



Northminster Presbyterian Church
Engaging with Neighbors near and far in Christ's love

2024

ANNUAL REPORT

TO THE CONGREGATION OF NORTHMINSTER PRESBYTERIAN CHURCH

Presented at the Annual Meeting of the
Congregation on February 2, 2025

This is the digital version of Northminster Presbyterian Church's 2024 Annual Report.

If you would like to obtain a physical copy, please contact our office at:

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or

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This digital version includes quick links to each report, found in the [Table of Contents](#). Click on any report to jump to that page.

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Meeting Agenda

February 2, 2025

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 Pastors

New Business

Closing Prayer

Adjournment

Report of Pastors

Brian Shivers and Karen Herbst-Kim | Pastors

Endings, Beginnings, and the Unknown

Here we are together, having recently said goodbye to another year at Northminster. It was a year full of joys, celebrations, tear-filled farewells, and exciting new opportunities. As we look back, there are so many reasons for thanksgiving and reflection.

- We experienced powerful, inspiring, and energetic worship with beautiful music each week.
- We heard the Chancel Choir sing Mozart's *Requiem* and Bach's *Cantata No. 36*.
- We gathered in the Board Room, the Conference Room, the Knox Room, the Youth Room, children's classrooms, and Calvin Hall to learn, grow, and deepen our faith.
- We supported the children as they raised money for the Heifer Project and had Summer Fun together.
- We sent the youth to Montreat Youth Conference and PYOCA Fall Youth Retreat.
- We completed art projects as a community.
- We started new programs and saw the sunset on others.
- We made improvements to our building and made plans for more to begin soon.
- We entered into relationships with new mission partners and deepened relationships with others.
- We had another wonderful annual campaign with a growing number of people making pledges for 2025 and a near record amount of money pledged.
- We hosted countless community groups in our building.
- We engaged with our neighbors through an Easter Egg Hunt, a picnic and worship on Ralston Commons, Trunk or Treat, Drumstick Dash, Sound & Spirit Concerts, and our support of School 55 and Broad Ripple Middle School, to name just a few.
- We served home communion twice and delivered lilies and poinsettias to older members.
- We met our annual budget.
- We saw improvements to our website and broadened our communications with the community.

- We welcomed 24 new members which includes six amazing youth who were a part of our confirmation class.
- We greeted six wonderful new members of our church staff – Nate Boak, Elisabeth Kleinsmith, Jonathan McGee, Emma Moore, Ynfinity Taylor, and Krista Wright – who have each helped us dream new dreams of what may yet be.
- We celebrated the life and resurrection of many members and friends of Northminster and held space for our grief.

It is easy to say that 2024 was quite the year. Your generosity and faithfulness made this possible. This community of faith continues to be a source of strength and encouragement; a refuge in times of struggle to so many. You can read more about all of this and much more throughout the pages of this Annual Report.

We find ourselves here at beginning of a new year together. A year full of possibilities, promise, and countless unknowns. In the midst of our wondering and worrying, there are tremendous reasons to hope. As we continue to seek new ways to engage neighbors near and far in Christ's love, may we never forget the God who promises to be with us throughout our journey; the presence of the incarnate Christ; and the indwelling power of the Holy Spirit. This is what animates our work and inspires our vision. What a glorious beginning.

Session Statistical and Necrology

Cheryl Plunkett | Clerk of Session

Membership as of January 1, 2024 557

Gains:

Profession of Faith	12
Reaffirmation of Faith	7
Letter of Transfer	5
Restored to membership	0

Total Gains 24

Losses:

Transfer	3
Removal	9
Deaths	9

Total Losses 21

Membership Total as of December 31, 2024 560

Other Totals

Baptisms (Infant)	6
Baptisms (Adult)	2
Weddings	0

Northminster Members – Deceased

Cleonice Barnes

Josephine Wright

Mary Shebek

Patricia Kilbury

Jack Belschwender

John Swisher

Grace Drennan

Betty McCoun

Daniel Ent

Building and Grounds

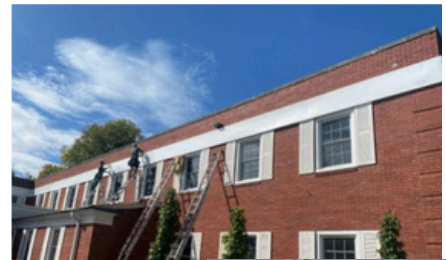
Craig Hittle and Blaine Dinwiddie | Co-Chairs

Our Team Mission: Maintain and improve our beautiful building and grounds, and provide a safe, functional, and peaceful space for worship, fellowship, and engaging neighbors near and far in Christ's love.

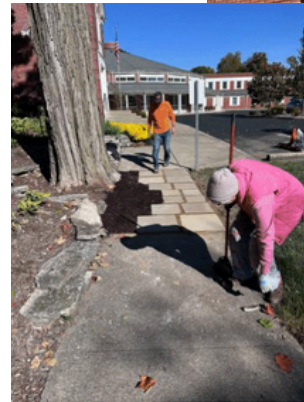
Our Team: Jim Arends, Bob Bowers, Don Craft, Blaine Dinwiddie, Ned Edington, Linda Furuness, Bob Gudgel, Craig Hittle, Bill Lord, Jim Mann, Adam Newsom, Emma Moore (Staff Liaison); New Team members for 2025 will be Mason Root, Molly Winkler, and Sam Banks

Our Work & Achievements in 2024:

- Spring and Fall Work Days: General cleaning, garden/beds/landscaping/mulch maintenance, gutter repairs, powerwashing, window cleaning, other minor exterior repairs; removed old coat racks, patched/painted, and created new "Sound & Spirit Wall" in choir hall
- Replaced 60+ interior bulbs/fixtures with more efficient LED lighting: Cost ~\$5K
- Replaced exterior fascia around education wing: Cost ~\$10K
- Sanctuary balcony renovation: Planned and signed contract for replacement of wood/plaster balcony wall with glass; project to be completed in Q1 2025: Cost ~\$45K
- Removed old sidewalk by south parking lot and replaced with pavers; Cost ~\$500
- Updated internet (Fiber), purchased/installed new office VoIP phone system: Cost ~\$7K



Replaced exterior fascia



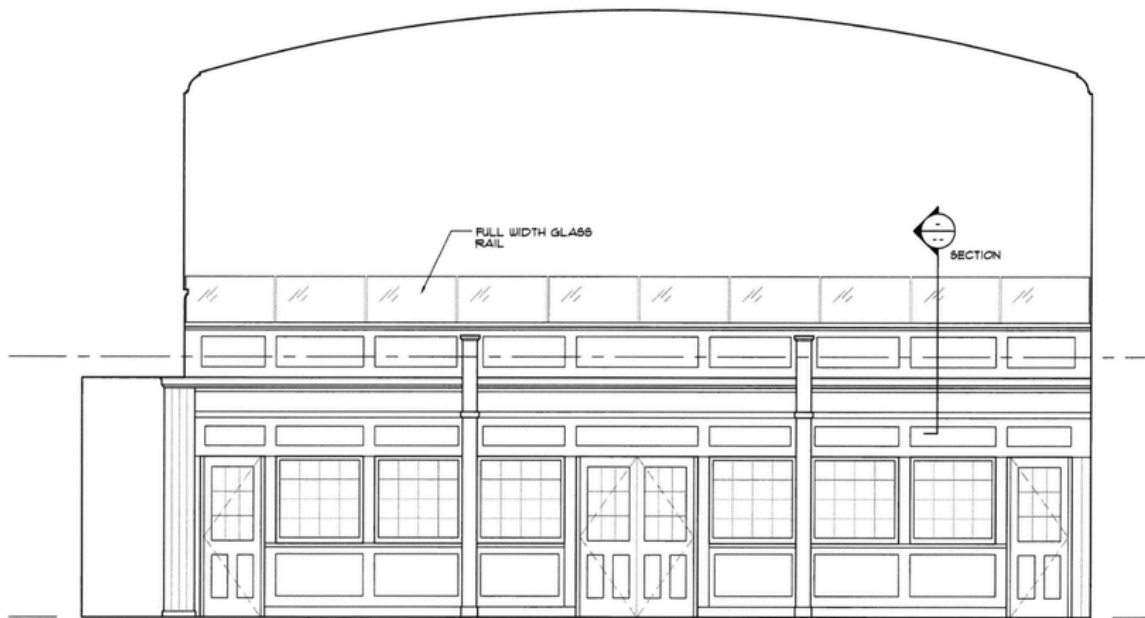
New paver sidewalk by south parking lot



- Boiler room updates and water heater replacement: Cost ~\$10K
- New Operations Administrator: Helped hire and onboard our wonderful new Operations Administrator, Emma Moore, who is a delightful person, experienced church operations leader, and Christ follower.

