ANNUAL REPORT

to the Congregation of Northminster Presbyterian Church

Presented at the Annual Meeting of the Congregation on February 5, 2023

(317) 251-9489
office@northminster-indy.org
www.northminster-indy.org
<table>
<thead>
<tr>
<th>Report</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting Agenda</td>
<td>ii</td>
</tr>
<tr>
<td>Report of Pastor</td>
<td>1</td>
</tr>
<tr>
<td>Parish Associate Report</td>
<td>3</td>
</tr>
<tr>
<td>Session Statistical and Necrology Report</td>
<td>4</td>
</tr>
<tr>
<td>Building and Grounds Report</td>
<td>5</td>
</tr>
<tr>
<td>Christian Education Report</td>
<td>7</td>
</tr>
<tr>
<td>Communications Report</td>
<td>10</td>
</tr>
<tr>
<td>Congregational Life Report</td>
<td>13</td>
</tr>
<tr>
<td>Deacons Report</td>
<td>14</td>
</tr>
<tr>
<td>Financial Report</td>
<td>16</td>
</tr>
<tr>
<td>Foundation Report</td>
<td>25</td>
</tr>
<tr>
<td>Mission Report</td>
<td>27</td>
</tr>
<tr>
<td>Music Report</td>
<td>29</td>
</tr>
<tr>
<td>Nominating Committee Report</td>
<td>31</td>
</tr>
<tr>
<td>Personnel Report</td>
<td>32</td>
</tr>
<tr>
<td>Stewardship Report</td>
<td>36</td>
</tr>
<tr>
<td>Worship Team Report</td>
<td>41</td>
</tr>
</tbody>
</table>
Welcome
Brian Shivers

Opening Prayer

Quorum

Approval of Minutes of Previous Meeting

Statistical Report

Nominating Committee Report

Election of Congregational Nominating Committee

Necrology Report and Prayer

Financial Report

Foundation Report

Review of Annual Reports

Personnel Committee

Report of Pastor

New Business

Closing Prayer

Adjournment
Report of Pastor
2022 Annual Report

To clear my mind of the clutter and to open myself up to new things, I will often go for a walk. Sometimes these walks are outside in the neighborhood where Jennifer, Allison, and I live. Sometimes these walks are on Ralston and Kingsley near Northminster. And sometimes these walks are inside the church building itself. I like to take different routes when I walk so that I notice things that perhaps I had never noticed before. Doing this can lead to new encounters, unusual finds, and unexpected questions. On my walks inside the church, I have found tiny little storage areas full of a wide array of things, odd nooks and crannies, forgotten furniture, and wonderful surprises. I have discovered so much about the church building.

Throughout that same time, as I have walked this journey with you, I have discovered a lot about what it means to be a part of Northminster Presbyterian Church. Here are a few things I have found:

This amazing congregation understands itself very well. We have a well-crafted vision statement which serves as the why of our ministries, outreach programs, mission commitments, worship, and education opportunities. Everything we do grows out of and returns back into our commitment to “engage with neighbors near and far in Christ’s love.” We are committed to a radical welcome of all people, an expansive love, and an unending grace.

Northminster’s reach is broad and deep. Our ministry and mission commitments stretch from Broad Ripple to downtown Indianapolis to Kenya and beyond. We are passionate about education access, housing inequities, food insecurity, clothing needs, justice initiatives, and much more. This is a congregation that is not afraid of the hard questions and difficult work.

We know how to celebrate and have fun. Whether it is game nights, Trunk or Treat, progressive dinners, the Pokagon retreat, Montreat adventures, or fellowship events, Northminster is committed to enjoying the life of faith together. It is a big part of what makes us us.

Worship at Northminster is beautiful, powerful, joy-filled, and meaningful. The way in which you sing your faith, the wonderful choirs, your spirit that fills the space, and the Holy Spirit that animates it all are inspiring and edifying. Every single week, my heart is lifted and faith renewed through our worship.
All of this and more only happen because of you, the depth of your faith, your commitment to the church, your understanding of who we are as a people and who we might yet be, and, most importantly, the God who calls us all together through Jesus Christ. Friends, the past has shaped us, the future beckons us forward, and this present moment is where we dwell together as a community full of grace, love, and hope. May we continue to walk together in faith making new discoveries along the way.

Respectfully Submitted,

Brian Shivers
Pastor/Head of Staff

Our Vision
Engaging with neighbors near and far in Christ’s love.

Our Mission
We invite you to Seek, Serve, and Embrace with Northminster Presbyterian Church!
- Seek, Serve, and Embrace forms us into a warm and caring community.
- Seek, Serve, and Embrace leads us in study and worship.
- Seek, Serve, and Embrace sends us out in mission and service to the Broad Ripple community and to the world.
- Seek, Serve, and Embrace calls us, comforts us and challenges us.

Our Values
- Christ-Centered: Focusing our hearts and minds on Christ.
- Grounded in the Word: Strengthening relationships with God through joyful, passionate and thoughtful preaching, music and Christian education.
- Relevant: Seeking to connect contemporary ideas to our Christian purpose in an evolving world.
- Inclusive: Embracing all people with the open arms of Christ.
- Nurturing: Supporting all seekers and believers, families of all combinations and children of every age.
- Serving: Bringing the love and grace of Christ to our congregation, our neighborhood and our world.
Parish Associate
2022 Annual Report

(Written in Haiku)

Twenty-Twenty-two
A year of much activity
Never dull moments.

Helping with worship
Liturgy and some preaching
Always a highlight.

Northminster Deacons
Shine bright with care and service
Ministry of love.

Awesome Mission Team
Seeking … Serving … Embracing
Engaging Neighbors.

Focus on justice
Reading, Learning, Equipping
Matthew Twenty-five.

A new year begins
Change and growth keep us moving!
And I am grateful!

Carol McDonald
Parish Associate
Session Statistical Report
2022 Annual Report

Membership as of January 1, 2022 558

Gains:
- Profession of Faith 11
- Reaffirmation of Faith 1
- Letter of Transfer 7
- Restored to membership 2
**Total Gains** 21

Losses:
- Transfer 4
- Removal 0
- Deaths 12
**Total Losses** 16

Membership Total as of December 31, 2022 563

Other Totals:
- Baptisms (Infant) 2
- Baptisms (Adult) 0
- Weddings 2

**Northminster Members – Deceased**

Robert Berting  Lawrence Church  Terri Hubbard
Thomas E. Hubbard  John Reed  Joline Ohmart
Victor Mercer  Dr. Bob Nation  Doris Rodenbeck
Catherine Richardson  Everett Fleming  Norm Best, Jr.
The mission of the Building and Grounds Committee is both simple and challenging: maintain our beautiful building and the grounds that surround it so that we may continue to realize our vision: Engaging neighbors near and far in Christ’s love. That said, a 75-year-old building with several additions over the years comes with the complexities that growing old presents. The members of Building and Grounds along with the staff and the Northminster Foundation have been committed to our mission and vision by addressing those complexities this year. This report is a synopsis of our work in 2022.

Major Projects

1. **Staff** – Staff realignment occurred in 2021 resulting in a new part-time Director of Operations who works cooperatively with Buildings and Grounds. Finding the right person was a challenge therefore, an interim director was created and member Jeff Schmahl filled the position beginning January 2022 until a permanent hire could be made. In June 2022, we hired Morteza Semnani who has considerable management and corporate business experience. In addition to daily duties, Morteza has begun to review our policies and find operational cost savings.

2. **Facilities Assessment** – Maintaining our building and grounds requires planning. Therefore, a facilities assessment was initiated to determine life expectancy and necessary replacement and repairs of major areas of the church. The Foundation and Finance Committee offered to fund any costs associated with this project.

3. **Westside Project** – Plans began in May to renovate the westside of the property including a green space, picnic area, and the playground used by the Pre-School, our own children as well as the children in the neighborhood. NPC member Jerry Gray created our plan and accelerated the completion date by finding ways to ‘make it happen’. As of December 2022, we were on track to complete by spring of 2023.

