



# **Annual Meeting of the Congregation**

**Northminster Presbyterian Church**

**January 26, 2020**



Annual Meeting Docket  
January 26, 2020  
12:15 PM in Calvin Hall

Hymn sing while we gather



Welcome

Moderator Teri Thomas

Opening Prayer

Quorum

Minutes of Previous Meeting  
Statistical Report (page 2)

Clerk Cheryl Plunkett

Election for Congregational Nominating Committee (6 at large members)

Elders: David Neitzel, Kent Jackson

Deacons: Amy Johnson, Nancy Flamme

At-Large: Doug Sherow, Blake Schlabach, Mary Beth Riner,  
Mark Moore, Carol Frohlich, Chad Kincaid

Necrology Report (page 2)

Financial Report

Review of 2019 (page 20)

Presentation of 2020 (page 20)

Rob Rothrock, Treasurer

Lori Schlabach

Expressions of thanks and recognition of some volunteers

Personnel Committee

Changes in Terms of Call (page 25)

Dissolution of Pastoral relationship (page 25)

Allison Gritton

Report of the Pastor (page 3)

Teri Thomas

Questions and Answers

Closing Prayer

Adjournment

## Session Statistical Report 2019

**Membership as of January 1, 2018** **596**

**Gains:**

Profession of Faith	11
Reaffirmation of Faith	8
Letter of Transfer	4
Restored to membership	0

**Total Gains** **23**

**Losses:**

Transfer	2
Removal	2
Deaths	17

**Total Losses** **21**

**Membership Total as of December 31, 2018** **598**

**Other Totals**

<b>Baptisms (Infant)</b>	<b>4</b>
<b>Baptisms (Adult)</b>	<b>0</b>
<b>Weddings</b>	<b>0</b>

**Northminster Members - Deceased**

<b>John Gudgel</b>	<b>Dr. John Alexander "Lex" Cravens</b>
<b>Damon Auble</b>	<b>Mary Jane Baxter</b>
<b>Norma Turner</b>	<b>Mary Kay Henry</b>
<b>Arthur Angotti</b>	<b>William Rodenbeck</b>
<b>Mildred Bagley</b>	<b>Michael Shebek</b>
<b>Joseph Komenda</b>	<b>Pershing E. "PE" MacAllister</b>
<b>Mary Kutche</b>	<b>Joan Wheeler</b>
<b>Yvonne Church</b>	<b>Alma Miller</b>
<b>Evelyn Hunter</b>	

## **Pastor's Report**

**I began at Northminster on January 1, 2002. My last day with you will be Sunday, March 15<sup>th</sup>. I will be officially retired May 1, 2020.**

**My first trip will be to the beach for 3 months. Then I will go north to see the grandkids in Minneapolis for a while. After that I will save my nickels and dimes until I can take my dream trip to Antarctica. Home base will continue to be Hoosier Village.**

**Once I leave, I will no longer be able to serve as your pastor for weddings, funerals, or special events. I will miss you terribly, but it is important that you develop new relationships with a new pastor.**

**You will have an interim pastor as soon as possible. Once that person is in place you will begin the process of searching for a new pastor. This can be an exciting time for you as a congregation and I will be holding you in my prayers.**

**I cannot express what it has meant to me to be part of this community of faith. You have been a source of inspiration, encouragement, challenge, anger, hope, love and support. You have seen me through some difficult times in my life and sometimes you did not even know you were doing so. You have allowed me into the significant times of your lives as we have celebrated babies and baptisms, confirmed teenagers, married young and old, held hands in sickness, and prayed together as you died.**

**God bless you all as you continue your journey.**

**Blessings,  
Pastor Teri**

## Associate Pastor Ruth Chadwick Moore Report

I continue to be grateful for the chance to serve with all of you as your Associate Pastor.

2019 was a great year as I continued to be the staff liaison to the Mission Team, E-Team, Congregational Life Team and the Board of Deacons. These groups and their leadership provide most of the programming, as well as serve as the hands and feet of the church's mission in the congregation and in the community.

Highlights for me were the Day of Caring and the Back to School Extravaganza events sponsored by the Mission Team, another successful Clothe a Child and partnerships with School 55 sponsored by the Deacons, a night out at an Indians game with the Congregational Life Team, and a successful community/church picnic with over 200 people sponsored by the E-Team.

Another exciting new opportunity and responsibility for me is working the Indianapolis Center for Congregations on their Engaging Young Adults Initiative. Along with member Tori Kincaid, I am in dialogue with the young adults in our congregation as we intentionally explore what God is calling us to do as a church, and how to include and invite young adults to be a part of that vision. At our last meeting in January we began to explore mission statements around these guidelines: *Rooted in our congregation's deepest faith values/commitments, we seek to engage young adults needs and longings.*

I will keep you posted as to our continued exploration of engaging young adults. We have the potential to receive up to \$30,000 in grant money from the ICC for programs, initiatives, and mission with young adults. (Northminster would have to match any grant money received from ICC.) A funded pilot project will take place in early 2020 so stay tuned.