Our Focus and Projects List Planned in 2025:

- Complete sanctuary balcony project in Q1



Design sample for new balcony railing

- Coffee area remodel and Narthex bathrooms updates: We received a very generous gift of ~\$44K from a NPC member to be used to update the Coffee Area in the Gathering Place and to update 2 bathrooms in the Narthex. Planning is underway and B&G is partnering with Connections Team on the project, with the goal of completing the updates by mid 2025
- Sensory Room and Nursing Room in Narthex: Repurpose the old closet/coat rooms and update the space to create a more functional and soothing space for young children, mothers, and people that need a lower sensory space.
- Exterior Narthex patio entrance (facing Kessler) beautification: Make a more welcoming and beautiful space
- Play Room updates: Service Project in partnership with Northminster Community Preschool
- Art Room updates: Eagle Scout project to provide fresh paint, updated shelving and organization, adult-sized sink and tables so it can be used by all ages
- Knox Room updates: Make it more welcoming and comfortable space

- Reorganizing and cleaning out storage spaces: Improved use and more welcoming spaces in the church
- Youth Room
- Coat Rooms in Narthex
- Old "Nurse's Office"
- Education Wing Storage Room
- Education Hallway
- Space audit: We will be evaluating underutilized/dated rooms in the building to see if there are other more contemporary and functional uses for our space.

We are humbled to have the opportunity to serve Northminster and so grateful for all of the team members, volunteers, staff, and congregation who have participated in projects, offered vision, time, talent, and treasure to help maintain and improve our beloved building and grounds. Special thanks to our incredible Operations Administrator, Emma Moore, and Custodial Staff - Tim McElroy, Michael de las Alas, Jonathan McGee, and Nate Boak, who put in countless hours to make sure our space is clean and wonderful. Thank you!

Adult Christian Education

Jen Dzwonar | Chair

Circle 3: Our Circle's calendar year is from September to May. Sally Gray and Susie Koriath led discussions on "Atlas of the Heart" by Brené Brown and used video along with the discussions. This year, Circle decided to change direction, and we are doing "projects to do in a day" to help the church or other organizations in the community. We found some rooms in the church that needed some TLC and this fall we cleaned out the craft room upstairs and the storage room adjacent to the kitchen.

We also enjoy the fellowship of the group and "break bread" together 3 times a year – in the fall, at Christmas, and in the spring at one of our member houses. It has been most gratifying being part of this wonderful group of dedicated women. We have many ideas of places and organizations where we think we can make a difference. Stay tuned. – *Sally Gray & Susie Koriath*

Men's Prayer and Study Group: The group met on the first and third Wednesday of each month at 8:00am throughout the year (except for a break in August) for fellowship, prayer and religious studies. A light breakfast was served and provided by individual members. Topics of the day and friendly conversations initiate the meetings followed by prayers and concerns for our congregation and others.

Sympathy cards were sent to people in need when deemed necessary. The primary focus of the meetings was the study of two books this year, "Simply Christian" by N.T. Wright and "American Idolatry" by Andrew Whitehead, and spirited conversation ensued. Additionally, the group sponsored a Northminster Presents fireside chat with Rev. Karen Herbst-Kim. Each meeting closes with the long-time tradition of group prayer. – *Jerry Gray & John Purcell*

Sarah's Circle: The Circle is working thru Presbyterian Women/Horizons Bible study, "Justice Roll Down." We have discussed Environmental, Land, Food and Water Justice and how to follow God's call to protect neighbors and creation. We donated our monthly donations to Westminster Neighborhood Ministries this year. – *Sandy Corbitto*

Striders: The Spiritual Striders meet twice a month to study and pray. Afterwards we walk; thus, the name “Spiritual Striders.” This year we read and discussed two books: “Dusk, Night, Dawn” by Anne Lamott and “Wearing God” by Lauren Winner.

We are 21 members strong. Our winter meetings were held at church. In the warmer months, we met and walked in various parks around the city including Ft. Ben, Holliday Park, Newfield’s 100 Acre Park, and West Park in Carmel. We also enjoyed tours of the Nelson Mandela exhibit at the Children’s Museum, the Medical Museum and Garden, and the Acts of Faith exhibit at the Eiteljorg Museum. – *Barb Angotti*

2024 Adult Education theme: Courageously Curious Conversations

- Not just learning about topics, but: How do we talk about topics with each other, family, friends, others?
- It’s hard to find nuance in conversations these days, but it’s so important, and the church can help provide it.

In 2023, more than 102 individuals attended at least one Adult Education session.

In 2024, more than 124 individuals attended at least one Adult Education session.

Categories of topics

1. General Adult Christian Education
2. Matthew 25/Mission/Social Justice
3. Human Interest – especially in a big election year (e.g., Christian Nationalism)

Regular schedule

- Weekly Wednesday evening classes (9-10 months of the year)
- Special speakers on occasional Wednesday evenings or Sundays at 11am

2024 Topics

- January: Book study on “The Sum of Us” by Heather McGhee – led by Becky Huehls
- Feb-March: Becoming Whole through Spiritual Practices – led by Pastor Karen Herbst-Kim
- March: Rev. John Wilkinson on Matthew 25 as a national movement
- March: Mr. Rogers Night for all ages
- April: Series “Free to Believe – From Reformation to RFRA” – led by Don Knebel
- April 14: Ending Hunger 101, co-sponsored with Mission – led by Dave Miner

- Aug: The Little Timmy Project & Raphael Health Center speakers, co-sponsored with Mission
- Aug: Introduction to Christian Nationalism series – led by Pastors Brian Shivers & Karen Herbst-Kim
- Sept: “My Country ‘Tis of Who – Defining Christian Nationalism” – led by Rev. Dr. Dick Hamm
- Oct: “Baptizing America – Mainline Protestants’ Role in Christian Nationalism” – led by Rev. Beau Underwood
- Oct: “Christian Nationalism: Un-American and Un-Christian” – led by Don Knebel
- Oct: Videos and discussions of Christian Nationalism panel of experts moderated by Andrew Whitehead
- Oct: Andrew Whitehead on Christian Nationalism’s role in the current election
- Nov: Book study on “Preparing for War: The Extremist History of White Christian Nationalism” by Bradley Onishi – led by Rev. Carol McDonald
- Nov: Umoja deputy director, Linda Olasya, visiting from Kenya, co-sponsored with Mission
- Nov: Interview with Rev. Karen Herbst-Kim by members of the Associate Pastor Nominating Committee, Jerry Gray and Allison Gritton
- Dec: Labyrinth Talk and labyrinth available for the month
- Dec: Pastors’ Holiday Hangout – casual discussion, questions

Children's Christian Education

Melissa Hopkins & Elizabeth Higgins | Director of Children's Ministry & Chair


Melissa Hopkins, Director of Children's Ministry, runs Nursery and Church School with help from volunteers and paid childcare workers. We are very thankful for all our volunteers. Nursery care is offered for children under 3 every week. It is mostly play-based, but we do have several faith-based story resources we use, including the Frolic Nursery Curriculum by Sparkhouse. Attendance in the Nursery varies, but in 2024, we averaged 2 children per week. Older children are dismissed after the Time with Children in worship.

From September to May we have Church School, and we offer a mixed age Summer Playroom from Memorial weekend to Labor Day weekend. Preschool Church School is available weekly for 3- to 5-year-olds. 2024 Preschool attendance averaged 3 kids per week. Children's Church attendance varied from 1 to 12 per week, with a 2024 average of 5 per week. We are continuing our use of the Whirl Lectionary Curriculum from Sparkhouse. The curriculum gives information and poses questions that help us discuss what the scripture means to you and how we can apply Bible lessons to our everyday lives.

On March 20th, in cooperation with our Wednesday Night Program, we hosted a Mr. Rogers Day celebration. This was an Intergenerational Evening Celebration celebrating How to be Good Neighbors. We used Mr. Rogers Curriculum offered by PCUSA. It was a great success and served as an introduction to our June Summer Fun Program for 2024. Our Summer Fun Program is an alternate to a tradition weeklong Vacation Bible School that we celebrate on the Wednesday nights in June. Our attendance varied in 2024 between 11 and 20 kids per night. In 2024, we celebrated Mr. Rogers, a Presbyterian pastor who made it his mission to teach children through television. His visionary original PBS series, Mr. Rogers Neighborhood, has spawned several successful spin-offs. We used the PCUSA intergenerational curriculum as a basis, with many additional resources including videos, songs, and projects added and organized by Melissa with help from the Spiritual Growth Team.



Top: Art made by youth at the "Mr. Rogers Day" event
Bottom: Dancing and singing during Summer Fun 2024



We're very thankful for all those who volunteered to help make this a success, cooking, teaching, helping with the kids, heading up crafts, and handling registration. We shared meals, music, Bible stories, and worked on crafts together. In 2024, we celebrated Juneteenth together, discussing its importance and Mr. Rogers quiet fight against segregation and racism as well as work that still needs to be done to overcome racism in the USA.

Family Christian Education

Elisabeth Kleinsmith | Family Engagement Coordinator

We had several intergenerational events in 2024 that Christian Education helped with or hosted, both for the church and for the community. It started with our annual church retreat at the Potawatomi Inn at Pokagon State Park in northern Indiana. This is always a fun time for fellowship, and 2024 didn't disappoint.

We had record numbers with participants ranging from 2-year-olds to several of our young at heart retired members, making 2024 truly intergenerational. We had options of tobogganing, swimming, board games, puzzles, and art supplies available throughout the weekend as well as some organized options including Yoga led by Krista Wright and Craft Time with Melissa Hopkins. We had time to talk and connect with one another on Friday and Saturday nights by some of the many fireplaces.

