5. Coffee hour continued and a new source for donut holes located.
6. All Church Bake Sale: Partnering with the Circles and all church bakers the Annual Bake Sale was held December 12th. This coincided with one of Ruth Moore's Farewell luncheons. The Free-Will offering raised \$1,014!! Thank you all. Approximately \$200 was sent to the Iglesia Ebenezer Church of Indianapolis for emergency housing. \$795 worth of items were ordered from the Presbyterian Giving Catalog. These included: Heating fuel for refugees, sewing machines (2), a water drill, a fishing kit, a family nutrition pack and a fishing pole.

Looking forward to another year of serving our members and hosting another All-Church Bake Sale next December.

Emi Johnson, Chairperson Congregational Life Committee

Thanks to all the terrific team members: Carol Frohlich, Linda Theobald, Susie Scott, Nan Diehl, Janet Inghram, Marianne Jackson, Nancy Moritz and Norma Ahrend. Staff support: Rev. Ruth Moore and Rev. Carol McDonald

Stewardship Team 2021 Annual Report

Co-chairs: Gabe Goncalves and Rebecca Huehls Team members: Lynne Tobin, Jim Mann, Todd Ellington, Lisa Longo Support: Donna Schmahl

Honor Our Past, Welcome Our Future

Our theme for this year acknowledges the amazing 75+ years of history Northminister while also embracing the necessary changes we will go through to ensure our congregations continues to make a positive and significant impact for years to come.

This year, our testimonials were centered around Northminister's 6 values

- Worship and reflection at Montreat by Becky Peterson was focused on **Grounded in the Word**
- Mission projects by Andy Longo was focused on **Serving**
- The new playground and embracing all ages by Shiloh was focused on **Nurturing**
- Christian education by Heather Banks was focused on **Inclusive**
- Impact of technology and streaming services by Matt Kroger was focused on **Relevant**
- Stewardship – Dedication Sunday by the Stewardship team was focused on **Chris-Centered**

Stewardship implemented a couple of big changes this year, including moving commitment Sunday to November 21st and Session members making outbound phone calls. The decision to delay commitment Sunday allowed the Stewardship team to share a specific pledge goal with the congregation. By having an initial budget amount, Session members completed outbound phone calls to share details on the budget increase and goals. These changes helped improve transparency around stewardship and goals.

Based on the church's vision to engage with neighbors near and far with new, relevant ways to worship and share our ministry, the 2022 pledge goal was \$1,091,542, or a 17% increase in annual pledges from our congregation. The increase in budget will help our church leadership deliver on the needs and wishes expressed by our members during interviews with Consultant Aimee Laramore. Below are some of the highlights for the 2022 budget increase

- Improve Christian education for children and families
- Maintenance for our aging building (e.g., external painting)
- Updated staffing model
- Increase in our commitment to mission, which is 10% of our overall budget

Our generous congregation has risen to meet this challenge with their 2022 pledges:

- To date our members have pledged **\$756,302**, which represents a **5%** increase. Fifty households increased their giving by more than 10%.

- We had **5** new families pledging for 2022 and **14** families who pledged this after not pledging in 2021
- The number of households pledging per capita denomination support declined by 16.

In 2022, the stewardship team looks forward to new leadership and continuing to engage with our members on how to better serve the congregation.

Worship Team 2021 Annual Report

Team Members: Jill de las Alas & Lisa Longo (co-chairs), Barb Angotti, Mary Holland, Gayle-Sue Murphy, Rebekah Ryan, John Wright (staff liaison).

As we look back over 2021, it is hard to believe we were worshiping fully online when the year began. During the year, we have moved back into in-person meetings and worship with joy but with several new considerations as the pandemic continues. The team began the year preparing for the opportunity to worship together again. On March 7 we returned to having an in-person 9 a.m. contemplative service which had been held from September to November 2020. Our average attendance before Easter for this service was 44.