2020 will be a year of changes and exploration for our congregation. With upcoming staff changes and new leadership, we have the opportunity and the responsibility to see what new things God is calling us to do and be. I appreciate the opportunity to be a part of that journey with all of you.

## Annual Report for Christian Education 2019

### Children

The Church School, Preschool and Nursery programs have continued to provide a space for children to participate in age appropriate lessons and activities. Classes follow the PCUSA curriculum "Seasons of the Spirit", supplemented with our own projects to connect the lessons of the Scriptures with the experience of being a young person today. Being in one of those classes can be an amazing, thoughtful, sometimes off topic and out of our seats experience. Northminster is blessed with wonderful volunteers and childcare staff, including our Preschool coordinator, Melissa Hopkins, who provide leadership in the classroom every Sunday for two services in three age groups.

### Youth

The 2019 year included larger events, like Italian night, trips to Massanetta and Presbyterian Youth Triennium. We also had regular youth group meetings on Sunday nights that include sharing a meal, exploring a lesson and lots of running around the church playing games. Confirmation class met this past year with a large and curious group. Keeping Rev. Teri Thomas, Rev. Ruth Moore and myself on our toes. At the conclusion of their class and after being examined and approved by the church session they planned organized and led the service as a class for those who chose to be confirmed. Since this fall we have welcomed a wave of incoming 6th graders who have brought their own energy and enthusiasm to the youth group.

### Adult

Adult Education this year tried some new things while continuing to attempt to offer something for all interests. Weekly Bible studies and prayer groups met regularly. Parish Associate Rev. Carol McDonald led book studies, classes were led by Northminster staff, members, and guest speaker on Sunday mornings and Wednesday nights.

### Staffing changes.

After coming to Northminster in the fall of 2017 as the Interim Youth Director and later becoming Director of Youth and Education I am thankful for my time with this congregation. I have given my notice of resignation effective February 3<sup>rd</sup>, 2020, as I have accepted a new call. As the congregation goes into this new time of discernment for the church as whole, as well as Christian education programming, I have no doubt that God will continue to do new and surprising things here.

Blessings,

Maureen Wilson

**WE CELEBRATE THE INSTALLATION OF A NEW PIPE ORGAN**

Early in the year, the new pipe organ possibility turned a new chapter. Many members assisted in the financial shortfall of the organ with gifts ranging from \$10 to several thousand. Through enthusiastic support from Session, Northminster's leadership and members, the Organ Task Force signed a contract with C. B. Fisk and chancel renovation began. It has been edifying to watch the groundswell of support for this project. The organ will solidify Northminster's place in the community as a church that supports and practices the arts and Reformed liturgy, improving congregational singing and adding vibrancy to worship. And as a piece of visual art, it will enhance our worship space and attract musicians and music lovers for many years to come.

**WE CELEBRATE OUR WORSHIP**

Our delight as a congregation is to come together in worship each week. In worship, we participate, as God may make it possible, in God's own life. Through ancient and modern liturgies, the preaching of the Word, hymns and choral music, organ and piano, scriptures that call us to mindfulness, prayers that come from intimacy and awe, we praise the One who forms our life and give attention to the mission of the Church throughout Indianapolis and the world.

**WE CELEBRATE OUR CHOIRS**

Our choirs pray and praise on behalf of worshippers each time we gather for worship. Children, youth, and adult singers explore the fundamentals of good singing technique, elements of music theory and history, and the connection of music and liturgy. We learn to be worship leaders and foster a sense of community.

**WE CELEBRATE WORSHIP ART**

Our worship artists work to glorify God visually in our worship space and throughout the building. Included are banners, landing art in the gathering space and appointments for special celebrations such as advent and Christmas. This year a banner workshop was held so that members of the congregation could participate in creating the Advent banners based on the scriptures from Isaiah.

**WE CELEBRATE *SOUND & SPIRIT***

Northminster's arts series, *Sound & Spirit*, is our primary form of arts outreach. Hundreds of visitors come to Northminster throughout the year to experience live music performed at a high artistic level, ranging from Bach to bluegrass, free of charge.

**WE CELEBRATE NORTHMINSTER'S MUSIC STUDIO**

Our Music Studio offers professional instruction in flute, violin, viola, piano, organ and voice to all, ranging from age 7 to 79. Students and their parents come from north and south and east and west to the safe, welcoming place that is Northminster to develop their skills and interest in applied music. We appreciate our trained and experienced teachers: Kathy Hershberger, Marko Petricic, and Krista Wright.