There was also an amazing Saturday night worship service with Communion led by Brian Shivers, Karen Herbst-Kim, and John Wright. This was followed by a community pizza supper and more fellowship.

We hosted an intergenerational Mr. Rogers Day event on March 20th as an introduction to our Summer Fun Program for the year. This is discussed in more detail in the Children's Report. Another event Christian Education hosted in 2024 was an Easter Egg Hunt open to the community on the Saturday before Easter, 3/30/2024. It takes lots of help to prepare for the Easter Egg Hunt. We want to thank everyone who donated candy and toys, as well as all those who helped fill all the thousands of eggs required, hide eggs, and help with registration and crowd control on the day of the hunt.



Youth, family, and friends at Pokagon 2024



Northminster and local children participate in the Easter Egg Hunt

We had several crafts, bubbles, sidewalk chalk, and balls to play with before and after the actual hunt. We were also able to secure mobile coffee service from MOTW Coffee, helping support their mission work. There were two baristas who were able to offer hot drink options at reduced cost for attendees. This was extremely popular and a great boon to the event. We also offered Capri Sun and water for free. Due to several overlapping spring breaks and a couple of competing events, attendance was down a little this year, with about 35 kids overall from Preschoolers to 5th Graders.

Our Advent season was a beautiful and meaningful time for families in our church, and we were overjoyed to see what we experienced together. Kicking off on December 1st, we had an amazing turnout of families and individuals joining in the fun of the season. Special thanks to Melissa, whose creative spirit helped us provide a wide range of craft and activity options – from donut decorating to ornament designing, there was something for everyone!

A true highlight of the season was our 4:00 Family Christmas Eve service, which was a resounding success. We were blessed to have 149 people in attendance, and it was an honor to witness the incredible love and intentionality shown by our young participants. Elisabeth, Emma, and Melissa put together the Christmas Eve liturgy under the guidance of Pastor Brian and Pastor Karen. We wanted this special service to also reflect our Advent theme that centered on finding and following the light in the darkness. Thank you to all of our youth and their families for leading this meaningful service – we couldn't have done it without you! The energy, spirit, and togetherness of our church family was truly a gift this Advent season.

This past August, Northminster launched a new role at the church: Family Engagement Coordinator. This position, held by Elisabeth Kleinsmith, focuses on connecting with and supporting young families in our congregation, specifically those with children ages 0-5. Elisabeth's vision for this role is to create a welcoming, relatable, and nurturing environment where young parents can feel connected to one another, grow in their faith, and find comfort and support through the joys and challenges of parenthood and life in general. By fostering these bonds, the goal is to build a strong, trusting community that offers both spiritual and emotional nourishment.

Elisabeth introduced Northminster's first Swap Meet, which she hopes will become an annual Fall tradition for the church. Per Elisabeth, it is a great opportunity for us to promote the importance of being environmentally conscious by thrifting secondhand items, while also giving numerous individuals the chance to shop for gifts and other items before the holiday season (everything is free!). This event brought the church community and our neighbors together to donate toys, clothes, books, home goods, and other items. The donations were given to local charities, particularly Thrifty Threads, a vital program of the Julian Center that supports survivors of domestic violence in Indianapolis. Thank you to everyone who donated so many beautiful treasures, and a big thank you to those of you who stayed after to help load up the U-Haul for deliveries!

Elisabeth's upcoming events to be on the lookout for in the spring and summer of 2025:

- "Galentine's" Brunch for NPC's young mothers and their children
- "Parents' Night Out": a chance for parents to drop their kids off at the church in order to have a few hours to themselves
- "Ice Cream Social": a time to celebrate school ending and summer break beginning!
- "Summer Movie Night" at the church
- Potential off-site event(s): Indiana State Fair, Indiana Fever game, free events at Indianapolis Public Library

Youth Christian Education

Emma Moore | Youth Ministry Coordinator

Emma Moore, returning Northminster member and former youth group attendee, became Northminster's Youth Ministry Coordinator in May 2024 following a wonderful program year led by Emma Longo and Hannah Plunkett. Emma's initial goals for the youth program are to provide some consistency and stability, build relationships with the youth and support them in continuing to build long-lasting relationships with each other, and foster faith formation both inside and outside the walls of the church.

Spring 2024

- Souper Bowl of Caring
 - Youth raised over \$1000 for Westminster Neighborhood Services through the Souper Bowl of Caring, an annual fundraiser on Super Bowl Sunday
- Confirmation and Youth Sunday
 - We celebrated the 2024 Confirmation class and graduating seniors through a youth-led worship service on May 5. Six youth joined the church through confirmation and one youth was baptized! All youth shared their gifts through worship leadership.



Summer 2024

- Montreat Youth Conference
 - Four youth and three adults attended and grew deeper in their faith and relationship with one another and the greater church at the Montreat Youth Conference June 10-14, 2024. The theme of Planting Peace was especially poignant and was explored through amazing keynotes, sermons, and small group discussions!



Top: Fundraising for the "Souper Bowl of Caring"
Bottom: Youth playing games at Montreat this past summer

- Lake Day
 - The Roncos hosted Lake Day at Grandview Lake in July sharing the thrill of swimming, boating, jet skiing, and yummy food for a group of 12 youth.
- Back 2 School Extravaganza
 - Several youth joined the Northminster group for sorting school supplies for the Washington Township's Back 2 School Extravaganza.



Youth group members volunteering at Westminster Neighborhood Services

- State Fair
 - 12 youth gathered for a humid evening at the Indiana State Fair that included rides, great food, and farm animal sightings.
- Westminster Neighborhood Services Pop-up Pantry
 - The Gritton and Ricchiuto families supported Westminster Neighborhood Services for a

Saturday morning Pop-Up pantry at the IU Student Outreach Clinic providing neighborhood families and individual access to groceries which included fresh fruit and protein.

Fall 2024

- Spiritual Practices
 - Our theme for regular Sunday night youth group gatherings during the fall semester was spiritual practices. We explored multiple practices like Lectio Divina, Art, Meditation and Yoga, Communion, Music, and more with guest appearances from Pastor Brian, John Wright, Krista Wright, and Elisabeth Kleinsmith.
- Fall Family Night
 - In November we had a family night for youth and their families including parents, siblings, and grandparents at Top Golf in Fishers. We had an excellent taco bar dinner and lots of fun showing off golf swings.



Fall Family Fun Night at Top Golf in Fishers

- Pyoca Youth Retreat
 - 10 middle schoolers attended Pyoca's Fall youth retreat at the end of November where they hiked, made s'mores, danced, participated in small groups with youth from other churches, and explored the idea that faith without works is dead.

Radical Support

- Financial Gifts
 - The youth were fortunate to receive two monetary gifts this past year from Pat Freije and in memory of Barb Walti. The money from these gifts has been able to support free participation for all in events like Fall Family Night and some cozy updates to the youth room.
- Youth Group Volunteers
 - Ben Plunkett, Morgan Bernat, Nancy Fortenberry, Megan Hochbein, Daniel Polak, and Mark Moore all gave the gift of time by serving as a volunteer for Sunday Night youth group in the fall semester. We could not safely have youth group without them!

Upcoming in 2025

- Italian Night
 - February 22, 2025, 5:30-8PM. Join us for a pasta dinner, silent and live auctions where all proceeds benefit the youth program and scholarships for summer youth trips.
- Montreat Youth and Montreat Music and Worship
 - We have youth attending both Montreat Youth and Montreat Music and Worship conferences in June 2025
- Massanetta
 - We will be making a return to the Massanetta Middle School conference in July 2025!
- Presbyterian Youth Triennium
 - The every-three-year national youth conference of the PC(USA) will take place at the end of July 2025. The dates overlap with the start of school for many in Central Indiana but Emma is excited to take anyone who is able and interested to Louisville, KY for what is sure to be a life-changing experience.

Communications

Elizabeth Brandes and Kate Ronco | Co-Chairs

Team Members:

Elizabeth Brandes (co-chair)

Kate Ronco (co-chair)

Jill de las Alas

Jennifer Dzwonar

Debbie Everett

Timothy Foster (Northminster staff liaison)

Roslynn Lancaster

Annual Goals

- Continuously improve internal and external communications efforts, promoting our mission, vision, and values clearly and broadly to the communities we serve. (Status: complete for 2024 & ongoing)
- Create and launch a new annual event calendar. (A new resource for Session members to manage for key NPC events so that all personnel are aware of upcoming events and dates, and so that the Communications team can plan promotion well in advance.) (Status: complete)
- Refresh NPC website to better communicate and augment digital awareness and engagement. (Status: complete for 2024 & ongoing)

The Communications team has a wonderful group of engaged and inspiring members with creative ideas and a hardworking, collaborative, and supportive approach. This past year, we were blessed to have a young NPC voice – that of Elder Kate Ronco – join us in our work. Aligning ourselves with Session priorities, we set team goals early in the year (see above), and we were able to complete (and will continue many of) these goals in 2024 while keeping our eye on developing communication needs at Northminster. Additionally, our current team members kindly have agreed to continue to serve through 2025. Here's a look back at some of the team's accomplishments:

Spring

- Created annual team goals (see above) and metrics for tracking our progress.
- Jill, Jennifer, and Roz led the continued collection of congregational and visitor headshots to populate ShelbyNext.

