NPC On The Move - An Office Update

Our homes get updated, the Church’s windows were recently updated, our phones get updated – it is now time for an NPC office update. As you all know, Northminster’s support staff run the business side of our Church and its activities to further the NPC mission. They do so every day with professionalism and faith. We greatly appreciate all they do to support our congregation and Northminster.

In this time of change and renewal, NPC’s staffing structure is due for an update to increase efficiencies, ensure NPC is operating in this modern area, and allow more of the personnel budget to fund current and future program and pastoral staff. Therefore, we are undertaking a reorganization of the positions and duties in the office. 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.

The first example of the new structure grows out of Lori Schlabach’s current position, Church Business Administrator. The Church Business Administrator position has morphed over the years with added hours and responsibilities, to the point where Lori is now responsible for all things business, insurance, facility, HR, finance and IT. It has grown to an unwieldy, stressful and unfair load – and not one that is sustainable or in line with best business practices. Therefore, we are pleased to announce that Lori will now be assuming the new part time position of Finance Administrator, allowing her greater flexibility and peace of mind. We are grateful we will continue to be blessed by her skills and talents.

To address a good deal of the responsibilities that Lori will be shedding, we are posting for a Church Operations Administrator. This will be a part time position, working closely with the building and grounds committee, our head custodian Tim McElroy and all of the office staff. If you know someone who is interested in a flexible work schedule with non-profit management experience and an aptitude for organization, please send them this link to the job posting: https://www.northminster-indy.org/resources/employment/

Next, given the importance of messaging and written communications in this age of e-mail, web sites and social media, we are also looking to hire a full time Communications Director. If you have a friend looking for a creative outlet in which to share their marketing and public relations skills, here is the link for that posting: https://www.northminster-indy.org/resources/employment/

With the advancement of technology and less physical presence in the office, we are also re-setting the current Administrative Assistant position to a part time status.

While these changes will significantly modernize and streamline NPC’s business operations, we are able to implement the new structure under our current support staff budget and redirect those resources toward the program staff budget as we plan for our future. Pastor Dave and the personnel committee are working closely with the office staff on the transition of roles. We hope to be transitioned into this new model as of January 1 – however, that in part depends on your assistance in getting the word out about these exciting new positions.

There is no doubt we are in a time of change and growth here at Northminster. Having specialized and

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Honoring Our Past, Welcoming Our Future

This has been a transformational year for our church. We have honored our past by celebrating 75 + 1 years and welcomed our future with the clarification of our guiding values and the development of a vision: Engaging with Neighbors Near and Far in Christ’s Love. Our values are at the core of our faith community and the support for our unfolding vision. In worship we will be highlighting values from the list below.

We are Christ-centered

We are grounded in the Word

We are relevant

We are inclusive

We are nurturing

We are serving

We have much to look forward to in 2022! Together we can share together in Welcoming Our Future by our support of Northminster.

Commitment Sunday – November 21st.

PNC Update: Spiffing up our MIF

One of the first important steps in our Pastor Nominating process is compilation of our Ministry Information Form, or “MIF.” For many of our pastoral candidates, it is the first opportunity they’ll have to learn about Northminster and what we are looking for in our new leader.

Components of the MIF include:

- Church Demographic Information
- Responses to Narrative Questions
- Leadership Competencies

To complete our MIF, the PNC started by selecting our top 10 of 33 potential leadership competencies from the general categories of Theological/Spiritual Interpretation, Communication, Organizational Leadership, and Interpersonal Engagement.

Our selected competencies, along with NPC’s values statement, are guiding our narrative responses to the MIF questions, which include inquiries into NPC’s vision for ministry and community engagement. Upon completion, our MIF will be submitted to the Presbytery for approval. The PNC appreciates your continued prayers as we continue this important discernment process.

Habitat for Humanity Build

NPC is once again participating in a project with Habitat for Humanity. We will be doing interior painting. Our day is Saturday, November 13. The work day is 8:30-2:30 with lunch provided by Habitat. For those who wish to carpool, let's meet in the NPC parking lot at 8:00 am.

Put on your painting shirts and access the link below to register. You must be 16 and over to participate. Questions? Contact Bo Walker at walkerirr@msn.com or text 317-507-8453.

NPC on the Move - continued from page 1

focused support staff and adding an emphasis on our messaging is a more intentional approach to supporting the Church, allows for greater agility and will better position us for the future.

We appreciate your faithful support as we continue through this time of transition and are happy to address any questions you may have.

Personnel Committee and Transitional/Interim Pastor
Adult Education
Sundays, 11:15 am

SEEK
11/7 - Diving Deeper Series with Dave Smazik and Ruth Moore - Dive deeper into the lectionary through discussions, teachings, and readings of the week’s Biblical stories and verses that make up our service that Sunday.