4. **Painting of Narthex, Southside, and Pre-School Rooms** – The Narthex got a much-needed refresh during February and March. The southside of the church (facing Kessler) was painted this summer. The three Preschool rooms were painted during the Preschool Christmas Break.
Other Projects

- Policies and Schedules review relative to building and grounds.
  - New Building Use Fee Schedule implemented earlier this year
- Various electrical, technical, HVAC and security enhancements and repairs
  - AES review of electrical resulting in a savings of approximately $5,000.
- Work Days – Spring and Fall
  - General cleaning, cleaning and polishing the pews, garden maintenance, gutter cleaning, paint touch-up, minor repairs, refresh of men’s bathroom in choir hallway, replacing light bulbs in Sanctuary
  - Major Landscaping in the south parking lot planting beds
  - Repainting and reroofing the preschool storage barn
- Disposing of dumpster on Ralston and relocating trash collection area to north parking lot resulting in a savings of $4,800 over the next two years.

Thanks go to the congregation for volunteering time and treasure, the Foundation for its support, and our tremendous staff. Special thanks to Director of Operations, Morteza Semnani, Interim Director of Operations, Jeff Schmahl, Lead Custodian Tim McElroy, and Custodian Michael de las Alas. Finally, thanks to B&G members: Jim Arends, Bob Bowers, Don Craft, Ned Edington, Linda Furuness, Bob Gudgel, Bill Lord, and Jim Mann without whom much of the above list would not have been accomplished.

Respectfully Submitted,

Debbie Everett and Adam Newsom
Christian Education
2022 Annual Report

Church School
Melissa Hopkins, the Interim Director of Children's Ministry, plans and runs Nursery and Church School along with volunteers she recruits. We are extremely grateful for those who volunteer and would always appreciate extra help. Nursery care is provided to children under 3 during the 10 AM service every week; while mostly play-based, we have begun using Faith-based story resources from the Frolic Nursery Curriculum by Sparkhouse in the fall of 2022. Typical attendance in the Nursery is 2-4 children. After the Time with Children in the 10 AM service, we offer Preschool Church School for 3-to-5-year Olds and Children's Church for Kindergartners through 5th Graders. The typical attendance for Preschool is 1 to 2, and Children’s Church typically has 4 to 9 children. We use the Whirl Lectionary Curriculum from Sparkhouse; the lessons include short cartoons with relatable characters, Biblical passages, and a lot of discussions and critical thinking about our role in God's world. The children respond very well to this, and we will continue to use it in 2023. In 2022, we instituted a Church School Break over the Summer, and instead offered a Summer Playroom for Preschoolers and grade schoolers. The children and teachers responded well to this, allowing focus on our Summer Fun program and a refresh and recommitment after Labor Day.

Youth and Family Ministries
The Youth and Family Ministries continue to be active parts of the Northminster congregation. These areas have continued to build momentum over the past year. Nancy Fortenberry has worked with the Christian Education committee, Melissa Hopkins, and the Youth Committee to keep moving forward as things emerge and evolve.

Family Ministries:
5 Summer Fun (alternate VBS) Nights (June/July)
Easter Egg Hunt
Trunk or Treat
Monthly Family Events (Game Nights, Baseball Games, Hockey, Advent Event, Movie Nights)
Back to School Blessing (1st Sunday of August)
Advent Event (Intergenerational event)
Outreach to Preschool (Weekly Chapel, Event flyers for church events)
Outreach to Neighborhood (Midtown Market, Easter Egg Hunt, Trunk or Treat, Flyers, and door-to-door contact)
Outreach to College Students (Baseball game, Advent Wreath readers, Care Packages)
Wednesday Night Program (Adult Ed Classes, Creative Arts, Guest Speakers, Welcome Table Greeters, Dinner Teams)

Youth Group:
Meets on Sunday Nights
“Regular” Youth Group sessions consist of dinner, activities, discussion
“Special” Youth Group sessions consist of outings and mission-focused initiatives (i.e. Exodus Refugee Center)
Average Attendance is 8-12
Youth in Worship (Monthly)
Youth Sunday - 21 Youth participants (led entire service)
2022 Confirmation Class - 11 youth confirmed (12 mentors) on Youth Sunday
2022 Graduates - honored on Youth Sunday (3)
A definite highlight for youth at Northminster this year was attending the Montreat Youth Conference in June. 11 Youth were accompanied by Nancy Forenberry and Andy Longo for the impactful 5-day conference geared for high school students. All who attended had a wonderful time and were able to deepen their faith as well as nurture relationships with each other and establish new relations with other youth around the country. This trip was so successful that Northminster is taking youth again this summer to the Montreat Youth Conference.

Thank you to our Youth Advisors: Nancy Flamme, Kathryn Goncalves, Andrea & Adam Newsom, Liz Higgins, Andy Longo, Andrew Schmahl.
Adult Education
We were able to offer multiple opportunities for adults at NPC throughout 2022. 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. 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. An Adult Education highlight of the year was the Brene Brown Atlas of the Heart series we offered and which we plan to do again. Thanks to Lisa Longo for running those sessions which were well-attended and included great conversation. Another well-attended and engaging opportunity was the series that was offered on the book, Reading the Bible Again for the First Time. Thanks to Brian Shivers and Carol McDonald for leading.

Confirmation
In May of 2022, 11 of our youth were confirmed. Dave Smazik, Interim Head Pastor, and Nancy Fortenberry, Director of Youth and Family Ministries led Confirmation and held 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. Youth were matched with a “mentor” from the church. In addition to classes, students spent time writing their own personal “Statement of Faith” which were presented to the Session in April 2022 before officially joining the church during Confirmation in May.

Christian Education Team Members
Thank you to our CE Team members for the time, energy and thoughts they contributed in 2022! Members in 2022 include Heather Banks (Session Chair), Kent Jackson (Session Chair), Nancy Fortenberry (Staff), Melissa Hopkins (Staff), Carol McDonald (Staff), Kathryn Goncalves, Liz Higgins, Will Ronco, Andy Longo, and Chad Kincaid. We appreciate Kent Jackson’s term with us as an Elder for the last 3 years!

Respectfully Submitted,

Heather Banks
Christian Education Chairperson
Communications Team
2022 Annual Report

This past year, an advisory team was established to guide clear and concise communications to our faith community and neighbors. Our goal was always to evaluate communications — and the experience of Northminster — through the eyes of a stranger. We strive to be vigilant about the quality of both our inward and outward-facing approach.

In January 2022 the Communications Team welcomed our first Director of Communications to Northminster, Collin O’Bremski who, along with Jill de las Alas, Elder, and six members made up the Communications Team: Jennifer Wareham, Becky Peterson, Aimée Scheuermann, Jennifer Dzwonar, Roslynn Lancaster, and Elizabeth Brandes. As the staff transitioned with several folks in new, interim, or newly-part-time roles, Collin worked quickly to streamline what he could and freshen the twice-weekly emails, bulletin event page, and website.

You may recall the move away from the printed monthly newsletter early this year. As Rev. Dave Smazik helped to redirect our focus toward our current needs, we realized that our communication dollars would be better spent in ways that reached the most people in the electronic formats on which they have come to rely. This also aligned with our principles of reducing waste wherever possible. At the same time, we did not want to leave behind some of our less tech-savvy members, and we continue to serve them with alternative options upon request.

Our committee experienced transitions this year in the departure of several team members, as well as Collin’s move to a different company in early September, just as we were welcoming our new pastor. Brian Shivers was very supportive of our efforts to maintain our communications momentum without a director in place. The small but mighty group of Elizabeth Brandes, Roslynn Lancaster, Jennifer Dzwonar, and Jill de las Alas continued to create twice-weekly emails, and slides for the live streams, schedule and post live streams online, update our social media, maintain the events section of the bulletin, and make sure the website and printed version of events were kept current, among other tasks.
During this time promotional events included Northminster Presents, the Midtown Market held in our building, our exceptional Day of Service, and our stewardship campaign, as well as spreading the word about our new pastor to our membership and neighbors. We were delighted (and relieved) to welcome our new Director, Timothy Foster, in late October.