- Timothy began a process to capture consistent photos of 2024 NPC events.
- Added mission & vision language to our regular worship bulletins, throughout our website, and as part of Proclaim Magazine.
- Timothy produced a new, more engaging format for the 2023 annual report to the congregation.
- Jennifer represented the team on the Finance Team Task Force on Estate Gifts.
- Revamped the Christian Ed/Youth portion of our website and refreshed various other pages; worked with Session members to update their areas of responsibility throughout the website.
- Elizabeth represented the team on a project to reimagine NPC's Session structure.

Summer

- Timothy and the pastors launched new Google Grant ad campaigns to: drive website traffic, promote NPC programming and neighborhood events, advertise holiday services, and help distinguish NPC from new "mega-churches."
- Focused on more targeted social media ads and directly managed Sound & Spirit's social media platform.
- Promoted broadly NPC's 2024 Habitat for Humanity award.
- Roz investigated options for better communication/outreach with homebound members.
- Developed and debuted a new banner in the Gathering Place to highlight NPC's Session members. We plan to continue with this practice in future years.
- Created and implemented a new "events" calendar with Session members for better event coordination and promotional planning with Timothy.

Fall/Winter

- Jill and Elizabeth created a new flier to promote NPC's pipe organ to in-person and website visitors.
- Celebrated and supported the successful promotion around Christian Nationalism programming, led by Jennifer and the Christian Education team. We saw unexpectedly high turnout from members and visitors alike.
- Worked with new staff and Session members on 2025 budget planning for promotional needs.

- Supported neighborhood social media ads to promote seasonal events.
- Debbie led ideas to highlight 2025 as NPC's 80th anniversary year.
- Completed a "dream big" visioning and planning process for 2025 and beyond.

The Communications team particularly would like to thank and acknowledge Timothy Foster's efforts, as he has served as staff liaison to our team and was instrumental in launching many of the new initiatives with which we engaged in 2024. It is a pleasure to work with such a talented and caring individual on a regular basis, and he does a wonderful job of promoting NPC both internally and externally in our local community and beyond. We expect to create a significant impact beginning with 2025 outreach as Timothy will be working with new staff members – Krista, Elizabeth, and Emma – to support new events and programming for a variety of ages here at NPC and in our local community. We also very much appreciated the guidance and support of our team provided by both Pastor Brian and Pastor Karen.

We thank all team members for their continued support of our communications work this past year. The team looks forward to new opportunities to promote the good work of NPC within our walls and beyond, and we welcome input and suggestions for the team's consideration in 2025. And thank you to the congregation for your ongoing support of our efforts. God has blessed us all richly!

Congregational Life

John Purcell and Donna Schmahl | Co-Chairs

The Congregational Life Team, renamed the Connections Team effective 2025, helped bring “Northminster-ites” together with these 2024 activities:

- *Coffee Bar.* The Team continued to operate the Gathering Place coffee bar each Sunday morning, featuring 15-dozen donut holes and coffee (plus hot tea, cold water, and lemonade). In 2024, the Team added a gluten-free breakfast bar option and substituted compostable paper for plastic as donut serving cups. Rick Campbell, Linda and Dale Theobald, and Scott Cavins continued to carry the donut load literally by transporting the holes from Pana bakery to coffee bar each Sunday.
- *Lenten Soup Supper.* On Ash Wednesday, before the evening worship service that launched Lent observance, the Team again hosted the Lenten Soup Supper in Calvin Hall. The free event offered breads and a dozen homemade soups by the crockpot to about 100 members of the congregation.
- *Outdoor Worship Service.* On June 16, the Team joined with the Worship Team to move Sunday morning worship and fellowship outdoors for a day, making use of the newly upgraded Ralston Commons.
- *Church Picnic.* On August 11, the Congregational Life Team and the Worship Team, plus over 30 volunteers and all NPC staff members, combined to present an outdoor worship service and church picnic for the congregation and area neighbors on Ralston Commons. The three-hour event, which involved closing Ralston Avenue to traffic, included worship music by Marko Petričić and a guest guitarist, catered box lunches, bottled water, ice cream, and children’s activities. Weather brought clear skies and temperatures in the low 70s, and about 160 people attended.
- *Bake Sale.* Following Sunday morning worship on December 8, the Team coordinated the All-Church Bake Sale in the Gathering Place. Dozens of NPC folks filled six large rectangular tables with homemade holiday treats (including gluten-free options) in grab-and-go packaging. Following worship (and the Bach Cantata), departing attendees chose baked goods to go and made free-will offerings in return. The offering proceeds of almost \$1,600 will help our recently sponsored refugee family with some transitional living expenses.

- *The Eras Tour*. Taylor Swift managed to present three tour concerts in Indianapolis without any help from the Congregational Life Team.

Stephen Minister Program

Offering valuable care to congregation members who are facing difficult life challenges, our Stephen Minister program is linked administratively to the Congregational Life Team, but does its work independently. And confidentially.

When Northminster members seek help bearing special burdens, they are paired one-on-one with trained Stephen Ministers, who meet regularly with their care recipients and provide “active listening,” referral assistance, and other support in a confidential, faith-based setting.

Led by co-chairs Tony Dzwonar and Rod Mail, our 2024 Stephen Ministry program also included Marilyn Baumgardt, Bill Dynes, Nancy Flamme, Jerry Gray, Dick Kraege, Joanna Morse, Girtha Perkins, and Mary Walker, with pastoral support from Karen Herbst-Kim. Seven additional members have expressed interest in becoming Stephen Ministers, and Tony and Rod are finalizing plans to train and activate a new class during 2025.

Team members: Norma Arend, Marilyn Baumgardt, Nan Diehl, Janet Ingram, Mary Ann Jackson, Emi Johnson, Carol Mann, Dorothy Moos, John Purcell (co-chair), Donna Schmahl (co-chair), and Susie Scott.

Special friends of the Team: Rick Campbell, Scott Cavins, Adam Newsom, and Linda and Dale Theobald, along with expert office support from Emma Moore and Cheryl Plunkett.

Deacons

Elizabeth Neterval | Moderator

The Deacons for the year 2024 served the congregation and the community.

How the congregation was cared for:

- Flu and Pneumonia shots were offered to the congregation
- Cards were sent to the congregation and community members in times of joy and sorrow.
- Communion was served to the homebound
- Flowers were delivered to the homebound at Easter and Christmas.
- Meals were provided to members when they were sick.

How we cared for the community:

- A relationship was established with the new Broad Ripple Middle School.
 - Members of the congregation volunteered during the new student registration events.
 - Teachers were supplied with treats.
- The relationship was maintained with IPS School 55
 - The teachers were supported with meals on long workdays. The beloved traditions of Clothe-A-Child continued, providing winter clothes to needy students. This was followed by a pizza party at Northminster and a chance to listen to the organ and its bells and whistles.
 - Families in need were provided with Thanksgiving meals
- The pastors were given emergency gift cards to support congregants or community members in crises.

- We continued our relationship with a refugee family from The Democratic Republic of The Congo.
 - They completed their English Classes.
 - To continue to provide foundational support, the cost of their internet service was provided (at a steep discount), and monthly payments for cell phones were covered.
 - Christmas gift cards were provided for each family member.
- Trunk or Treat, featuring nine decorated cars, was an opportunity for the community and NPC kids to come together in costume, indulge their sweet tooth, and celebrate Halloween.

All of this work was supported by two plant sales and the generous support of congregation members.

Finance

Rob Rothrock & David Neitzel and Emily Plunkett | Treasurer & Co-Chairs

Financially speaking, 2024 was another strong year for the church, just as 2023 was. As the Stewardship chart indicates, the percentage of pledges received continues at the historical rate of 98% or higher.

While the Statement of Activities shows a deficit of \$17,218 for the year, this is \$48,000 less than budgeted as contributions and other revenues (including \$17,630 of interest income on short-term investments) were about \$64,000 more than budgeted while total benevolence and expenses were over-budget by about \$16,000. The church has adequate cash and cash equivalent reserves to cover this deficit.

The balance sheet of the church remains strong with about \$1.1 million of cash and cash equivalents, a large part of which is the result of three estate/trust gifts totaling approximately \$607,000 in mid-to-late 2023. The church also received an estate gift of \$500,000 during the latter part of 2024. Because of the overall strong financial position of the church, the Finance Team recommended and Session approved that the \$500,000 be transferred to the Foundation General Fund to be invested. This will add to future annual contributions by the Foundation to the church's general fund revenues.

We continue to await action by the Internal Revenue Service on the church's Employee Retention Credit (ERC) claim, a federal program passed by Congress in March 2020, designed to help businesses (including nonprofits such as churches) that continued to pay employees while they were shut down due to the COVID-19 pandemic or that experienced a significant decline in gross receipts in 2020 and 2021. The ERC study of Northminster's revenues concluded that the decline in revenue tests was satisfied. As a result, the church submitted amended payroll tax returns in October 2023, for 2020 and 2021, to the Internal Revenue Service (IRS), claiming refundable tax credits totaling \$249,317. If approved by the IRS, and after payment of the consultant's fees, the church would net approximately \$186,988.