Lent marked our opportunity to begin bringing congregants back to Northminster. It started with a successful Ashes-To-Go on Ash Wednesday with 40 participants. Fifty people came to Northminster on Good Friday afternoon to experience the Stations of the Cross. Easter Sunday the 9 a.m. service was taken to Broad Ripple Park for a not-quite sunrise Easter service in the Pavilion. The weather cooperated and 161 people, many of whom hadn't seen each other for over a year, worshiped together on a beautiful Sunday morning.

The success of the Easter service brought about an idea to do a series of services in the park throughout the summer. Beginning on June 13 we moved to having a single service at 10 a.m. The Second Sunday series in the park began that day and was held June 13, July 11 and August 8 at Broad Ripple Park. The 10 a.m. service was held at Northminster in-person on the remaining summer Sundays. We officially discontinued weekly recorded worship and moved to livestreaming the 10 a.m. service. The service was pre-recorded on Sundays when the service was held in the park. The Second Sunday Series ended on September 12 with the 75+1 anniversary celebration at 10 a.m. including a tent and brunch following the service. The anniversary planning committee did a spectacular job planning the event and there were 176 participants.

With the success of one 10 a.m. service during the summer, the worship staff and worship team decided to recommend to session a change to the regular Sunday morning schedule. Beginning on September 19 the morning schedule became 8:30 a.m. contemplative worship in the chapel, 10 a.m. traditional worship in the sanctuary, 11:00 a.m. coffee hour, 11:15 – 12:15 Christian education. This would allow everyone to participate in Christian education as when it was between services those with other commitments could not participate.

LITURGICAL CONSULTANT – Liturgical Consultant David VanderMeer met with the Worship Team on April 13. The Worship Team identified three priorities from his report: 1. Choir chairs, 2. Communion ware and art to scale in our newly enlarged space, 3. Embrace the flexibility of our chancel and movable furniture. The choir chairs have been completed and we have moved furniture to different configurations including putting the font on the floor in front of the communion table for baptisms. We are still working on ensuring that the other liturgical art elements are to scale and fit our open space. There were many other elements to the report.

We will be revisiting it in the months to come to see if there are other recommendations to act on. See Music Director John Wright's report for additional information.

CHANCEL CARE – Thanks to Barb Angotti and the members of the Chancel Care Guild who have continued to be flexible as we have altered worship schedules and added weekly communion to the contemplative service. These women have ensured that the elements have been prepared for the communion table and that the pre-packaged communion elements were available for participants. They also keep up the pew racks and had to round up the hymnals which had traveled all over the building when they were removed due to Covid. The guild continues to send cards to those who are ill and grieving.

WORSHIP ART – Mary Boris and Lisa Longo created the quilted hiker banner for Lent, the floor to ceiling paper cutout banners for the 75+1 anniversary and the draped silk for advent. Mary made the Seek Serve Embrace communion table cover and Lisa painted the advent candles in the Gathering Place Landing Art space. Lisa also coordinated the Anniversary Tiles which were created by more than 40 congregation members for the Landing Art space. Krista Wright handled Advent decorations including the doors and advent candles. The worship art team is always looking for individuals interested in getting involved.

MUSIC COMMITTEE – The music committee has not been active during the pandemic and is in the process of being restructured. See Music Director John Wright's report for details on music at Northminster.

The worship team has spent time on many other items such as type of candles to use, bread for the communion table, flower fund, using pre-packaged communion elements, candlesticks, pitchers, goblets, plates, services in the chapel, etc. There are so many little elements that must be attended to that bring value to the worship experience. We thank everyone who had a role in these deliberations in the past year.

Respectfully submitted,

Jill de las Alas and Lisa Longo

Deacons 2021 Annual Report

It is the duties of Deacons, first of all, to minister to those who are in need, to the sick, to the friendless, and to any who may be distress both within and beyond the community of faith. They shall assume such other duties as may be delegated to them from time to time from the session, such as leading the people in worship through prayers of intercession, reading the Scriptures, presenting gifts of the people and assisting with the Lord's Supper.

The past year afforded many and varied opportunities for the Deacons to serve our congregation and community. At our January Retreat we learned about our duties described above and explored how each of us might best use our individual talents to fulfill this ministry.