Respectfully Submitted,

Jill de las Alas, Elizabeth Brandes, Roslynn Lancaster, Jennifer Dzwonar

Communications Team

I was welcomed in October to the Northminster family and in just a few short months I have been blown away by the love and support of the staff, congregation, and friends of NPC. This is a special place with rich stories to tell and plenty of opportunities to engage with the community. I'm honored to have been welcomed as your new Director of Communications and empowered by what we've already accomplished during my time here.

Current Communication Mediums

NPC utilizes a number of resources in our strategies including the Sunday bulletin, social media account (Facebook and Instagram), Monday/Friday emails, lobby TVs, our live stream, and numerous flyers and printings. In 2022, we witnessed a 146.8% increase in our Facebook page reach and a 119.7% increase in new followers. In just the last three months alone, we saw an 85.2% increase in our Facebook page reach, a 53% increase in Instagram reach, a 6.5% increase in Facebook followers, and a 70% increase in Instagram followers. As we look at one of our favorite stats, engagement, we can see even more growth. Measured in terms of comments, likes, shares, and interactions, Facebook and Instagram have seen a 91.4% and 311.4% increase over the past 90 days, respectively.¹ Our team continues to utilize all of the tools at our disposal and that includes the ideas and enthusiasm of the entire congregation.

¹ Retrieved from Meta Business Suite (2023) page insights on January 26, 2023; Facebook.com website.
Communication Changes

You may have noticed some changes that are the beginning of an effort to establish a strong brand identity at Northminster. Our bulletin now has a new style including accessibility changes that not only support all who utilize it but especially new visitors who are interested in our welcoming atmosphere. We've also introduced QR codes to the announcements page so more information can be found quicker. We've also increased our footprint on our social media channels as we recognize the importance of constant and up-to-date information for all of our events. We've begun to revive the Sound & Spirit Facebook page which allows us to connect with those interested in music at Northminster but otherwise may not be following our main Facebook page. Finally, we're making great strides in condensing and clarifying our website. We want a page that answers all of your questions immediately through popular links at the top and an intuitive menu that guides you right where you want to go.

I want to extend a special thank you to the entire communications team including Jill de las Alas, Elizabeth Brandes, Roslynn Lancaster, and Jennifer Young Dzwonar for their incredible support and knowledge since I joined their team. I would also like to thank Brian Shivers, Carol McDonald, Cheryl Plunkett, John Wright, Nancy Fortenberry, Lori Schlabach, Melissa Hopkins, Morteza Semnani, and Tim McElroy for all of their support and assistance every day in the office. Northminster is blessed with a special team of people dedicated to engaging neighbors near and far in Christ's love, and I'm extremely grateful for all of them.

I look forward to continuing to work with our congregation and neighborhood to promote Northminster Presbyterian Church and I'm excited about the new projects we'll see in 2023. Thank you all for your hard work!

Respectfully Submitted,

Timothy A. Foster

Director of Communications
The Congregational Life Committee works to provide opportunities for members, visitors, and neighbors to be together and enjoy each other’s company. Most of the time it also involves enjoying food and beverages. The most regular and visible event is Coffee Hour each week following the worship service. Donut holes, coffee, tea, lemonade, and water are served and this time is often used to host other events and activities for all ages. The past few years have seen many personnel changes to Northminster and Congregational Life has helped with many of these goodbyes, thank you’s, and celebrations which gave members and the community an opportunity to thank and welcome staff.

The annual picnic, Lenten Soup Suppers, and Annual Bake Sale have been part of our history here at Northminster and members look forward to these events. Additionally, this past year we were approached by a community member to host Pop-Up markets. Staff now takes the lead on these events and we have hosted four to date. Congregational Life has been present at each one to ensure all attendees are welcomed and provide them with a greeting and information. The Committee supports and strives to SEEK and SERVE all our neighbors, near and far.

**Congregational Life Committee 2022 | Another Busy Year**

We were very active in the following events: Weekly Coffee Hour with donut holes, Lenten Soup Supper, Hello Brian Shivers and Family, Goodbye Smaziks, Pastor Brian’s Installation Reception, Church Picnic, New Member Welcome Dinners, Pop-Up Market, and the Annual Bake Sale

Wonderful, hardworking Team Members include:
Carol Frohlich, Susie Scott, Nan Diehl, Mari Ann Jackson, Norma Arend, Janet Ingram, Dorothy Moos, Linda Theobald, Carol Mann, and Marilyn Baumgardt, with the wonderful support from Rev Carol McDonald.

Respectfully Submitted,

Emi Johnson

*Congregational Life Chairperson*
Deacons
2022 Annual Report

Our group of 30 Deacons rolled up their sleeves and began their work with energy and enthusiasm following our Leadership Retreat on January 8, 2022. We were committed to doing our tasks/projects in alignment with our new Vision Statement, “Engaging with neighbors near and far in Christ’s love.” Our various sub-committees provided ongoing support, as well as one-day events. Our Northminster Deacons remain financially self-sufficient. We are not part of the annual church budget, so all funds used to carry out our work come from individual donations to the Deacons Fund, grants, and from our various fundraisers throughout the year. We are grateful for the financial support of the Northminster congregation, which allows us to do more and to serve more.

Visiting and caring for our Northminster congregation, including our homebound church members, remains a high priority for the Deacons. In 2022, Deacons delivered Home Communion to 36 members in March and 27 members in October for World Communion Sunday. We also delivered between 42-44 Easter plants & Christmas poinsettias at each respective holiday. In addition, “Check-in Calls” were made in July to our homebound members, and visits were also made to many of these members on the Day of Caring in September. Each of these interactions represents an opportunity for a Deacon to share Christ’s love, ask if members need anything from their church community, or to serve as a liaison for communicating their needs/requests to the pastoral staff. In addition to in-person visits, various Get Well and Sympathy Notes were sent each month to members dealing with illness or loss.

Other areas the Deacons show their ongoing support is through the coordination of HOSTS for Sunday worship services and special events. Deacons have also provided Transportation to those members who need a ride to Sunday worship services... mostly through the use of individual cars rather than the church bus in 2022 due to fewer requests. Another act of support can be found in the Calvin Hall kitchen freezer... Prepared Meals. These meals are available for ANYONE in need for ANY reason. The Deacons frequently take meals to church members, friends, or neighbors they know are experiencing a challenging time due to illness, death, or the joy of a new baby.
Fully committed to our Vision Statement, Deacons also provided support to our neighboring community. We continue to provide on-going support to School 55. In 2022, we maintained regular communication with the school administration and social work team to identify their critical needs:

- We delivered monthly snacks to their teachers.
- We provided 25 Thanksgiving baskets to families in need.
- We purchased $1,000 in school uniforms for students in need.
- We purchased $150 worth of clothes per student and a pizza lunch to over 60 students in need with our Clothe-A-Child event.

The Deacons appreciated the ongoing generosity of the congregations’ donations to our Food Barrels. They were regularly emptied and the donations were transported to Westminster Neighborhood Ministries throughout the year. Our commitment to Washington Township Schools continued with a $1,000 donation to the Back to School Extravaganza in July. Those funds were used to purchase supplies needed for students. In August, we hosted our annual Recycle Event with Recycle Force which provided an opportunity for us to safely recycle electronic devices while supporting employment opportunities for the formerly incarcerated.

At different times throughout the year, Deacons distributed funds to help families from the community who were in need due to the effects of COVID, loss of employment, or other identified financial hardships. These requests were funded by the Deacons Fund, the Smock Emergency Fund, money from our 2 Plant Sale Fundraisers, and through the continued generosity of our Northminster congregation.

This illustrates how Deacons have worked diligently throughout 2022 to stay in step with our Vision Statement and why our staff liaison, Carol McDonald frequently said, “Our Deacons ROCK!”

Respectfully submitted,

Donna Schmahl

2022 Moderator
Despite the continuing effects of the pandemic and inflationary pressures, the financial results for 2022 were better than expected and the church remains financially sound. While a deficit of $25,869 was realized, this was $34,111 less than budgeted. The cash position of the church at year-end remains adequate, due in part to the Paycheck Protection Program loan of $139,225 that was forgiven by the U.S. Treasury in 2021. The church remains debt-free.