The 2025 budget, as recommended by the Finance Team and as approved by Session, has a deficit of \$31,100. However, with the pledge amounts already received, the 98% or more history of actual pledges received, and the prospect of more new members, it is possible that the actual 2025 deficit will be less than budgeted. Session has already approved, if necessary, covering any 2025 deficit with Session designated discretionary funds (allocated by Session in 2024 from large gifts in 2023).

As you may recall, Lori Schlabach, the church's financial administrator, retired in the spring of 2023 after 10 years of outstanding service. However, she agreed to continue supporting the finance and accounting function (while working full-time in her own business) and has done so for the past 2 years as we worked to determine an appropriate staffing solution for the accounting and finance function. She has been essential to keeping the finance and accounting function on track for the last 2 years as we have made the transition to a new staffing model, and we are extremely grateful for her continued service.

In the late summer of 2024, the church hired Steve Williams, CPA, as our part-time/fractional chief financial officer, and in November, hired Ynfinity Taylor as our bookkeeper. Both bring a high level of energy, experience, efficiency, insight, and dedication to the accounting and finance function, and we are very grateful for their service.

On behalf of the Finance Team, we are once again very grateful to all who continue to support the ministries of Northminster Presbyterian Church with their generosity.

Team Members

(with a combined 350 years of finance, accounting, insurance, and law and tax experience)

David Neitzel, Co-Chair (2024)	Rob Rothrock
Chris Baker, Chairperson (2025)	Don Craft
Brad Ronco	Lori Schlabach
Emily Plunkett, Co-Chair (2024)	Wes Lancaster

Northminster Presbyterian Church Stewardship 2020-2025

Annual Stewardship Campaign	2020	2021	2022	2023	2024	2025*
Number of Pledges	171	157	148	152	164	164
Budget - Pledges	\$ 766,626	\$ 780,000	\$ 789,000	\$ 840,000	\$ 868,224	\$ 935,000
Amount Pledged	\$ 759,791	\$ 720,705	\$ 760,853	\$ 825,736	\$ 886,839	\$ 926,000
Pledges Received	\$ 766,999	\$ 709,770	\$ 750,102	\$ 831,314	\$ 869,843	\$ 78,458
% of Pledges Received	101%	98%	99%	101%	98%	
Total Contributions (less Foundation)	\$ 924,269	\$ 879,159	\$ 890,389	\$ 927,690	\$ 1,019,715	n/a

* - As of January 22, 2025

2024 Donor Designated Gifts

Building Fund	\$ 46,421
Sound & Spirit	29,244
Clothe A Child	10,243
Youth	7,996
Mission Benevolence	5,135
Pastor Discretionary Fund	5,000
Flower Fund	3,225
One Great Hour of Sharing	2,388
Christmas Joy	2,150
Disaster Relief	2,120
Souper Bowl of Caring	1,388
Deacons' Fund	1,310
Heifer Project	1,274
Peace and Global Witness	1,212
Pentecost Offering	790
Christian Education	400
Small Project Gift	106

Northminster Presbyterian Church
Statement of Activities
December 31, 2024 and 2025 Budget

	2024 Actual	2024 Budget	Variance vs Budget Better (Worse)	2025 Budget
Contributions				
Pledge Contributions	\$ 869,843	\$ 868,224	\$ 1,619	\$ 935,000
Non-Pledge	73,379	81,660	(8,281)	65,000
Cont. for Denomination Support	7,168	7,360	(192)	8,000
Previous Year Pledge Payments	20,975	4,200	16,775	5,000
Foundation Contribution	97,996	98,054	(58)	100,000
Special Gifts	48,350	28,350	20,000	30,000
Total Contributions	<u>1,117,711</u>	<u>1,087,848</u>	<u>29,863</u>	<u>1,143,000</u>
Revenue				
Interest and Misc Income	17,630	130	17,500	12,000
Life Event and Facility Use	6,670	4,000	2,670	7,000
Music Academy Income	16,510	12,236	4,274	20,000
Spiritual Growth (Christian Ed)	22,708	14,650	8,058	13,975
Community Outreach & Engagement	-	-	-	17,100
Cong. Life Sales and Fees	2,056	350	1,706	350
Total Revenue	<u>65,574</u>	<u>31,366</u>	<u>34,208</u>	<u>70,425</u>
Total Support and Revenues	<u>1,183,284</u>	<u>1,119,214</u>	<u>64,070</u>	<u>1,213,425</u>
Personnel Expense				
Program Staff	492,428	560,980	68,552	576,000
Office and Support Staff	238,736	221,182	(17,554)	225,237
Total Personnel Expense	<u>731,164</u>	<u>782,162</u>	<u>50,998</u>	<u>801,237</u>
Benevolence and Expense				
Spiritual Growth (Christian Ed)	36,760	14,350	(22,410)	14,600
Congregational Life	5,639	4,500	(1,139)	13,300
Communications	12,565	10,414	(2,151)	17,214
Worship & Music	39,008	41,800	2,792	45,300
Total Team Expenses	<u>93,971</u>	<u>71,064</u>	<u>(22,907)</u>	<u>90,414</u>
Total Administrative and Facility	<u>240,505</u>	<u>207,020</u>	<u>(33,485)</u>	<u>214,375</u>
Benevolence & Denomination Support				
Mission Benevolence Giving	91,424	86,822	(4,602)	93,500
Denomination Support	24,552	24,136	(416)	25,000
Total Benevolence & Denomination Support	<u>115,977</u>	<u>110,958</u>	<u>(5,019)</u>	<u>118,500</u>
Other Expenses				
Life Event/Facility Use Exp.	1,438	1,025	(413)	-
Music Academy Expense	17,445	12,150	(5,295)	20,000
Total Other Expenses	<u>18,884</u>	<u>13,175</u>	<u>(5,709)</u>	<u>20,000</u>
Total Benevolence and Expense	<u>1,200,502</u>	<u>1,184,379</u>	<u>(16,123)</u>	<u>1,244,525</u>
Surplus/(Deficit)	<u>\$ (17,218)</u>	<u>\$ (65,165)</u>	<u>\$ 47,948</u>	<u>\$ (31,100)</u>

Northminster Presbyterian Church
Statement of Financial Positions - All Funds
December 31, 2024 and 2023

Assets:	2024	2023
Cash and cash equivalents	\$ 1,091,045	\$ 1,104,908
Other current assets	46,732	25,560
Investments	836,194	782,234
Current Assets and Investments	1,973,970	1,912,702
Property and Equipment	5,038,777	5,038,777
Total Assets	\$ 7,012,748	\$ 6,951,479
 Liabilities and Net Assets		
Accounts payable	\$ 9,415	\$ 3,051
Other current liabilities	112,217	82,394
Total Liabilities	121,632	85,445
 Net Assets		
Without Restrictions - Undesignated	5,093,887	5,111,265
Without Restrictions - Session Designated	570,401	655,379
Restricted	1,226,828	1,099,390
Total Net Assets	6,891,116	6,866,034
Total Liabilities and Net Assets	\$ 7,012,748	\$ 6,951,479

**Northminster Presbyterian Church
Total Assets by Fund
December 31, 2024**

GENERAL FUND	\$	5,196,624	**
RESTRICTED FUNDS		318,259	
SESSION DESIGNATED		571,222	
McGAUGHEY		382,018	##
MISSION		460,711	
COLUMBARIUM		55,387	
DEACONS		5,046	
PRESCHOOL		23,480	
Total	\$	7,012,748	

**** - General Fund Assets include \$136,000 of Unrestricted Cash and \$5,026,000 of Buildings.**

- Bequest to support special programs, guest speakers and training for church leaders.

Foundation

Tom Stayton | Northminster Foundation President

At the end of 2024, the Northminster Presbyterian Church Foundation, Inc., oversaw \$4,031,140 in assets, with \$2,656,426 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 increased in overall value from December 31, 2023, to December 31, 2024, by 25.48%, consistent with the performance of investment markets nationally and receipt by the Foundation of \$588,350 in the form of legacies, bequests, and other gifts.

During 2024, the Foundation:

- Provided \$97,995.72 in ongoing support to the Church's operating expenses
- Received \$588,350 in contributions from estate legacies/bequests and other gifts
- Distributed \$23,479 from the Mission Fund created by the 2016 capital campaign, to be spent by the Mission Team on mission projects
- Distributed \$23,568 from the General Relief Fund, a restricted fund designated by the donor for poor relief, to the Mission Team to use according to the donor's wishes
- Distributed \$27,873 from the McGaughey Fund for as designated by the donor

The Foundation Board is proud of the ongoing support it provides to the Church on an annual basis through equal monthly payments. For example, since 2013, the Foundation has provided a total of \$1,423,913.72 in annual operating support and emergency payments to the Church's budget.

Besides supporting the Church's annual operating budget, the Foundation is available to help the Church with unexpected emergency expenses. In 2024, the Foundation was not called on to help pay any emergency Church expenses.