One of our most important tasks is ministering to church members who no longer are able to attend regular worship services. In October the Deacons delivered Communion to members in their homes. We also delivered 46 Easter plants and 48 poinsettias at Christmas. These visits are a valuable way to help our members feel connected and supported by the church. In September we called or wrote notes to 42 elderly members who have not attended services for six months or more. These contacts help us identify members whose needs may have altered and to determine how we may better serve them.

Other activities included preparing and delivering meals for parents of a newborn child and to those members who are ill, recovering from surgery, or in an emergency situation; sending get-well and sympathy cards to members in times of illness or grief; and arranging transportation for members in need.

Our community service includes a vast array of projects! We continue to have a partnership with School 55. While we still have no direct contact with the teachers and children, we were still able to provide monthly snacks for the teachers and staff, 22 Thanksgiving baskets for families in need, and we ordered \$1000 worth of school uniforms for kids that grow so fast by mid-year. Our Clothe a Child project involved over 50 church members and provided clothes for 65 students. Once church services resumed, congregants were quite generous with food items and several deliveries were made to the Westminster Neighborhood Ministries. The August Re-Cycle Event not only helps the congregation and our neighbors dispose of old electronics, but provides employment for former inmates. We also remain actively involved with the Back-to School Extravaganza Project by donating monies to the Mission team and volunteering at the event. In July, the B2SE effort delivered school supplies to all Washington Township schools. Northminster members delivered 1833 art/pencil boxes. 2500 ear buds. 2700 headphones and 3000 sorting bags! This year the Deacons donated \$1000 to the IHN/Family Promise fundraiser.

Many of these ministries are funded by your generosity and support! We have no budget, so your loyal support of the Spring Flower and Plant Sale, the Fall Butter Braids fundraiser and individual contributions to the Deacons Fund, helps us better serve the congregation and the community.

We are also grateful for the hospitality and support of our generous neighborhood businesses, Target and Meijer, who host our Clothe a Child and Thanksgiving basket projects, respectively.

The Deacons feel privileged and honored to be able to extend a hand to our church members and community. We hope our work has enhanced the church's mission.

Mick Keppler, 2021 Moderator

2021 Northminster Presbyterian Church Leadership

Members of Session

CLASS of 2021	CLASS of 2022	CLASS of 2023
Gabe Goncalves	Allison Gritton	Heather Banks
Jessica Gritton (<i>youth</i>)	Kent Jackson	Jill de las Alas
Linda Furuness*	Emi Johnson*	Debbie Everett*
Becky Huehls	Lisa Longo	Roslyn Lancaster
Andy Longo	Adam Newsom*	Dale Theobald*
David Neitzel*		

Moderator: Dave Smazik

Clerk: Cheryl Plunkett

Treasurer: Rob Rothrock

* Indicates Trustees

Board of Deacons

CLASS of 2021	CLASS of 2022	CLASS of 2023
Jim Arend	Phil Bristow	Chris Baker
Erin Bristow	Cy Donnelly	Mary Boris
Sandy Corbitto	Nancy Flamme	Monica Brase
Carol Freeman	Sharon Gremel	Sharon Dzwonar
Carol Frohlich	Tori Kincaid	Sarah Hittle
Debbie Grush	MaryAnn Ruegger	Susie Koriath
Nancy Jarrell	Sara Sarno	Melodie Sarver
Amy Johnson	Donna Schmahl	Julie Shannon
Sophie Johnson (<i>youth</i>)	Russell Wareham	Bo Walker
Ellie Keppler		
Mick Keppler		
Leona Melton		

Staff: Ruth Moore

Foundation Board

CLASS of 2021	CLASS of 2022	CLASS of 2023
Deb Ronco	Wes Lancaster	Dawn Dinwiddie
John Carr	Joyce Mallette	Pennie Lumley
Tom Stayton	Dale Theobald	Andrea Newsom

Trustees

David Neitzel, President

Linda Furuness, Vice President

Emi Johnson, Secretary

Debbie Everett

Adam Newsom