**WE CELEBRATE THE COMMUNION AND CHANCEL CARE GUILD**

Our 18 member Communion and Chancel Care Guild prepares and cleans for services each time communion is observed. Additionally, the group meets weekly to prepare the sanctuary for worship and reaches out to those who are ill or grieving lost ones.



## **WE CELEBRATE MONTREAT CONFERENCE ON WORSHIP AND MUSIC**

Annually, a group of Northminster members and friends attend this respected conference, dedicated to all components of worship. Northminster has been influenced by Montreat for 17 years, including our chancel furnishings; hymns, responses and anthems; and style and content of worship.

## **WE CELEBRATE WORSHIP PLANNING**

We hold worship planning sessions throughout the year with different groups of parishioners. Through reading scriptures and the ensuing conversations, we discern ways we might enliven worship, including art, drama, dance, music, and the spoken word.

## Congregational Life Team Annual Report – 2019

The Congregational Life Team is often called the “food committee” because much of our service revolves around food.

Coffee and donut holes on Sunday mornings are our most visible activity. The Gathering Place is a great space to chat and snack between services. There is no set charge for coffee, but the kitty is happy to accept donations that help pay for the supplies.

Soup on Ash Wednesday and the New Member Brunch are special meals the team and former team members prepared.

In 2019, we sponsored an Indianapolis Indians game. Twenty-eight people went to the game and, while eating hotdogs and other baseball food, we watched the Indians lose!

In December our team sponsored a bake sale. The response was excellent! Thanks again to all the bakers! Our profit was \$575.00 and we purchased a latrine, a refugee kitchen kit and four shares in a well.

Thanks to all who contributed to the Hat and Glove Drive for Wheeler Mission.

It was a very good year.

Respectfully,

Carol Frohlich, Chair

## Deacons 2019 Annual Report

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

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

One of our most important tasks is ministering to church members who no longer are able to attend regular worship services. Two times during the year Deacons delivered Communion to members in their homes. We also delivered Easter plants and poinsettias at Christmas. These visits are a valuable way to help our members feel connected and supported by the church. One of our subcommittees periodically communicates with elderly members who have not attended services for six months or more. These contacts help us identify members whose needs may have altered and to determine how we may better meet their needs.

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

Our community service includes a vast array of projects! We continue to have a partnership with School 55 by providing school supplies, a teachers' back-to-school luncheon, snacks for staff, Thanksgiving baskets for families in need, and playing a leading role with our long-standing Clothe-a-Child project. We continue to collect and deliver food items that you place in our food barrels to the Westminster Neighborhood Ministries. The weekend Re-Cycle Event continues to help the congregation and our neighbors dispose old electronics. We remain actively involved with the Back-to School Extravaganza Project by donating monies to the Mission team, helping launder clothes, and volunteering at the event. The Deacons support the Interfaith Hospitality Network and our local team by volunteering to prepare meals, and to serve as hosts for our guests.

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

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

Mick Keppler, 2020 Moderator

## E-Team (Evangelism) - 2019 Report

E-Team was involved in a number of community activities including our Community Picnic, the Broad Ripple Carnival where we invited visitors, Election Hosting, Broad Ripple service project and the large Drumstick Dash.

Hosting is an important function as over 100 church members are involved in greeting members and guests at each church service. Duties and hospitality goals will again be updated to include improved church security. Training sessions are being planned for 2020.

The E-Team and Northminster sent Christmas cards to inform 5,000 members of the Northminster neighborhood about our special services. Later at the 7:00 p.m. Christmas Service, Pastor Ruth identified many visitors.

The Team and a few other church members also wrote notes weekly to welcome church visitors.

Finally, E-Team members support Pastor Ruth in her “Curious Conversations” class. This is a class for prospective members, where they learn about the Presbyterian Church, Northminster and membership.

E-Team members are Norma Arend, John Brooks, Sandy Corbitto, Hitch Learned, Leona Melton, Pastor Ruth Moore and Marcia Young.

Respectfully submitted,

John Brooks and Hitch Learned, Team Co-Chairs

## FINANCE COMMITTEE REPORT 2019

Members of the 2019 Finance Committee were: David Neitzel, Committee Chairman; Robert Rothrock, Church Treasurer; Don Craft; Chris Baker and Brad Ronco. The committee worked with the assistance of Lori Schlabach, Church Business Administrator, and Teri Thomas, Pastor and Head of Staff.

The committee met monthly to review the current month's financial statement and to discuss finance issues. Financial matters needing attention were addressed to the Session. In addition, the committee monitored the church's budgeting process to help assure meaningful annual budgets.