EMBRACE
11/14 - Confirmation Companion Series - Geared towards parents of our Confirmation youth, but open to all who are interested - come learn and discuss together how we can guide and support our youth as they navigate their faith.

SERVE
11/21 - Who We Are Series with Andy Longo - Did you know that NPC is a Matthew 25 Church? Join us to find out more as well as explore this initiative, how we can actively engage in it to impact our community, and the scripture that is the foundation for this work.

SEEK
12/5 - Special Advent Series with Mary Beth Riner - Meditative Walk: Traveling to Bethlehem
12/12 - Special Advent Series with Carol McDonald - Advent Holy Readings
12/19 - Special Advent Series with Carol McDonald -

Wednesday Night Adult Ed - 6:00 pm
Three Short Letters - What can we learn from 3 of the shortest "books" in the New Testament? Join us on November 3, 10, 17 as we explore The Letters of Paul to TITUS, to PHILEMON, and to JUDE. Our textbook will be the Bible - so come prepared with your favorite translation. Let's dig into some texts we rarely read! Parish Associate Carol McDonald, facilitator.

Questions? Contact Nancy Fortenberry (nfortenberry@northminster-indy.org) or Heather Banks (mrsbanks29@gmail.com)

Youth Group
Nov 7 & 21 - Youth Group @ NPC, 5:30 pm
Nov 14 - Service Project TBA
Nov 28 - No Youth Group (Thanksgiving Break)
Dec 12 - Progressive Dinner
Dec 19 - Christmas Caroling

Indy Fuel Hockey - Youth Group/Family Event
Sunday, March 20, 3:00 pm (Leave church by 2:00 pm) Cost: $20 per person

Montreat Youth Conference
(for rising 9th-12th grades) June 11-18
Registration $295 per youth. Deposit: $100 (non-refundable, due November 28)

Pokagon Family Weekend - January 21-23, 2022
Register on the Events page of our website. Limited lodging. **Deadline is Wednesday, Dec 1st!**
Questions: Contact Nancy Fortenberry (nfortenberry@northminster-indy.org or 317-251-9489 ext. 18.)

Northminster Reads
Sunday, November 14 – 5:30 p.m. on ZOOM

Be the Bridge: Pursuing God’s Heart for Racial Reconciliation by Latasha Morrison. To quote Jen Hatmaker, “When it comes to the intersection of race, privilege, justice, and the church, Tasha is without question my best teacher. Be the Bridge is the tool I wish to put in every set of hands. Put frankly, if we followed the path she writes about – the path of humility and repentance, courage and action – we would see the end of racism…” Join us for discussion of this provocative book which was suggested by Girtha Perkins. Discussion will be facilitated by Parish Associate Carol McDonald.

Meeting ID: 756 536 8661
Passcode: 410957

We’ll not gather in December – and will begin again in 2022. If you have books you’d like us to read and discuss, please email Parish Associate Carol McDonald – cmcdonald@northminster-indy.org or carol@lincolntrails.org
Christmas Eve Services
Friday, December 24, 2021 - 4:00, 7:00, 11:00 pm
Joining our Voices in Celebration

4:00 pm
Multi-generational led by our children and youth
The Christmas story comes alive, carols are sung, children’s choirs sing, and the sanctuary glows with light.

7:00 pm
Communion and Choral Music
The Northminster Chancel Choir sings ancient and modern Christmas repertoire as we gather at Christ’s table to welcome his birth.

11:00 pm
Candles and Carols
We hear the story of Jesus’ birth, sing carols, light candles as we welcome the light of the world in our midst. The OLD story takes on New meaning for our lives today.

All Church Bake Sale
December 12th, 11am
The annual Bake Sale will be back in time for you to bake and purchase some delicious holiday treats. Everyone can participate. The proceeds from the sale will benefit projects to be determined. The Presbyterian Giving Catalog is being reviewed and other projects are being considered that may benefit Americans in need.

Bring your treats, ready to sell, on the 12th! Project ideas? Contact Emi Johnson emi95642@gmail.com

Flower Fund & Seasonal Decoration Donations
Please consider making a gift to the Seasonal Decoration Fund which provides flowers and other decorations for the Christmas season. Donations may be made in memory or honor of someone. See the enclosed form to mail your gift, go to our website, or give online at https://bit.ly/seasonalDecorations.

Many Thanks ...
School on Wheels
School on Wheels is dedicated to helping children impacted by homelessness. Your gift of school uniforms supports School on Wheels programs to help students meet critical academic milestones throughout the year, like reading at grade level, and maintaining and improving grades during a traumatic time in their life. We cannot thank you enough for your support. (Excerpt taken from a full-page thank-you letter, located on Missions page of our website.)

From Sue Gleason
We wish to extend our thanks to the members and staff of Northminster for the prayers and support during the four years my son Bret Fackler battled lung cancer. Special thanks to Ruth Moore who officiated a private graveside service as Bret was formally given to God’s good care. - Sue Gleason