The Foundation completed the digitization of its records to eliminate the need for paper records. These records will be maintained according to the Foundation's formal records management policies and records retention schedule, consistent with the policies and schedule adopted by Session for the Church.

The Foundation made significant progress in 2024 on its master development plan to better educate the congregation on the Foundation and to encourage Church members to support the Foundation through contributions or their estate plans. Pursuant to the development plan, the Foundation in 2024:

- Published informative articles in the Church’s Proclaim magazines on various topics related to the Foundation’s operations
- Revamped the Foundation’s website to provide more information and resources
- Developed a slideshow on the Foundation that can be found on the website
- Developed a new logo to serve as a symbol of what the Foundation represents
- Developed a new brochure on the Foundation available to all Church members
- Began working with the Stewardship Team to develop a more holistic approach to Church members’ giving to the Church and Foundation

The Legacy Society previously recognized only Church members who made a commitment to remember the Foundation in their estate plans, but in 2024, the Foundation decided to include Church members who donate at least \$1000 to the Foundation during their lifetime.

Directors for 2024 were:

John Carr	Barb Angotti	Kristin Keltner
Victor Perkins	Joyce Mallette	Brad Ronco
Tom Stayton	Dale Theobald	Andrea Newsom

Officers for 2024 were:

President — Tom Stayton
Vice President — Dale Theobald
Secretary — John Carr
Treasurer — Andrea Newsom

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

Mission

Matt Kroeger and Susan Holewinski | Co-Chairs

The Mission Team of NPC engages with neighbors near and far through education, housing, poverty/hunger, health, inclusion/LGBTQIA+, and Presbyterian giving. Through the generosity of NPC members, the Mission Team distributed \$129,665 to our mission partners and those in the community demonstrating need.

Our 2024 Mission Partners

Presbyterian Missions	Hunger	Housing	Health	Education
<ul style="list-style-type: none"> • General Assembly • Synod of Lincoln Trails • Whitewater Valley Presbytery • Pyoca Camp and Retreat Center • Covenant Network of Presbyterians 	<ul style="list-style-type: none"> • Westminster Neighborhood Services • Gleaners • Bread for the World • Society of St. Andrews 	<ul style="list-style-type: none"> • Family Promise • Exodus Refugee • Greater Indianapolis Habitat for Humanity • Wheeler Mission • GIMA • Julian Center 	<ul style="list-style-type: none"> • Raphael Health • Little Timmy Project 	<ul style="list-style-type: none"> • Washington Township Foundation • Umoja Partnership

Support for Presbyterian Missions

35% of the Mission Team General Budget supports the **PCUSA General Assembly, Synod of Lincoln Trails** and **Whitewater Valley Presbytery**. Additional funds support **Pyoca Camp and Retreat Center** and the **Covenant Network of Presbyterians**. The devastating spring tornadoes in Indiana prompted the team to donate to the **PCUSA Disaster Assistance** fund, as well as giving to **Black Mountain Presbyterian Church** following the fall hurricanes.

Hunger

In addition to grant funds, Northminster supported hunger initiatives in a variety of ways. The Mission Team sponsored the PB & J shelf at the Westminster pantry, and over the course of the entire year, NPC members donated 171 bottles of dish soap, 210 jars of pasta sauce, 75 boxes of pasta, 300 cans of tuna, 57 packages of feminine hygiene products, 598 rolls of toilet paper, over 1000 school supply items, 162 additional jars of peanut butter, and 362 bottles of shampoo and 820 sticks of deodorant for the Westminster Christmas Basket Program.

NPC members wrote 89 letters as part of **Bread for the World's** "Nourish Our Future" campaign to advocate to Congress to pass the Farm Bill. Letters were presented in June at the Justice Collective advocacy initiative, which Pastor Karen Herbst-Kim attended to represent Indiana at the training.

Members of the congregation participated in the **CROP Walk** in October, raising almost \$2,500 to support hunger initiatives – \$1,000 of which came from Mission Team funds.

Lastly, to help meet the needs of **Wheeler Mission's** Winter Contingency period, the Mission Team purchased the supplies to pack 109 sack lunches for the Shelter for Men and 112 lunches for the Center for Women and Children. Northminster volunteers participated in packing the lunches after Sunday service.

Housing

Northminster was named the 2023 Faith Partner of the Year by **Greater Indianapolis Habitat for Humanity**, on the heels of a significant donation from the Mission Team in 2024. Additionally, 10 NPC members participated in the Multifaith Panel Build on November 1st @ Second Presbyterian.

The Mission Team also made a substantial donation to sponsor an apartment with Family Promise as part of their "Night Without A Bed" campaign. NPC members were challenged to sleep without a bed to experience the challenges faced by those facing homelessness.

In partnership with the **Greater Indianapolis Multifaith Alliance** (GIMA), Northminster's Court Watching program continued to meet to share their experiences reporting on the eviction cases they observe in an effort to impact the unaffordable and unstable housing crisis in Indiana.

Health

The funds delivered to **Raphael Health Center** were used to fund the “No one leaves without a ...” program – to support new mothers with urgent supplies. The Mission donation to **The Little Timmy Project** helped fund new doula scholarships with the goal of servicing BIPOC (Black, Indigenous, People of Color) pregnant folks in Indiana. The congregation also collected over 40 packages of diapers to be donated to each of these partners to go to families in need.

Education

NPC purchased, organized, and packed over 57,000 school supplies for over 6000 students in 13 **Washington Township** schools during the **Back-to-School Extravaganza** event. The Mission Team also adopted a third-grade classroom at Nora Elementary to support the teacher in efforts to provide needed supplies/materials for her 23 students.

The Mission Team donated funds to the **Umoja Partnership** to sponsor a school, which will fund every program Umoja offers to primary school students as well as scholarships for students to go to secondary and post-secondary school. The Team also sponsored the **A-Maizing Lunch** and collected nearly \$800 for Umoja.

Mission Events

The Mission Team organized the **Day of Caring** in September and over 80 members participated in a variety of service activities: packing 100 hygiene kits for Wheeler Mission, visiting homebound members, creating over 50 scarves and throws for the Salvation Army as well as packaging quilts at their Castleton location, and picking up trash for our Broad Ripple neighbors.

The Mission Team is grateful for the opportunity to use our gifts to serve members of the church and our community.

Katie Bulloff, Connie Coleman, Beth Cornelius, Dolly Craft, Nancy Flamme, Carol Frohlich, Debbie Grush, Karen Herbst-Kim, Brenda Reed, Carrie Savage-Zimmerman, Tom Stayton, Bo Walker, Matt Kroeger (co-chair), and Susan Holewinski (co-chair).

Music

John Wright | Director of Music Ministries

Our worship services, music ministry, and Sound & Spirit, Northminster's arts series, all serve as "recruiters" or "ambassadors" for the church. Over the years, several people have become a part of the life of Northminster through these programs. These programs are connected by three characteristics: diversity, inclusion (welcoming the "other") and quality.

God's people come to worship from all sorts of religious, theological, or non-religious/theological backgrounds. Our attempt as worship planners and leaders is to honor the ancient forms of worship as well as incorporating new liturgies and songs which challenge and open us to new dimensions in Christ. Our intention is to include all of God's people, celebrating the rich diversity beyond binaries, creating space for creativity and respecting all person's identity or self-expression.

Music is the soul's own speech and moves us in ways nothing else can. Our choirs sing a variety of styles, keys, and cultures, providing musical and spiritual growth, liturgical training, and fellowship. We talk to our children's choirs about how we are not merely singers, but we also serve as worship leaders.

Sound & Spirit echoes these themes of diversity, inclusion and quality. Offering 4 – 6 eclectic concerts each year, our audiences are comprised of mostly non-Northminster members, which puts our hosts in the unique position of serving as the face of inclusion at Northminster.

Healthy churches are comprised of people from varied backgrounds, ages, and skill sets. Between our Fisk pipe organ, the renovated chancel, active children's choirs, stunning Chancel Choir, excellent arts series, and great staff, Northminster has plenty to offer our neighbors. With diversity, inclusion, and quality as our cornerstones, we feel positive about our future in this community and beyond.

Nominating Committee

Donna Schmahl and Emily Plunkett | Co-Chairs

The task of the 2024 Nominating Committee was to recommend members of the congregation for the office of Elder, Deacon, and Foundation President. The church officers were nominated and elected on Sunday, November 24, 2024 to serve three-year terms except for those noted with * who will serve a single year term.