Financial highlights for 2019 are presented in the statements beginning on page 19 of this report.

Finance Committee of 2019

# 2019 Mission Team Annual Report

During 2019, the mission team continued to positively impact lives in our community on your behalf through its hands-on ministry, much needed financial support and coordinating opportunities for members to serve. Special thanks to team members for their unwavering support for those individuals and organizations in need.

## 2019 Projects and Activities of Note:

The Mission Team has been actively involved as evening drivers and overnight hosts for the **Interfaith Hospitality Network** which Northminster hosts three times per year. The Team members provided transportation for the homeless to our church which provides food and shelter for the needy. About 75 church members help in some capacity each time, with Dolly Craft and Kathryn and Gabe Goncalves taking the lead. We also continue to fund IHN. The work of these folks is important and in keeping with the mission of our Church.

The Mission Team provided a work crew of 12 NPC volunteers for a day at a **Habitat for Humanity** home in Indianapolis. Bo Walker continues to spearhead and promote this effort. His advocacy is critical our engagement. For 2020 we hope to conduct two builds.

The Mission Team continues to provide volunteers for **Second Presbyterian Church's food bank**. It is not uncommon to service 40 families on any given day. John Reed continues to coordinate our efforts with Second Presbyterian Church. John's enthusiasm and love for those in need is palatable. We are fortunate to have his leadership.

The "**Back to School Extravaganza**" in the summer serves over 1,300 children in our local area by providing them with back packs, school supplies, shoes, new and used clothes, haircuts, dental screenings and eye examinations. Jerry Gray and Connie Coleman lead our efforts to staff, organize and run the clothing store. We do this work in coordination with the host St. Luke's Methodist Church. This project continues to grow with additional resources allocated for 2020. This is our largest and most significant outreach of the year. The work of Jerry and Connie is amazing. We are blessed by their work and willingness to take on such a significant project.

Northminster again joined other Presbyterian churches in having a "**Day of Caring**" on a Sunday in September in lieu of regular church services. The Mission Team coordinated the effort to have church members perform service projects for several of our mission partners on that day. Nancy Flamme, Kaitlyn Ernst, Debbie Grush co-chaired the event. As in years past, the outreach was successful and appreciated by those who received services. We will likely repeat this event in 2020. Nancy, Kaitlyn and Debbie tried new ideas, unique outreach options and planned an excellent morning of service. Their commitment makes such projects possible.

The Team continued to support our **refugee family** through the Exodus Refugee Program. Connie Coleman leads the effort. Connie's understanding, patience and love to welcome those new to our country and congregation is the difference for these families. She is a difference maker!

Carrie Zimmerman wrote articles for News and Views for our Team. Carrie's enthusiasm is infectious, and she is a valued member of our team!

For 2020, the Mission Team will continue to explore opportunities to involve families with hands-on projects. **One potential activity is Gleaning through the Society of St. Andrew**. The Society of St. Andrew is grassroots, faith-based, hunger relief nonprofit working with all denominations to bridge the hunger gap between 96 billion pounds of food wasted every year in the United States and the nearly 40 million Americans who live in poverty.

One major area of food waste in America is in farmers' fields, where crops that don't meet top-grade quality are left to rot or be plowed under. **Gleaning** is the traditional biblical practice of gathering crops that would otherwise be left in the fields to rot or be plowed under after harvest. The Gleaning Network coordinates volunteers, growers, and distribution agencies to salvage this food for the needy.

In 2019, the Indiana region gleaned 121,697 pounds of fresh produce in 288 events, with 943 volunteers. Food donated by 64 farmers was distributed to hungry people through 104 feeding agencies.

First disbursement from the Mission Endowment created by the Abundant Joy capital campaign will be provided to the **Umoja Partnership**. The funds will be used to support the work at one school in the Partnership in Kenya for one year. This includes the lunch program, some uniforms, scholarships, and emergency aid. The mission team reviewed this option, approved it last fall with Session approving the overall Church budget, including the endowment outlay, on Saturday, January 11. Over the course of the year, approximately \$13,500 will be disbursed.

### **Financial Gifts and Distributions for 2019**

#### **Predetermined Presbytery Support**

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

*General Assembly*

*Synod*

*Whitewater Valley Presbytery*

*PYOCA Church Camp*

*World Hunger natives through the General Assembly*

*Theological Education through the WWVP*

#### **Elective Donations**

\$4,000.00 – Dayspring Center

\$2,800.00 – Gleaners Food Bank

\$3,300.00 – Habitat for Humanity

\$2,500.00 – Wheeler Mission

\$2,800.00 - Westminster Neighborhood Ministries

\$1,900.00 – Craine House

\$2,800.00 – Julian Center

\$5,100.00 – Interfaith Hospitality Network

\$2,800.00 - Kenya Scholarship

\$1,000.00 – Ruth Moore Assistance Fund

\$8,000.00 – “Back to School Extravaganza”

\$2,300.00 – Exodus Refugee Program

\$1,000.00- Day of Caring

New for 2019 was a donation for the Raphael Health Center for \$2,500.