Pledge contributions were nearly $41,000 higher than in 2021 despite fewer pledges having been received. Total revenue for 2022 (including non-pledge income, foundation contributions, program revenue, special gifts, etc.) was slightly more than for 2021 and was only $14,958 less than budgeted. As has historically been the case, and as the accompanying “Stewardship 2018 – 2023” chart illustrates, pledges actually received are at least 98 – 99% of the amount pledged, sometimes exceeding 100% of the pledged amount.

With careful management of expenses, most categories of expense were less than budgeted resulting in total expenses being $49,069 less than budgeted. The single largest budget saving was in Program Personnel, specifically due the Associate Pastor position (which was budgeted for a full year) having not been filled in 2022.

For 2023, Session approved a budget with $840,000 of pledge contributions based on the success of the stewardship effort in the fall which resulted in both an increase in the number of pledges received and in the average dollar amount pledged. Actual pledges received-to-date total $825,736 and more are expected as new members join the church.

For 2023 expenses, Session’s guidance to the Teams and Staff was to budget for the programs and staffing necessary to meet the goals and mission of the church; budget reductions would be considered if stewardship results were less than necessary to support those expense levels. As was the case in the 2022 budget, the full-year expense of an Associate Pastor position is included. Based on the stewardship results, Session approved the budgeted expenses at the amounts requested.
The 2023 budget, as recommended by the Finance Committee and as approved by Session, has a $61,534 deficit. However, with the pledge amounts already received, the prospect of more new members, and expenses expected to be less than budgeted due to the Associate Pastor position having not yet been filled, the Finance Committee expects the actual 2023 deficit to be less than budgeted.

On behalf of the Finance Committee, we are grateful to all who continue to support the ministry of Northminster Presbyterian Church.

Respectfully submitted,

Rob Rothrock, Treasurer and David Neitzel, Finance Committee Chairperson
## Northminster Presbyterian Church
### General Fund 2022 Activity and 2023 Budget

<table>
<thead>
<tr>
<th>Subject to Annual Review by CPA</th>
<th>2022 Actual</th>
<th>2022 Budget</th>
<th>Over/Under</th>
<th>2023 Approved by Session Nov. 2022</th>
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<tbody>
<tr>
<td><strong>Contributions and Income</strong></td>
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<td><strong>1,042,578</strong></td>
<td>(14,958)</td>
<td><strong>1,082,020</strong></td>
</tr>
<tr>
<td><strong>Program Expense</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christian Education*</td>
<td>22,356</td>
<td>10,100</td>
<td>12,256</td>
<td>17,600</td>
</tr>
<tr>
<td>Congregational Life</td>
<td>2,127</td>
<td>5,250</td>
<td>(3,123)</td>
<td>6,100</td>
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<tr>
<td>Communications</td>
<td>5,737</td>
<td>9,664</td>
<td>(3,927)</td>
<td>9,914</td>
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<tr>
<td>Worship &amp; Music</td>
<td>39,199</td>
<td>44,000</td>
<td>(4,801)</td>
<td>41,800</td>
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<tr>
<td>Music Academy</td>
<td>12,433</td>
<td>12,433</td>
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<td>14,534</td>
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<tr>
<td>Mission Benevolence Giving</td>
<td>74,680</td>
<td>76,010</td>
<td>(1,330)</td>
<td>84,000</td>
</tr>
<tr>
<td>Program Personnel</td>
<td>438,196</td>
<td>490,403</td>
<td>(52,207)</td>
<td>512,079</td>
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<td>Denomination Support</td>
<td>24,274</td>
<td>24,136</td>
<td>138</td>
<td>24,136</td>
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<td><strong>Total Program Expense</strong></td>
<td>619,002</td>
<td>659,563</td>
<td>(40,561)</td>
<td>710,163</td>
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<tr>
<td>Building and General</td>
<td>219,673</td>
<td>228,822</td>
<td>(9,149)</td>
<td>194,645</td>
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<tr>
<td>Life Event Expense</td>
<td>2,325</td>
<td>2,325</td>
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<tr>
<td>Administrative &amp; Facility Personnel</td>
<td>212,490</td>
<td>214,173</td>
<td>(1,683)</td>
<td>237,721</td>
</tr>
<tr>
<td><strong>Total General &amp; Admin. Expense</strong></td>
<td><strong>434,487</strong></td>
<td><strong>442,995</strong></td>
<td><strong>(8,508)</strong></td>
<td><strong>433,391</strong></td>
</tr>
<tr>
<td><strong>Total Program and Expense</strong></td>
<td><strong>1,053,489</strong></td>
<td><strong>1,102,558</strong></td>
<td><strong>(49,069)</strong></td>
<td><strong>1,143,554</strong></td>
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<tr>
<td><strong>Surplus/Deficit</strong></td>
<td>(25,869)</td>
<td>(59,980)</td>
<td>34,111</td>
<td>(61,534)</td>
</tr>
</tbody>
</table>

### Other Income

| Change in Net Assets | -25,869 | (59,980) | 34,111 | (61,534) |

+ "per capita" contributions

* Program fees include revenue from meals, book sales, class fees, and conference registration fees collected from members and visitors. The Christian Education Team budget overage is offset by program fees.
Northminster Presbyterian Church  
Statement of Financial Position Total Funds  
December 31, 2022 and 2021

<table>
<thead>
<tr>
<th>Assets</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$382,129</td>
<td>$402,751</td>
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<tr>
<td>Other current assets</td>
<td>49,265</td>
<td>44,140</td>
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<tr>
<td>Investments</td>
<td>717,726</td>
<td>837,853</td>
</tr>
<tr>
<td>Current assets and investments</td>
<td>1,149,120</td>
<td>1,284,745</td>
</tr>
<tr>
<td>Property and Equipment less depreciation*</td>
<td>5,113,648</td>
<td>5,109,608</td>
</tr>
<tr>
<td>Total assets</td>
<td>6,262,768</td>
<td>6,394,353</td>
</tr>
</tbody>
</table>

| Liabilities and net assets                   |            |            |
| Accounts payable                            | 26,598     | 56,274     |
| Other current liabilities                   | 55,491     | 19,886     |
| Total liabilities                           | 82,089     | 76,160     |

| Net assets                                  |            |            |
| Without donor restrictions                  |            |            |
| Undesignated                                | 5,138,391  | 4,171,565  |
| Session designated                          | 78,316     | 94,025     |
| With donor restrictions                     | 963,971    | 2,047,221  |
| Total net assets                            | 6,180,678  | 6,312,810  |
| Total liabilities and net assets            | $6,262,767 | $6,388,971 |

*Does not include 2022 depreciation. This will be calculated during the CPA review*
## Northminster Presbyterian Church Stewardship 2018-2023

<table>
<thead>
<tr>
<th>Annual Stewardship Campaign</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Pledges</td>
<td>191</td>
<td>180</td>
<td>171</td>
<td>157</td>
<td>148</td>
<td>152</td>
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<tr>
<td>Amount Pledged</td>
<td>$750,189</td>
<td>$725,519</td>
<td>$759,791</td>
<td>$720,705</td>
<td>$760,853</td>
<td>$825,736</td>
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<tr>
<td>Amount Received</td>
<td>$748,502</td>
<td>$735,545</td>
<td>$766,999</td>
<td>$709,770</td>
<td>$750,102</td>
<td>$92,877</td>
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</table>

<table>
<thead>
<tr>
<th>Total General Fund Giving</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$947,749</td>
<td>$941,686</td>
<td>$924,269</td>
<td>$879,159</td>
<td>$890,389</td>
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</table>

*Total as of 1/27/2022

### 2022 Donor Designated Gifts

- Building Fund $21,450
- Christmas Joy $1,945
- Clothe a Child $6,860
- Deacons $2,011
- Presbyterian Disaster Relief $1,985
- Flower Fund $2,250
- One Great Hour of Sharing $4,108
- Heifer Project $312
- Memorial Gifts $7,750
- Mission Benevolence $5,020
- Narthex Project 2022 $2,700
- Northminster Presents $1,620
- Special Gifts $1,593
- Peace and Global Witness $1,124
- Pentecost Offering $1,345
- Playground Project $62,895
- Sound & Spirit $28,132
- Stephen Ministry $380
- Youth Trips $2,000
### Net Assets and Year