Elders:

Chris Baker
Christie Call
Jim Mann
Mary Beth Riner
Mike Shannon
Sam Banks*

Board of Deacons:

Mike Boris
Sandy Corbitto
Nancy Fortenberry
Sally Gray
Daniel Polak
Lyndsey Polak
Mason Root
Moriah Root
Susie Scott
Molly Winkler
Emi Johnson*
Nancy Jarrell*
Ryan Kim*

Foundation Board:

Jerry Gray
Michael Keppler
Jennifer Skeels

Nominating Committee Members:

Emily Plunkett & Donna Schmahl (Co-Chairs)
Heather Banks, Todd Ellington, Nancy Jarrell, Emi Johnson, Gayle-Sue Murphy,
Maureen Purcell, Tony Ricchiuto, Dale Theobald

Personnel

Deb Ronco | Chair

Transformation – that is what happened to our NPC staff this year. During 2024, we had a number of people leave or pull back on hours due to moving out of state (Alexis Gonzales, Michael de las Alas, and Emma Longo), moving into different life stages (Tim McElroy and Jonathan Elliott), and moving into caregiver roles (Lorna Johnson). We are thankful for their time with us and wish them well going forward. As these departures occurred, our staff was transformed as we not only hired new people for those positions, but also expanded the staff by creating new positions and filling some that had been empty. For example – we have never had a staff mascot before!



If we count Dottie the Dog, NPC is blessed to have added eight new staff members this year.

The Springtime was busy – we had many staff leaving and positions open. During this time, we were SO GRATEFUL for the existing staff who were steady and solid in their roles at NPC. Our two amazing pastors, Brian Shivers and Karen Herbst-Kim, created a supportive and joyful office culture. This was bolstered by a very capable core including John Wright, Marko Petričić, Carol McDonald, Timothy Foster, Cheryl Plunkett, Tim McElroy, Shiloh O'Rourke, Melissa Hopkins, and Denise Harrington. They maintained the ministry and mission of NPC with incredible dedication. Another capable veteran who stepped up this Spring was Lori Schlabach. With her accounting skills and financial expertise, Lori jumped in again to “keep the trains running” during times of staff vacancy, and she has been

instrumental in training our new Bookkeeper and Finance personnel. Lori, you have our deep, deep gratitude.

Since so many staff are new, it seems worthwhile to make some introductions and clarify some roles.

- Nate Boak, Jonathan McGee, and Tim McElroy now share the custodial work. After many years as our full-time Lead Custodian, Tim is enjoying “pre-retirement” and has lessened his hours. His knowledge of the building and repair skills remains a treasure. Jonathan (on weekdays) and Nate (on weekends) reliably work to keep our beautiful church clean and functional.

- Operations (think of maintaining the building and all the contracts for that) and Youth Ministry may seem like very different areas, but they have blended into a beautiful role that Emma Moore carries out with grace and competence. Dottie supports Emma and all the staff.
- Elisabeth Kleinsmith (Family Engagement) and Krista Wright (Spiritual Wellness and Wholeness) have joined our team with programming roles. These amazing women will not only support our existing members with activities and events, but they are also a part of an exciting move toward outreach to our surrounding community. Krista's position was made possible through funds the Personnel Team received from the Teri Hubbard Estate gift. The Personnel Team is very grateful for her gift and the opportunity it has provided.
- For our financial work, we have split the role into two positions. We hope this will add some stability to this area. Ynfinity Taylor is our new bookkeeper and she will handle daily receipts and spending issues, as well as payroll. Ynfinity should be your point person for most financial questions. She will be supported by Steve Williams who is very experienced and will provide high-level accounting and financial advice.

If we think of our staff as a garden, this Spring, things were a bit thin and sparse, but there was promise in the fertile soil of NPC and the strong staff members that we already had. Throughout 2024, the garden began to fill in, fill up, and then blossom in the most beautiful way this Summer and Fall. Staff have been setting down roots, growing into their roles, and are flourishing. By Thanksgiving, we had every seat at the table filled, and we look forward to enjoying the fruit of their labor now and in times to come.

Speaking of transformation, we have also added some fresh members to the Personnel Team. We said thank you and goodbye to long-term members Tony Dzwonar and Jerry Gray, who continue to lead our church in other areas. The current Personnel Team includes Christie Call, Deb Ronco, Charlie Scheuermann, Nancy Dynes, MaryAnn Ruegger, and Chris Holewinski. We are incredibly thankful for the staff of Northminster. We look forward to 2025 as a year when staffing will be stable, and we will see our entire church grow and thrive.

Northminster Preschool

Shiloh O'Rourke | Director of Preschool

Northminster Community Preschool was organized in 1972 and has since provided a safe, nurturing and play based educational environment for families of the church and community. Our play-based philosophy encourages our students to explore through play- our teachers engage students in activities that are developmentally appropriate and stimulate multiple senses, while incorporating social and cooperative skills.


We offer 3 different programs at Northminster Community Preschool (NCP): 2/3's, a 3/4's preschool class and a 4/5's preschool class. Our school week operates Tuesday through Thursday from 9 am to 2 pm.

Our staff is trained and certified in CPR/Pediatric CPR and Emergency First Aid for Infants and Children.

Our 2/3's class is co-directed by Patti Griffey and co-teachers are Amy Kidwell and Katie Halvorson. This class is designed for children between 18 months and three years of age and meets three days a week (most children attend 1 day a week, but several attend 2-3 days). Children are encouraged to socialize, create age-appropriate artwork, increase their gross/fine motor skills and are given opportunities to grow socially and emotionally.

Sarah Froehlke is our lead teacher in the 3/4's classroom, with Patti Griffey as her assistant. The students in 3/4's follow a themed lesson plan that promotes letter/number recognition, multi-sensory activities, gross motor play and fine motor development with an emphasis on playing to learn. This class meets on Tuesday and Thursday.

Our 4/5's class is taught by Peggy Johnson with Camille Corbin as assistant. Our 4/5 students spend their day writing, painting, cutting, creating and exploring. Thematic lessons provide students with opportunities to ask questions, focus on age-appropriate development in literacy and phonics, as well as project-based learning. This class meets Tuesday, Wednesday and Thursday.



Our optimal enrollment in all classes is as follows: 2/3's- 10 students per day, 30 students total. 3/4 and 4/5's classes- 14-16 students per class, 30 students total. Our 2/3's class enrollment is 8 students on Tuesday, 7 students on Wednesday and 10 on Thursday. The 3/4's class is full at 14 students and a waitlist and currently the 4/5's have 11 students. We have a total of 41 students out of our 35 families.

Registration for the 2025-2026 school year will begin in late January. Church and current families may register two weeks before community registration opens. We will be hosting an Open House in February this year and parents may also schedule a tour outside of school hours.

Thank you to Northminster Presbyterian Church for allowing us to provide an educational environment where children can learn, play and grow. We are beyond blessed to spend our days with these incredible children and their families. We appreciate all the support from NPC and are thankful to serve the community along with them.

Stewardship

Loui Lord Nelson | Chair

Northminster continues to be a congregation that gives graciously, consistently, and with joy. It is an amazing community.

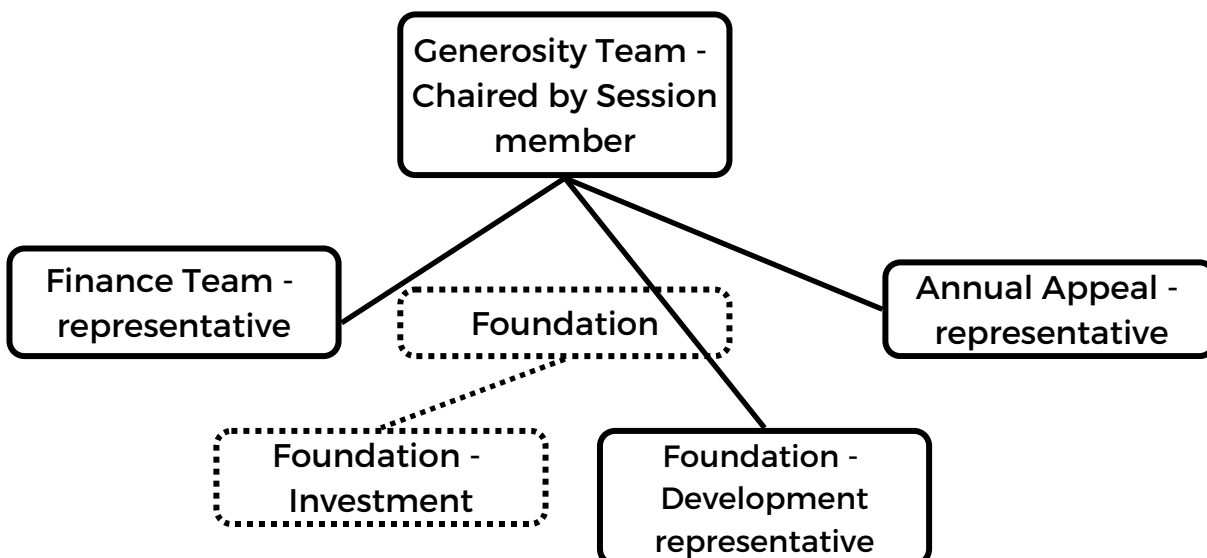
Loui Lord Nelson and Andy Longo made up this small but mighty team and established the annual appeal theme of Cultivating a Culture of Generosity. The congregation shared titles of books that influenced their idea of generosity. With the help of Lisa Longo and Mary Boris, a display was created to share with anyone visiting our church the books that bring meaning to us.


Kristin Keltner joined the team later in the year as a representative from the Foundation. During our subsequent meetings, Stewardship took hold of a larger vision for Northminster's overall connection with financial giving. From those discussions emerged the idea for a Generosity Team. This overarching team will establish stronger communications and planning between the Foundation, the finance team, and the annual appeal.