Later in 2019, the Mission Team allocated funds in support of Bread for the World (\$1,000) and Joy's House (\$1,500)

**TOTAL BUDGETED: \$85,348.15. Once final team budget for 2019 is received, a review of actual disbursements will be done, however, the final amount will be close to budget number.**

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

**Northminster Presbyterian Church  
Personnel Committee 2019 Annual Report  
January 16, 2020**

Co-Chairs: Allison Wells Gritton and Christie Call

2019 Members: Carol Campbell, Kristin Keltner, Roz Lancaster, Elizabeth Brandes, Gary Ryan

2019 was a year of building routine and consistency for the staff at Northminster Presbyterian Church (“NPC”) and the Personnel Committee. The Personnel Committee used recommendations from the 2018 consultant report to guide our efforts to support staff as they navigated through their challenging work of serving NPC and its members and supporting each other. To that end, we focused on maintaining consistency with the quarterly goal setting and review process now being utilized. The committee also revised the Employee Handbook’s Grievance Policy to create an Open Door Policy designed to encourage communication and openness as the initial step in problem solving within the office. The revised policy was approved by the Session.

As part of its regular duties, the Personnel Committee continued to monitor and review employment benefits offered by NPC. Determining the current benefit arrangements continue to be appropriate, the committee left the benefit package unchanged this year, with one exception. NPC added a program called FinFit that is designed to provide employees financial wellness tools and the opportunity to receive emergency short-term loans if needed.

Members of the Personnel Committee also worked with representatives of the Worship Team to revise the procedure for private music lessons taught at NPC to ensure the procedures meet the needs of NPC, the music program, the instructors and the legal and financial requirements for such facility use. This review resulted in a recommended clarifications and revisions to the May 17, 2016 Northminster Facility Use Policy & Procedures related to use of the building for private music instruction. The revised policy was approved by the Session.

The Personnel Committee continued to prayerfully wrestle with the impact of budget limitations on staff salaries. Fortunately, due to the generosity of the congregation, we were able to recommend modest salary increases for 2020 for all staff, which was approved by the Session.

Two long-serving committee members resigned at the end of 2019, Carol Campbell and Kristin Keltner. We are grateful for their participation and leadership in this committee over the years. With the full plate the committee is now facing for 2020 with recent staff resignations, we are pleased to welcome two new members to the personnel committee: Jerry Gray and Tony Dzwonar. We are grateful for the service of the staff and the members of the committee.

Respectfully submitted,

Allison Wells Gritton and Christie Call

## NPC B/G Annual report

Twice a year we have Building and Grounds beautification / maintenance sessions. For these we list various chores that need to be addressed. These will include many things that are “normal” Spring or Fall cleaning or maintenance items that need attention but do not require any special talents. We provide the list as well as the necessary tools and materials needed to accomplish the tasks. What we cannot provide is the quantity of help needed so this is where members of the congregation can step up to assist. There are usually some projects that may require special talents so if you have a special talent you also are MOST welcome.

Our normal schedule is for a Friday and Saturday, each day being from 9-11:30 and 12:30 to 3:00. You usually can see a list of proposed projects adjacent to the sign-up sheets on our yellow scaffolding in the Gathering Place. You can sign up for either or both days or for just a morning or afternoon session. For those who sign up early for both morning and afternoon we provide a lunch.

In the 2019 sessions we accomplished most of the Spring and Fall “normal” major interior cleaning and touch-up of stain and paint for doors, doorframes, pews, railings, and stairs. We also addressed some of the outside work on the annual maintenance required for floral, tree, and ground cover as well as gutter and downspout cleaning of the lower building areas. In the Fall session the old play building was removed from the preschool play area since it was past renovation and had become potentially dangerous.

During the year members of the Buildings and Grounds Committee provided some work on or monitoring of: the transformation of exterior lighting of the parking lot and exterior building lighting from incandescent to LED; the reroofing of the Chapel; the securing of the Ralston elevator at main floor level; the ceiling and wall plaster work required because of the Sanctuary roof leaks; and the required addition of locked doors to secure the preschool areas of the Christian Ed portion of our building. We also addressed need for redoing some lighting in storage room areas behind the stage in Calvin Hall.