<table>
<thead>
<tr>
<th>Year</th>
<th>Assets Beginning of Year</th>
<th>Adjustments</th>
<th>Assets End of Year</th>
<th>Contributions Received</th>
<th>Investment Income</th>
<th>Program Income</th>
<th>Program Expenses</th>
<th>Program Other</th>
<th>General Expenses</th>
<th>Net Assets Available for Year</th>
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</thead>
<tbody>
<tr>
<td>2022</td>
<td>$20,000</td>
<td>$10,000</td>
<td>$30,000</td>
<td>$5,000</td>
<td>$2,000</td>
<td>$1,000</td>
<td>$4,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$20,000</td>
</tr>
<tr>
<td>2021</td>
<td>$20,000</td>
<td>$10,000</td>
<td>$30,000</td>
<td>$5,000</td>
<td>$2,000</td>
<td>$1,000</td>
<td>$4,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$20,000</td>
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<tr>
<td>2020</td>
<td>$20,000</td>
<td>$10,000</td>
<td>$30,000</td>
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<td>$2,000</td>
<td>$1,000</td>
<td>$4,000</td>
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<td>$30,000</td>
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<td>$1,000</td>
<td>$4,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$20,000</td>
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<tr>
<td>2018</td>
<td>$20,000</td>
<td>$10,000</td>
<td>$30,000</td>
<td>$5,000</td>
<td>$2,000</td>
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<td>$4,000</td>
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<td>$5,000</td>
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<td>2014</td>
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<td>$4,000</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$20,000</td>
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### Expenses

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<tr>
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<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Salary &amp; Benefits</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
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<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Supplies</td>
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<td>$1,000</td>
<td>$1,000</td>
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<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Travel &amp; Entertainment</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
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<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
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<tr>
<td>Equipment</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
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<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
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</tr>
<tr>
<td>Total Expenses</td>
<td>$10,000</td>
<td>$10,000</td>
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<td>$10,000</td>
<td>$10,000</td>
<td>$10,000</td>
<td>$10,000</td>
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<td>$10,000</td>
<td>$10,000</td>
<td>$10,000</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
</tbody>
</table>

**Statement of Revenues and Expenses - All Funds**

**Northminster Presbyterian Church**
<table>
<thead>
<tr>
<th>Description</th>
<th>2020/21</th>
<th>2021/22</th>
<th>2022/23</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>310</td>
<td>310</td>
<td>310</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other Receivables</td>
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<tr>
<td>Prepaid Expenses</td>
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</tr>
<tr>
<td>Prepaid Rent</td>
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</tr>
<tr>
<td>Payroll Advance</td>
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</tr>
<tr>
<td>Income from Ministry</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Restricted Funds</td>
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</tr>
<tr>
<td>Restricted Non-Endowment</td>
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<tr>
<td>Restricted Reserve Fund</td>
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<tr>
<td>Restricted Local/State</td>
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</tr>
<tr>
<td>Restricted Non-Profit</td>
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<tr>
<td>Church Commitments</td>
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<td>0</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
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<tr>
<td><strong>Non-Current Liabilities</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Long-Term Notes/Leases</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Long-Term Notes/Leases</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>310</td>
<td>310</td>
<td>310</td>
</tr>
</tbody>
</table>

**Statement of Financial Position for Year Ending December 31, 2022**

Northminster Presbyterian Church
<table>
<thead>
<tr>
<th>Total Liabilities &amp; Net Assets</th>
<th>Total Net Assets</th>
<th>Restricted Net Assets</th>
<th>Unrestricted Net Assets</th>
<th>Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,838,080</td>
<td>$5,838,080</td>
<td>$1,964</td>
<td>$60</td>
<td>$5,838,080</td>
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</table>

<table>
<thead>
<tr>
<th>Total Liabilities</th>
<th>Total Assets</th>
<th>Total Investments</th>
<th>PPL Note</th>
<th>Fidelity Mutual Funds</th>
<th>Market</th>
<th>Fidelity Main Core Account</th>
<th>Fidelity Total Assets</th>
<th>General Fund</th>
<th>General Reserve Fund</th>
<th>General Mission Fund</th>
<th>General Mcgawthery</th>
<th>General Matthis</th>
<th>General Retiree Fund</th>
<th>General Total Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,838,080</td>
<td>$5,838,080</td>
<td>$1,964</td>
<td>$60</td>
<td>$1,964</td>
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<table>
<thead>
<tr>
<th>Current Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>$150,969</td>
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<tr>
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<td>$150,969</td>
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<td>$463,099</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Statement of Financial Position</th>
<th>Northminster Presbyterian Church Foundation</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 31, 2022</td>
<td></td>
</tr>
</tbody>
</table>
### Total Change in Net Assets

<table>
<thead>
<tr>
<th>198.793</th>
<th>21.00</th>
<th>21.00</th>
<th>21.00</th>
<th>21.00</th>
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</thead>
<tbody>
<tr>
<td>198.793</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>98.464</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>327.623</th>
<th>18.70</th>
<th>18.70</th>
<th>18.70</th>
<th>18.70</th>
</tr>
</thead>
<tbody>
<tr>
<td>327.623</td>
<td>-</td>
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</tr>
<tr>
<td>98.464</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Total Expenses

- Development Expense
- Transaction Fees
- Program Expense
- Business Fees and Licensees
- Personnel Support
- Printing
- Postage & Delivery
- Insurance
- Church Support
- Church Pensions

### Total Revenue

- Total Investment Revenue
  - Unrealized Gain (Loss)
  - Long Term Gain (Loss) - Realized
  - Short Term Gain (Loss) - Realized
  - Interest
  - Dividends

- Investment Revenue

- Total Contributions
- Other Contributions
- Legacies and Bequests
- Contributions

### General Fund

| December 31, 2022
| YTD Statement of Revenues and Expenses by Fund

Northminster Presbyterian Church Foundation
Foundation Team
2022 Annual Report

At the end of 2022, the Northminster Presbyterian Church Foundation, Inc., oversaw $2,999,243 in assets, with $1,846,713 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 declined in overall value by about 14.7% in 2022, consistent with the performances of investment markets nationally.

During 2022, the Foundation:

- Provided $90,259 in ongoing support to the Church’s operating expenses
- Received $10,918 in contributions from Church members or their estates
- Distributed $18,377 from the Mission Fund created by the 2016 capital campaign, to be spent by the Mission Team on mission projects
- Distributed $3443 from the Mathias Fund to be used for scholarships for theological students

The Foundation’s General Relief Fund is a restricted fund created by an anonymous donation in which the donor directed that half of the Fund’s annual income be used to address poverty. In 2021, the Foundation Board decided that the donor’s wishes could be honored more directly by having the funds distributed to the Mission Team each year to use on projects to address poverty. Accordingly, in 2022, the Foundation distributed half of the Fund’s 2021 income, or $36,474, to the Mission Team for that purpose.

Besides supporting the Church’s annual operating budget, the Foundation also is available to help the Church with unexpected expenses. In 2022, the Church incurred a major expense to repair the sewer line underneath Calvin Hall. Session declared that project a “dire emergency” which, under the Foundation’s bylaws, allowed the Foundation to use $23,374 of the principal of its General Fund to help pay that expense.
In 2022, to increase awareness within the congregation about the work of the Foundation, the Board created the following Mission Statement for the Foundation which is tied directly to the Church’s vision statement: The mission of the Foundation is to protect and grow the future of Northminster Presbyterian Church and its vision to engage with neighbors near and far in Christ’s love.

To better educate the Church’s congregation on the Foundation and to encourage Church members to support the Foundation through contributions or their estate plans, the Foundation’s Development Committee designed a master development plan toward those ends. The plan includes specific goals and objectives and a timetable for taking steps to achieve those goals and objectives.

Pursuant to the development plan, the Foundation held two events in 2022 for current and prospective Legacy Society members, a special group of Church members who have made a financial commitment to the Foundation in their estate plans. In September, the Foundation had a brunch to educate prospective members on the Foundation and the benefits of joining the Legacy Society. In October, the Foundation had an evening social gathering to thank existing members of the Society. Additionally, as part of the development plan, the Foundation published informative articles in the Church’s Proclaim magazines throughout the year and led the Stewardship Symposium “Including Gifts in Your Estate” class this past fall.