Below is a graphic to describe the design of the team.



Cultivating a Culture of Generosity display that appeared in The Gathering Place





To date, we have collected 99% of the Session approved budget for 2025. We also received over 95% (167) of our goal of 175 pledges. We hope additional members and attendees choose to send in their pledge for 2025 as we move through the first quarter. This congregation responded with incredible enthusiasm, energy, and excitement and we thank you.

We are truly grateful for this congregation's openness and eagerness to embrace playful ideas. Your enthusiasm and engagement are what make the work of the annual appeal team enjoyable. Together, we have advanced our church's mission, expanded our outreach, and strengthened connections as we share Christ's love with our neighbors both near and far.

Worship Team

Lisa Longo and Jeff Schmahl | Co-Chairs

Worship is central to the life of Northminster and its members and friends. Worship is the community's response to God's grace, and through it we express love and gratitude for God, each other, and neighbors near and far. Scripture, the PCUSA confessions, and our reformed tradition ground our worship as we read and proclaim the Word. Our worship fosters community and fellowship. We share in the sacraments of baptism and communion, which are reminders of the covenant relationship between God and the church. Our worship is participatory, involving prayers, hymns, creeds, and responses that engage and welcome all. Through worship, we are formed in our spirituality and often transformed. Worship connects believers with the mission of Northminster and equips participants to live out their faith in the world.

Worship does not just happen. There are dozens of people behind the scenes each week who participate in one task to support the worship service. This includes serving communion, singing in the choir, preparing activity bags for kids, operating streaming equipment, welcoming new friends, and countless other tasks that all come together on Sunday mornings to enrich our lives, whether we are here in person or watching from home or somewhere across the globe.

The Worship Team of eight people coordinates the work of well over 260 people annually who participate through these groups that support worship:

Chancel Care Guild

Stream Team

Worship Art Crew

Hosts

Advent & Lent Planning

Music & Art Committee

Communion Servers

Singers & Directors

Instrumentalists

The Worship Team thanks everyone who has shared their time, talent, passion, voice, hands, thinking, resources, and prayers to make the worship experience at Northminster such a high-quality endeavor!

Some accomplishments in 2024 include:

- Pre-work for remodeling the balcony wall to allow for better viewing from the balcony. This project will be completed in Spring 2025.

- Expanding the number of member artists involved in planning, designing and making the worship art that adorns our sanctuary each week.
- Three worship art projects that involved congregants in the creative process – the Right Hand of Fellowship parament and banner collection (sewing and quilting), the World Communion banner (painted squares) and the origami stars displayed around the church during Advent and Epiphany. These projects couldn't have happened without the participation of the entire worshipping community.
- Continued discussions with professional artists regarding a Commissioned Art Project for the chancel. The project will involve congregational input in its next phase.
- Attendance continues to grow as we reach new friends and neighbors who come in through our doors and who join us from locations around the world.

	2024		2023		2022	
	In Person	Online	In Person	Online	In Person	Online
Sunday AM Services						
January	142	111	140	53	94	91
February	167	87	143	63	108	66
March	203	63	159	57	122	61
April	173	129	198	63	192	56
May	156	191	156	36	135	60
June	133	208	126	43	122	60
July	131	249	129	42	106	66
August	159	236	159	47	115	53
September	151	221	139	43	123	68
October	168	234	174	62	154	47
November	186	266	185	45	178	58
December	189	228	167	99	128	25

Note: A change was made in how online statistics were calculated in April 2024 to reflect number of people who tuned in at some point during the service.

In addition to these accomplishments specific to 2024, we celebrate the preachers who proclaim the word and the singers and instrumentalists who inspire us through music. We have come to expect excellence in these areas as standard for Northminster, but we will not take it for granted! We appreciate and offer our gratitude for the inspiration which is Northminster worship!

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

Northminster Presbyterian Church

2024 Report to the Congregation on New Session Structure (*effective 2025*)

In early 2024, Elder John Purcell asked an important question. Considering the many changes that had happened recently at NPC -- new pastors and staff, new staff liaisons to the Session, a new visioning process for the future, and a new budget, to name a few, John found our current Session structure confusing and *wondered if the structure were set up so as to most efficiently and effectively provide the necessary leadership to guide and support new and future initiatives at our church?*



Members of your Session stopped to reflect thoroughly and a small group was formed to examine and evaluate our Sessions' structure with a fresh perspective.

Over the 2024 year, this dedicated team, comprised of John Purcell, Elizabeth Brandes, and Ros Lancaster, and directly supported by Pastor Brian, led an effort to study our Session structure and propose potential structural changes to better align the Session and its areas of focus as a means to improving the results of this body's work.

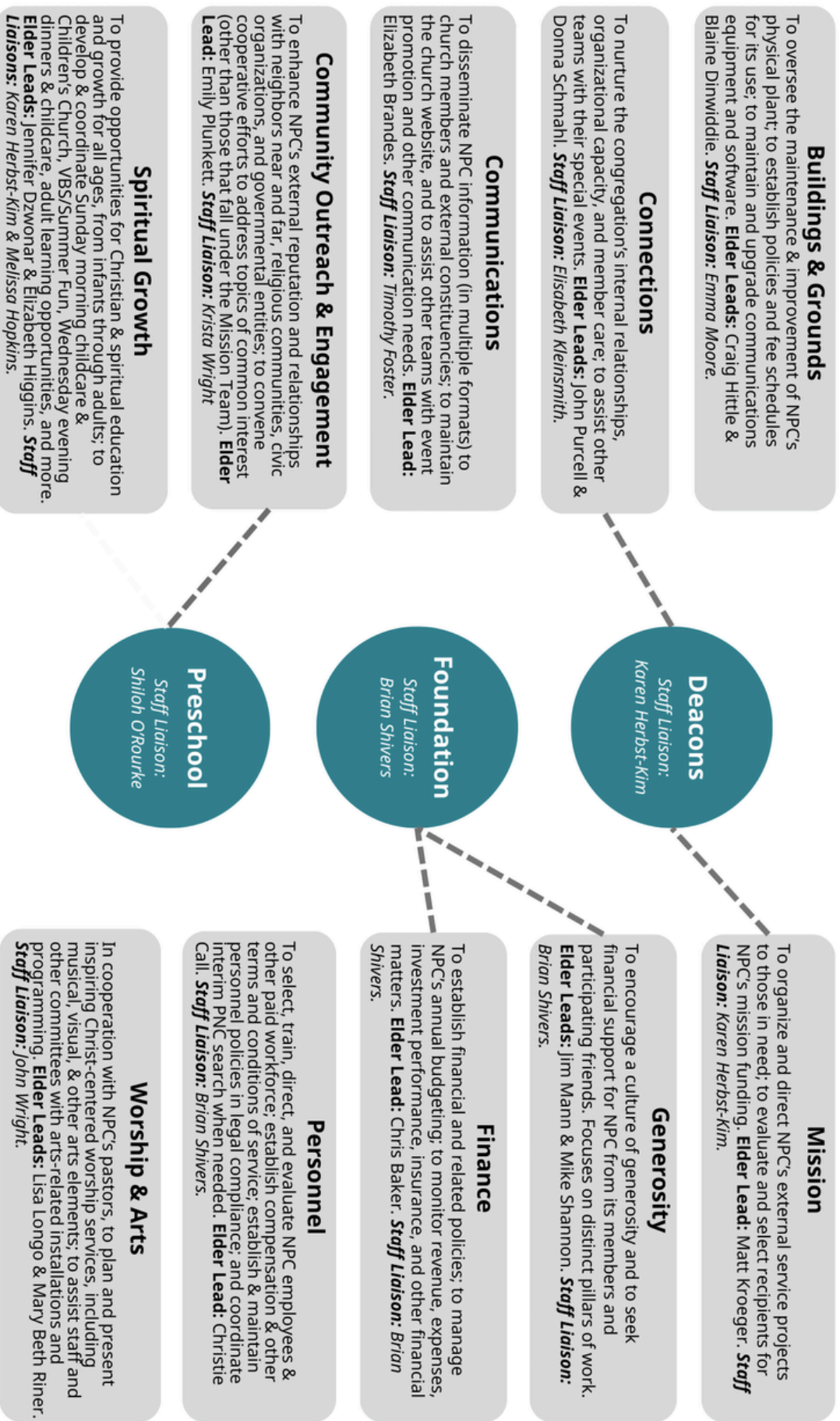
Upon further review, and with ample opportunity for robust discussion, the Session leadership expressed a desire to move forward with the modifications proposed, as changes to the current Session structure could create a more finely tuned entity to help advance Northminster's mission and vision. The changes were approved in late 2024 with an effective date of January 1, 2025.

You will find a summary of the Session teams' structural changes, along with their areas of responsibility and a revised/updated summary statement (or two) for each, on the next page. Should you have questions, please reach out to a member of the NPC Session or one of our pastors.

Respectfully submitted,

Northminster Presbyterian Church Session

2025 NPC Session Teams & Coordination Responsibilities





Seek | Serve | Embrace

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