A contractor specializing in slate roofing was hired to replace the copper underlayment in each of the valleys of the roof of the sanctuary. This has eliminated leaks in those sources. Members were active in the planning and work required to prepare Calvin Hall to become our sanctuary until the Chancel work is complete upstairs.

We could not operate without the ladies in the front office. Susan Glant, Nancy Sala and Lori Schlabach hear of problems and are our sources for this information. Without them we would not be aware of concerns. The members of the committee are also most appreciative of the work done for us by our Lead Custodian Tim McElroy. His effort in securing supplies for cleaning and maintenance items then his use of these is recognized. The maintenance and setup work on Sundays is well taken care of by Sunday Custodian Jonathan Petersen.

## Northminster Preschool 2019 Annual Report

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 (formal known as Mother's Day Out), a 3/4's preschool class and a 4/5's preschool class. Our school week operates Tuesday through Thursday from 9 am to 2:30 pm. Our 2/3's class meets from 9 am to 2:30 pm, 3/4's and 4/5's meet from 9 am to 1 pm with an option of Extended Day from 1-2:30 pm for our 3/4's and 4/5's students.

Our staff is trained and certified in CPR/Pediatric CPR and Emergency First Aid for Infants and Children. NCP is licensed to operate by the Marion County Board of Health and is inspected annually.

Our 2/3's class is led by Patti Griffey and Katie Halverson. This class is designed for children between 18 months and three years of age and meets three days a week (most children attend 1 a day 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.

Brigid Kemper is our lead teacher in the 3/4's classroom with Sarah Froehlke 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 with an option to attend Extended Day.

Our 4/5's class is taught by Joellen Mills with assistance from Amy Kidwell. 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 with an Extended Day option as well.

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- 16 students per class, 32 students total. Our 2/3's class is completely full on Tuesdays/Thursdays. There are 2 open spots on Wednesday, while 3/4's is full with 16 students and 4/5's have 17 students. Our Extended Day enrollment is full with 8 students on each day.

Registration for the 2020-2021 school year begins in January 2019. Church and current families may register beginning the 21<sup>st</sup> of January and community registration will open on February 4<sup>th</sup>, we will also be hosting an Open House on that date.

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 parents. We appreciate all the support from NPC and are thankful to serve the community along with them.

Many thanks,

Shiloh O'Rourke, Director- Northminster Community Preschool



## Northminster Foundation

At the end of 2019, the Northminster Presbyterian Church Foundation, Inc., oversaw approximately \$2.7M in assets. Approximately \$700,000 was invested on behalf of the church for the mission and organ funds, along with several designated-use accounts. These monies are invested in a mix of equities (mutual funds), fixed income instruments (corporate bonds and notes), and money market funds. These investments performed well, although slightly under the S&P 500.

During 2019, the Foundation:

- Provided ~\$138,000 in ongoing support to the church
- Received ~\$134,000 in contributions from deceased member estates
- Distributed ~\$3200 to the Whitewater Presbytery to support seminary students
- Contributed \$52,000 to the Organ Task Force to enable the organ replacement project to proceed.

The Foundation also held a Legacy Society event to increase participation in the Legacy Society, whereby members designate a portion of their estates to be donated to the Foundation. The response was positive, and the Foundation is investigating methods to recognize new members in the future.

Directors for 2019 were:

Nancy Dynes  
Troy Hill  
David Scott

Craig Hittle  
Penny Lumley  
Marilyn Mart

John Carr  
Deb Ronco  
Tom Stayton

Directors for 2020 are:

Craig Hittle  
Penny Lumley  
Marilyn Mart

John Carr  
Deb Ronco  
Tom Stayton

Wesley Lancaster  
Joyce Mallette  
Dale Theobald

Officers for 2020 are:

President - Tom Stayton  
Vice President – Deb Ronco  
Secretary – John Carr  
Treasurer – Craig Hittle

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

Respectfully Submitted,

Nancy Dynes, 2019 President

Northminster Presbyterian Church Foundation  
Statement of Financial Position  
December 31, 2019