As a result of the Foundation’s development efforts, 9 Church members joined the Legacy Society in 2022 by making a commitment to remember the Foundation in their estate plans.

**2022 Directors**

John Carr  
Victor Perkins  
Tom Stayton  
Wesley Lancaster  
Andrea Newsom

**2022 Officers**

Joyce Mallette  
Dale Theobald  
Dawn Dinwiddie  
Pennie Lumley  
Andrea Newsom

President - Tom Stayton  
Vice President - Dawn Dinwiddie  
Secretary - John Carr  
Treasurer - Andrea Newsom

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

Respectfully submitted,

Tom Stayton  
2022 President
Mission Team
2022 Annual Report

As a Matthew 25 church and a member of the Covenant Network of Presbyterians, the 2022 Mission Team set goals to engage with neighbors near and far in Christ’s love, serve the local and global community, dismantle structural racism, eradicate systemic poverty, and support the church’s progressive vision of unity and inclusiveness for all. Here is our story.

Neighbors Near

Members of Northminster are generous with their time and resources. They serve the hungry at Westminster food pantry every second Monday of the month and collect much needed toilet paper to keep the pantry stocked (over 1200 rolls) with this essential item. When Westminster called and needed shampoo for Christmas baskets, members of NPC responded by gathering over 350 bottles. When Covid ended church stays with local congregations, we responded by donating linens and other supplies to the Apartment Shelter project, part of Family Promise. Eight volunteers “cleaned up and wrapped up” a Habitat for Humanity build in November.

As part of the Back-to-School Extravaganza 18 members organized school supplies that were delivered to 14 schools in Washington Township to help over 4000 students prepare for a new school year. Through the Adopt-a-Classroom program we supported Ms. Whitney Miller’s 5th grade class of 21 students at Clearwater Elementary School for the 2022-2023 school year. We provided tuition assistance for a young woman’s nursing degree at University of Indianapolis. We helped the youth with costs of the summer trip to Montreat with a portion of the Pentecost Offering.

When extra medical equipment was discovered in Calvin Hall closets, members inventoried equipment and delivered the extra equipment to FAME – Fellowship of Associates of Medical Evangelism – where the equipment was shipped locally and globally.

The big event of the year was Day of Caring. Over 100 members cleaned indoors and outdoors at Joy’s House, planted 25 mums and more at Dayspring Center, visited 11 homebound members, filled 70 Blessing Bags for the homeless, wrote 29 letters addressing hunger for Bread for the World to Indiana senators and representatives, and made 8 chicken pot pies, 12 pots of chili, 4 dozen cornbread muffins and 4 dozen brownies for members and non-members for times of need. The team also helped fund the Playground Project so neighbors have a safe place to gather and get to know each other.
Neighbors Far

We hosted the A-Maizing Lunch and raised $1790 to benefit the Umoja Partnership, an organization that keeps western Kenyan children in school. Any remaining 2022 Mission funds will buy uniforms for the students.

In September Hurricane Ian devastated parts of southeastern US, so we responded and sent funds to Presbyterian Disaster Assistance. Seeing an additional need, we partnered with NPC youth to fund, pack and send 100 Hygiene Kits as part of the Gift of the Heart Kits with Presbyterian Disaster Assistance.

In planning for 2023 the Mission Team sent applications to past recipients of NPC funds and agreed to reduce the number of projects we support so our money has a bigger impact on the organizations we help. The team selected nine organizations to sponsor for 2023 as well as continuing support for Westminster Neighborhood Ministries and the Umoja Partnership.

Did we meet all of the goals we set at the beginning of 2022? Yes, but there is always room for improvement. Everyone on the team radiates the love of God and sees the light of God in every person our missions touch and those we hope to reach.

Team members
Beth Cornelius
Bo Walker
Brenda Reed
Carol McDonald
Carrie Savage-Zimmerman
Connie Coleman
Debbie Grush
Nancy Flamme
Tom Stayton

Susan Holewinski
Chairperson
Music Ministry  
2022 Annual Report

Northminster’s music ministry provides opportunities for musical learning, spiritual growth, liturgical training, fellowship, and artistic expression. It is inclusive of all ages and backgrounds. In worship, our music, in partnership with prayer and preaching, serves the liturgy, just as the liturgy serves the Word.

Music and Worship Highlights 2022

- Service of Christian Unity (part of the Week of Prayer for Christian Unity)
- Michael Haydn’s Requiem in C minor with Northminster Chancel Choir and orchestra
- Tenebrae service of darkness
- Easter worship service with brass and timpani
- Any Sunday our children’s choirs sang
- Worship at Broad Ripple Park (summer)
- Instrumentalists and singers in Sunday worship throughout the summer
- New choir year with new singers, new section leaders, and a new children’s choir director
- Bach Cantata Singet dem Herrn, ein neues Lied - Chancel Choir and orchestra
- Installation service, Brian Shivers
- Advent Lessons and Carols
- The Longest Night service

Sound & Spirit

Thanks to our generous donors, we were able to offer a more “normal” season of eclectic concerts, featuring Celtic, Bluegrass and Classical music. Most of our audience wore masks until late March. It was a glorious sight and sound to offer Haydn’s Requiem featuring Chancel Choir, orchestra, and New York soprano Sherezade Panthaki – the first time all singers were unmasked!

The organ and renovated chancel

One of the benefits of having an incredible pipe organ is more people come to recognize and respect the church or college in which it is housed. We continue to have more musicians and their audiences wanting to use our sanctuary and chancel for concerts and rehearsals. To name three, we hosted Vickery Chamber, the Indianapolis Symphonic Chamber Choir, and the Week of Prayer for Christian Unity service.
Appreciation

We appreciate all those who bring our music ministry and our worship to life - readers, artists, dancers, parents of choir children, children’s choir directors, section leaders, Marko Petričić, and certainly the singers of each choir. Each person is an integral part of our ministry. Additionally, we are appreciative of each person who has and continues to make financial contributions to ministry of Northminster.

What makes Northminster’s music ministry unique -

- Connection to the Word each Sunday morning
- Quality of singers, instrumentalists, and organ/organist
- Inclusivity of participants, languages, styles and genres
- Infectious positive energy

John Wright

Director of Music Ministries
The task of the 2022 Nominating Committee was to recommend members of the congregation for the offices of Elder, Deacon, Foundation Board and the Associate Pastor Nominating Committee. The church officers were nominated and elected on Sunday, July 31, 2022.

Elders
Elizabeth Brandes
Jen Dzwoner
Craig Hittle
Lisa Longo
John Purcell
Keane Ricchiuto (youth elder)

Deacons
Ned Edington
Carol Euliss
Nancy Flamme
Mary Holland
Mari Ann Jackson
Mason King
Emma Longo
Carol Mann
Charlie Scheuermann
Mary Walker
Jackie Gritton (youth deacon)

Foundation Board
Barb Angotti
Joyce Mallette
Dale Theobald

Associate Pastor Nominating Committee
Carol Campbell
Jerry Gray
Allison Gritton - chair
Mick Keppler
Mary Beth Riner
Kate Ronco
Russell Wareham

Team members – Debbie Bulloff, Don Craft, Elle Keppler, Susie Koriath, Andy Longo, John Plunkett, Rob Rothrock, Linda Theobald, Deb Ronco (co-chair) and Susan Holewinski (co-chair).
2022 was an exciting year of anticipation and joyful work for the personnel committee as we continued into the transition of this new era at Northminster Presbyterian Church (“NPC”). Most notably, we welcomed our new Pastor/Head of Staff, Brian Shivers, as well as continuing to work through the challenges and opportunities presented by the 2021 staffing redesign during implementation. After another busy year, we enter 2023 with a strong team in both the office and program areas and good deal of optimism for 2023. While the Committee worked toward strengthening NPC’s foundation, it was also able to provide meaningful opportunities to appreciate those who have been a fundamental part along this journey.

Welcome to Pastor Brian
The headline of the year was, of course, welcoming NPC’s new Pastor/Head of Staff, Brian Shivers, as the Personnel Committee worked to support the PNC and prepare for Pastor Shivers arrival. The Personnel Committee enjoyed working with Brian as he immediately engaged with our staff and team, learned NPC’s policies and practices, and discerned together the personnel-related challenges and opportunities.

Office Realignment Implementation
The Committee is optimistic about the current status and outlook for NPC’s staff and structure. The office realignment was designed in 2021 and put into place this year, which did come with some hurdles. While the new alignment is providing many expected benefits, there was some shuffling that needed to occur in staffing and balancing tasks. We are excited about our current staff, and we will continue to monitor staffing to ensure office efficiency and job satisfaction for staff in 2023 and beyond.

The year began with our hiring of Jeff Schmahl as NPC’s Interim Church Operations Administrator to assist with the staffing transition while covering important business responsibilities formerly handled by Lori Schlabach in her prior role. Jeff’s business aptitude, knowledge, and devotion to NPC was a blessing that allowed our office staff alignment to evolve without creating any risk for existing church operations. Thank you to Jeff – your contributions were invaluable! In the summer we welcomed Morteza Semnani as the permanent Director of Operations (replacing Jeff). Morteza has been a wonderful addition to the NPC team, and we are confident that his practical experience and knowledge combined with his big picture and strategic visioning will serve NPC well.
NPC’s first Communications Director, Collin Obremski, had a busy six months updating our church’s communications practices, flow, design, and messaging. While NPC was in good hands with Collin, he elected to pursue another direction in his career. Following an additional search, we were pleased to add Timothy Foster in October as Collin’s replacement and our current Communications Director. Tim hit the ground running, and working with the Communications Team, he has already put his own mark on our communications and messaging, notably including the bulletin redesign and updated email communications. Tim also will concentrate his efforts on plans for more focused neighborhood/community outreach in the coming year(s). Thank you to Jill de las Alas, Elizabeth Brandes, and Roslynn Lancaster who so capably and generously devoted their time and energy to NPC’s communications needs during the transition.

In May of this year, Cheryl Plunket also joined the staff as NPC’s Church Office Administrator. In addition to her diligence and strong administrative skill sets, Cheryl’s institutional history and membership knowledge are important at a time when we have several employees who are new to NPC.

As we continue to train and welcome new team members, we are grateful to Lori Schlabach, who is frequently pulled beyond her current finance role to help acclimate new hires while we make these shifts.

Last but not least, Michael de las Alas joined the Northminster staff this year as Part-time Custodian, helping Tim McElroy with maintenance needs around the building. Thank you to Tim and Michael for making our building and grounds shine.

*Please help us welcome Brian, Morteza, Cheryl, Timothy and Michael to team NPC!*
**Associate Pastor Search**

Planning for the last piece of the puzzle (at least for now), the Personnel Committee revised the Associate Pastor Job Description this year, obtaining approvals for the revisions from the Session and Pastor Shivers. The revised job description puts a clear emphasis on education and mission as key focus areas for the future Associate Pastor.

The membership elected the Associate Pastor Nominating Committee (‘APNC’) this summer, which consists of Allison Gritton, Kate Ronco, Russell Wareham, Carol Campbell, Mick Keppler, Mary Beth Riner, and Jerry Gray. The APNC held its first meeting in September and by late October, the Ministry Information Form used as the job posting was drafted, approved by the Session and the Presbytery’s Committee on Ministry. The posting was live as of November 1st. Several candidates have submitted their Personal Information Forms, and the APNC started first round interviews in December. The committee anticipates a very busy January, 2023.

As we search for the new Associate Pastor, we continue to be grateful to Melissa Hopkins, who has been willing to extend her contract as Interim Christian Education Coordinator as we continue to work though these changes.

**Honoring Leaders of NPC’s Journey**

After two long years, the Personnel Committee was extremely pleased to be able to host a simple program and reception for Pastor Teri Thomas in gratitude for her many years of service to NPC. The event created a much-needed opportunity to wish her well and thank her for her significant, formative impact on our lives and church.

We also were able to express our thanks to Interim Pastor David Smazik as he officially started his retirement after two very active, challenging (and hopefully rewarding!) years of service to this congregation.

Finally, in May, the Personnel Committee recognized Parish Associate Carol McDonald’s continuing contributions to our congregation by a special recognition of the 50th anniversary of her ordination. We continue to be grateful for Carol’s ongoing service, wisdom, and guidance.
Staff Support
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. Committee members embraced 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 pleased to announce that due to the generosity of the congregation, we are able to recommend salary increases for 2023 for our staff who have more than six months of tenure.

Deb Ronco and Elizabeth Brandes will be leading NPC’s Personnel Committee as co-chairs in 2023. We are grateful for the service of both outgoing and incoming staff and the members of the committee, and we look with excitement toward what we can accomplish together in the coming year.

Respectfully submitted,

Allison Wells Gritton and Deb Ronco
When we took on the role of Stewardship Co-chairs, we were relatively unfamiliar with each other and definitely unfamiliar with how to run a Stewardship Campaign. We are happy to report that we have developed a close bond and have learned how to run a Stewardship Campaign. It was this congregation, though, that allowed us to bring our personalities, skills, and a little bit of fun into the process.

The theme of "Living NPCs vision through our time, talent, and treasure" gave us the organizational structure we sought for congregational engagement, but it took the congregation embracing the theme and our proposed ideas to make it all work. From the initial sticky notes sharing how you offered your time, to the passports, to your pledges, this congregation chose to show up. Thank you.

To date, we are less than $15,000 from reaching our goal. Over 98% of the congregation have turned in their pledges and of those, almost half have increased their pledge amount. In addition, we've had members respond to the call asking for an additional $376. We are at the point of inching closer and have faith that this congregation will help us fully fund our budget.

We are appreciative of this congregation's openness and willingness to try something a little different and a little silly. Your energy gave us energy and we think all of this energy is going to move our church forward to more outreach and more connections as engage our neighbors near in far in Christ's love.

In faith,

Roslynn D. Lancaster & Loui Lord Nelson
Stewardship Co-Chairs
“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.”
1 Peter 4:10

Our theme for the 2023 Stewardship campaign was “Living NPC’s Vision through Our Time, Talent, and Treasure.” As we brainstormed how to implement our theme, Roslynn Lancaster prayed that God would provide divine guidance and insight on an interactive implementation. Yes, HE did intercede and the committee hit the ground running with a plan. Instead of asking members to make their pledges during the end of the campaign, the committee included a new interactive way for members to participate.

A passport was created and distributed for members to record their spiritual journey of “Time” and “Talents” of various volunteer activities. Members were asked to record any hours spent volunteering and supporting our church or community. Entries of each member (written or submitted on-line) were validated and stamped by committee members. The goal was to capture all volunteer hours which revealed and told the story of how members volunteer their time and talents within NPC and the community. Members had a great time documenting, sharing, and communicating their experiences while participating in this activity.

Members remarked being overwhelmed at the amount of time spent volunteering when recording their time and talent submissions. Our goal through this interactive roadmap and collective task showed our members doing more than writing a check for the annual campaign. Northminster is well known locally and nationally for their creativity and volunteerism, but during our campaign this task validated our membership is blessed with tremendous abilities, gifts, and talents which have aided our neighbors near and far.

Special thanks to all members who volunteered to track your time, those who distributed passports and stamped entries, to our youth for assisting, and to those who stopped by to state that they just didn’t have time to participate but they knew how much time they devote to our church. We are grateful for your generosity in the past and assistance this year. As we travel on this journey, your volunteerism, monetary donations, and investment continues to make NPC a leader in the community.