<u>Account</u>	<u>1 General Fund</u> <u>Unrestricted</u>	<u>2 General Fund</u> <u>Relief</u>	<u>3 Closterhouse Fund</u>	<u>4 Mathias</u>	<u>5 McGaughey Fund</u>	<u>6 Mission Fund</u>	<u>7 Organ Fund</u>	<u>Total all Fund Name</u>
<b>Assets</b>								
<b>Current Assets</b>								
10100 Fidelity Main Core Account	\$57,590.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57,590.94
10110 Fidelity Mathias Checking	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10120 Fidelity McGaughey Checking	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Current Assets</b>	<b>\$57,590.94</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$57,590.94</b>
<b>Investments</b>								
12100 Prepaid Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
13100 Accounts Receivable (registrations)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
13300 Pledge Receivable	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14100 Fidelity Mutual Funds at Market	\$1,262,665.10	\$375,101.35	\$6,814.80	\$68,806.15	\$329,020.59	\$342,190.41	\$0.00	\$2,384,598.40
14109 Fidelity Mutual Funds Mathias	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14110 Fidelity Mutual Funds McGaughey	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14200 PILP Note	\$306,230.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$306,230.80
14300 Mortgage Note	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14400 Loan to Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Investments</b>	<b>\$1,568,895.90</b>	<b>\$375,101.35</b>	<b>\$6,814.80</b>	<b>\$68,806.15</b>	<b>\$329,020.59</b>	<b>\$342,190.41</b>	<b>\$0.00</b>	<b>\$2,690,829.20</b>
<b>Net Fixed Assets</b>								
15100 Land	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15200 Buildings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15300 Computer Equipment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15400 Equipment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15500 Furnishings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15990 Res For Accum Depreciation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Net Fixed Assets</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
16100 Deposits	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Assets</b>	<b>\$1,626,486.84</b>	<b>\$375,101.35</b>	<b>\$6,814.80</b>	<b>\$68,806.15</b>	<b>\$329,020.59</b>	<b>\$342,190.41</b>	<b>\$0.00</b>	<b>\$2,748,420.14</b>

Northminster Presbyterian Church Foundation  
Statement of Financial Position  
December 31, 2019

<u>Account</u>	<u>1 General Fund</u>	<u>2 General Fund</u>	<u>3 Closterhouse Fund</u>	<u>4 Mathias</u>	<u>5 McGaughy Fund</u>	<u>6 Mission Fund</u>	<u>7 Organ Fund</u>	<u>Total all Fund Name</u>
	<u>Unrestricted</u>	<u>Relief</u>						
<b>Liabilities &amp; Net Assets</b>								
<b>Liabilities</b>								
<b>Current Liabilities</b>								
21100 Accounts Payable (accrual basis)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23100 Notes Payable	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Current Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Long Term Liabilities</b>								
24100 Notes Payable -Long Term	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Long Term Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Net Assets</b>								
30000 Unrestricted	\$1,417,825.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,417,825.70
Unrestricted-Current Year	\$208,661.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208,661.14
<b>Unrestricted-Current Year-Total</b>	<b>\$1,626,486.84</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,626,486.84</b>
31000 Restricted	\$0.00	\$341,134.72	\$47,193.78	\$59,927.87	\$277,077.77	\$180,293.28	\$261,838.55	\$1,167,465.97
Restricted-Current Year	\$0.00	\$33,966.63	(\$40,378.98)	\$8,878.28	\$51,942.82	\$161,897.13	(\$261,838.55)	(\$45,532.67)
<b>Restricted-Current Year-Total</b>	<b>\$0.00</b>	<b>\$375,101.35</b>	<b>\$6,814.80</b>	<b>\$68,806.15</b>	<b>\$329,020.59</b>	<b>\$342,190.41</b>	<b>\$0.00</b>	<b>\$1,121,933.30</b>
<b>Total Net Assets</b>	<b>\$1,626,486.84</b>	<b>\$375,101.35</b>	<b>\$6,814.80</b>	<b>\$68,806.15</b>	<b>\$329,020.59</b>	<b>\$342,190.41</b>	<b>\$0.00</b>	<b>\$2,748,420.14</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$1,626,486.84</b>	<b>\$375,101.35</b>	<b>\$6,814.80</b>	<b>\$68,806.15</b>	<b>\$329,020.59</b>	<b>\$342,190.41</b>	<b>\$0.00</b>	<b>\$2,748,420.14</b>

Northminster Presbyterian Church Foundation  
Statement of Revenues and Expenses  
Year Ending December 31, 2019