“Your talent is God’s gift to you. What you do with it is your gift back to God.”
Leo Buscalia
NPC Pledges over Time

<table>
<thead>
<tr>
<th>Total General Fund Giving Received</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tr>
<td></td>
<td>$947,749</td>
<td>$941,686</td>
<td>$924,269</td>
<td>$879,159</td>
<td>$890,389</td>
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<tr>
<td># of Pledges</td>
<td>191</td>
<td>180</td>
<td>171</td>
<td>157</td>
<td>148</td>
<td>152</td>
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<td>Amount Pledged</td>
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<td>$725,519</td>
<td>$759,791</td>
<td>$720,705</td>
<td>$760,853</td>
<td>$840,000</td>
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<td>Amount Received</td>
<td>$748,502</td>
<td>$735,545</td>
<td>$766,999</td>
<td>$709,770</td>
<td>$750,102</td>
<td>$825,316</td>
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2023 Summary of NPC Giving (As of January 11, 2023)

- 152 pledges $825,316 (98% of $840,000 goal)
- 19 pledged for 2022 but not for 2023 (members have either moved out of state, are in declining health, or have passed)
- 14 decreased their pledge
- 49 stayed the same
- 14 did not pledge in 2022 but did in 2023
- 10 new pledgers (8 of those are brand new givers)
- 66 increased their pledge
A total of 89 (60%) passports were distributed to family units through July 31. This was based upon 148 family units participating.

A total of 13 family units documented their activities in “Time” (10 Units) and Talent (3 Units) categories.

There was a total of 35 entries (documentation of volunteer activities).

A grand total of 242.5 hours (Time – 222.5 hours) and Talent (20 hours) were volunteered by 13 members/ average of 19 hours worked per family unit.
Each week Northminster welcomes well over 200 people to our worship services both in person and online. The intent is to accomplish what is described in the Directory of Worship of the Presbyterian Church USA:

“In worship, the people of God acknowledge God present in the world and in their lives. As they respond to God’s claim and redemptive action in Jesus Christ, believers are transformed and renewed. In worship, the faithful offer themselves to God and are equipped for God’s service in the world.”

High quality traditional reformed worship is part of our DNA at Northminster. And that worship prepares each participant to carry their faith and Christ’s love into the world. It all begins when we come together to worship. The worship team pays attention to the details that allow for the worship experience at Northminster to be truly transformative.

Our hope is to make worship dynamic, engaging and joyful. Using variety in the approach around the traditional elements of the service, participants are invited to use all their senses to worship, particularly focusing on visual and auditory experiences and participation.

The worship team is intentional in all that we do – selecting communion bread, placement of the chancel furniture, colors and shapes of worship art, vocal participation, music & instruments, lighting, sound, streaming and many other things. We welcome all who enter or join online and pray that each person will find transformation, renewal, acceptance, affirmation or whatever it is they are looking for or need in the experience.

In reviewing 2022, it has been a joy to continue to return from our Covid disruption to a more normal worship experience. We finally left the individually packaged communion elements behind to return to intinction during Holy Week and we haven’t looked back. We have continued to make adjustments to worship as we welcomed new pastor Brian Shivers in August. One change is that we have settled on one service at 10 a.m. and will continue to offer additional special services such as the Blue Christmas service but we do not plan to return to two services every Sunday. Some additional highlights of the year include:
Building Enhancements – In the past year we refreshed the Narthex, added new sconces to the sanctuary, improved the lighting in the Chapel, refinshed the Chapel cross, and changed the set-up in the Chapel. We have also experimented with a variety of configurations of the chancel furniture.

Communion and Chancel Care Guild - This group of dedicated members has weekly responsibilities to prepare and clean the sanctuary. They set-up for communion and also provide member care. We do not list them every year but they have been very adaptable throughout the Pandemic and we thank them for their service.

Barbara Angotti, Chairman, and Elle Keppler, Co-Chairman

Group Chairman - Marilyn Baumgardt, Linda Furuness, Sally Gray, Terri Hubbard

Guild Members - Betty Belschwender, Elisa Deer, Nan Diehl, Sharon Gremel, Mary Holland, Jenny Moehring, Dorothy Moos, Judi Morr, Sara Neitzel, Judy Nelson, Donna Schmahl, Lynne Tobin

Stream Team – This dedicated group of members has worked to enhance the quality of sound in the sanctuary and the streaming of the service each week. This is done completely by volunteers who take time to learn the equipment and arrive early to prepare images and run sound checks. They are continually striving to improve the experience for those in the sanctuary and online. Stream team members are Casey Call, Rick Campbell, Tony Dzwonar, Kent Jackson, Matt Kroeger, Jim Mann, Jeff Schmahl and Kevin Zimmerman.

Worship Arts – This year we had two well received seasonal installations in the sanctuary during Lent and Advent. The large papercut disk was the most commented on installation in the past several years and the blue colors for Christmas were lovely. The Worship Team is also in conversation about commissioning worship art for the chancel at some point in the future. Worship Arts are led by Mary Boris and Lisa Longo with support from Mike Boris. Rebekah Ryan did the Lent installation at the communion table and Krista Wright did advent wreaths and flowers. Jerry Gray designed an installation for the landing art space that can be used between special installations.
Music & Art Committee – This group was started at the end of the year to support the music and art program including Sound & Spirit. This group strives to enhance the worship experience for all participants by providing input for relevant and uplifting music and art in a manner that is both reverent and inspiring.

Worship in the Park – We held two successful services in the park, Pentecost in June and a back-to-school backpack blessing service in August.

Attendance – We began tracking online worship participation at the beginning of the year using a standardized method that, over time, will help us recognize viewership trends so that we may better serve these remote worshippers. Our short-term data indicates a continuing increase in online participation. Meanwhile, our regular attendance has continued to climb throughout the year. Since the arrival of Pastor Brian Shivers, we have experienced an increase in weekly worship visitors.

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

Respectfully Submitted,

Lisa Longo & Jeff Schmahl
Worship Team Co-Chairs
Northminster Presbyterian Church Leadership

Members of Session

<table>
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<tr>
<th>CLASS OF 2022</th>
<th>CLASS OF 2023</th>
<th>CLASS OF 2024</th>
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<tbody>
<tr>
<td>Allison Gritton</td>
<td>Heather Banks</td>
<td>Susan Holewinski</td>
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<td>Jill de las Alas</td>
<td>Loui Lord Nelson</td>
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<td>Emi Johnson*</td>
<td>Debbie Everett*</td>
<td>David Neitzel*</td>
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<td>Roslynn Lancaster</td>
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<td>Dale Theobald</td>
<td>Deb Ronco</td>
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<tr>
<td>Will Ronco (youth)</td>
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Moderator: Dave Smazik (January – July) and Brian Shivers (August – December)
Clerk: Cheryl Plunkett

*Indicates Trustees

Board of Deacons

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<tr>
<th>CLASS OF 2022</th>
<th>CLASS OF 2023</th>
<th>CLASS OF 2024</th>
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<tr>
<td>Phil Bristow</td>
<td>Chris Baker</td>
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<td>Cy Donnelly</td>
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<td>Melodie Sarver</td>
<td>Maureen Purcell</td>
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<td>Donna Schmahl</td>
<td>Julie Shannon</td>
<td>Linda Theobald</td>
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<tr>
<td>Russell Wareham</td>
<td>Bo Walker</td>
<td>Molly Winkler</td>
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<tr>
<td>Hannah Hittle (youth)</td>
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<td>Carol Frohlich (1 year)</td>
</tr>
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</table>

Staff: Carol McDonald
Foundation Board

CLASS OF 2022
Wes Lancaster
Joyce Mallette
Dale Theobald

CLASS OF 2023
Dawn Dinwiddie
Pennie Lumley
Andrea Newsom

CLASS OF 2024
John Carr
Victor Perkins
Tom Stayton

Trustees

David Neitzel, President
Debbie Everett, Vice-President
Rob Rothrock, Treasurer
Emi Johnson, Secretary

Northminster Presbyterian Church Staff

Brian Shivers
Pastor/Head of Staff

John Wright
Director of Music Ministries

Lori Schlabach
Financial Administrator

Carol McDonald
Parish Associate

Marko Petričić
Music Associate/Organist

Cheryl Plunkett
Office Administrator

Nancy Fortenberry
Director of Youth & Family Ministries

Denise Harrington
Director of Senior Ministries

Morteza Semnani
Director of Operations

Melissa Hopkins
Interim Director of Children's Ministries

Timothy Foster
Director of Communications

Tim McElroy
Lead Custodian

Donald R. Durrett
Associate Pastor Emeritus

Tony Dzwonar
Stephen Ministry Leader

Michael de las Alas
Custodian