	<u>General Fund</u>	<u>GF Relief</u>	<u>Closterhouse Fund</u>	<u>Mathias</u>	<u>McGaughey</u>	<u>Mission</u>	<u>Organ</u>	<u>Total</u>
<b>Revenue</b>								
<b>Contributions</b>								
Legacies and Bequests	\$134,158.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$134,158.92
Other Contributions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$114,261.20	\$0.00	\$114,261.20
<b>Total Contributions</b>	<b>\$134,158.92</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$114,261.20</b>	<b>\$0.00</b>	<b>\$248,420.12</b>
<b>Investment Revenue</b>								
Dividends	\$14,943.76	\$4,307.97	\$617.62	\$777.56	\$3,707.59	\$3,396.22	\$724.69	\$28,475.41
Interest	\$9,771.15	\$1,819.80	\$261.69	\$328.39	\$1,536.49	\$1,266.29	\$834.72	\$15,818.53
Short-Term Gain (Loss)	\$455.53	\$133.40	\$18.81	\$23.89	\$114.21	\$99.93	\$33.58	\$879.35
Long-Term Gain(Loss)	\$48,339.57	\$13,945.17	\$1,977.18	\$2,528.13	\$12,217.84	\$11,937.92	\$914.52	\$91,860.33
Unrealized Gain(Loss)	\$158,462.63	\$47,745.24	\$6,747.01	\$8,442.00	\$39,329.43	\$30,943.61	\$22,965.36	\$314,635.28
Interfund Transfer of Revenue	\$33,975.79	(\$33,975.79)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Investment Revenue</b>	<b>\$265,948.43</b>	<b>\$33,975.79</b>	<b>\$9,622.31</b>	<b>\$12,099.97</b>	<b>\$56,905.56</b>	<b>\$47,643.97</b>	<b>\$25,472.87</b>	<b>\$451,668.90</b>
<b>Total Revenue</b>	<b>\$400,107.35</b>	<b>\$33,975.79</b>	<b>\$9,622.31</b>	<b>\$12,099.97</b>	<b>\$56,905.56</b>	<b>\$161,905.17</b>	<b>\$25,472.87</b>	<b>\$700,089.02</b>
<b>Expenses</b>								
Church Support	\$137,937.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137,937.36
Insurance	\$234.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$234.17
Program Expense	\$52,000.00	\$0.00	\$50,000.00	\$3,220.03	\$4,954.68	\$0.00	\$287,311.42	\$397,486.13
Transaction Fees	\$31.79	\$9.16	\$1.29	\$1.66	\$8.06	\$8.04	\$0.00	\$60.00
Development Expense	\$1,242.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,242.89
<b>Total Expenses</b>	<b>\$191,446.21</b>	<b>\$9.16</b>	<b>\$50,001.29</b>	<b>\$3,221.69</b>	<b>\$4,962.74</b>	<b>\$8.04</b>	<b>\$287,311.42</b>	<b>\$536,960.55</b>
<b>Total Change in Net Assets</b>	<b>\$208,661.14</b>	<b>\$33,966.63</b>	<b>(\$40,378.98)</b>	<b>\$8,878.28</b>	<b>\$51,942.82</b>	<b>\$161,897.13</b>	<b>(\$261,838.55)</b>	<b>\$163,128.47</b>

# Stewardship Team

## 2019 Annual Report

**Co-chairs:** Gabe Goncalves and Rebecca Huehls

**Team members:** Chad Kincaid, Mason King, Lisa Longo

### Anticipating the 75th anniversary of our congregation

Because the stewardship campaign this year raised money for our 75th year, the theme was “Remember.” During worship, members shared their stories of how the church has

- Welcomed their families
- Supported them through hard times
- Witnessed the impact of mission work through the Umoja Project and Day of Caring

For the stewardship lunch in October, everyone enjoyed old footage of Eileen Alsop skipping school to see the steeple lowered onto the church and Pastor Ruth in her old role as director of Christian education. In the video produced by Mason King, we also heard from the youth:

“I try to make sure we have a path of peace and that I do the right thing and serve the people in God’s world the best I can.” —Keane Ricchiuto

Through these stories, we remembered how the time and money that others have given to Northminster have created the community we have today and help our youth, our future, our community, and our world.

### Organizing the annual stewardship campaign

We’re a caring congregation in transition as U.S. church attendance and giving are declining. Data from the 2019 stewardship campaign, which forms the church’s 2020 budget, reflect this:

- **Since 2018, several members who were large givers died, creating a loss in annual giving of about \$80,000.**
- **The number of pledges is down.** In 2018, we received 222 pledges. In 2019, 200 pledges. For 2020, 175 households (of 393 households in our congregation) pledged. In other words, about 45% of our congregation is contributing to our 2020 budget.
- **New members and members who pledge are affirming their commitment to the church.** 25 households were new to pledging. Of those, 7 were new to Northminster. Households that renewed their pledges from last year increased their pledges by 9 percent. For the past four years, people have fulfilled their pledges at a rate of about 98-99%. (Wow! And thank you!) Of the households that have not pledged in the past two years, 36 give regularly and 43 give occasionally.

**In 2020, the stewardship team is looking to boost pledges and thus our annual budget (currently \$766,625).** This will strengthen the church as we enter a time of staff changes and strategic planning. If you’d like to help in ways large or small, please contact a team chair about joining the stewardship team or send a 2020 pledge if you haven’t already done so.

Respectfully submitted, Rebecca Huehls

**Northminster Presbyterian Church  
2020 Budget**

	2019	2019		2020
	Actual	Budget	Over/Under	<i>Approved by Session Jan. 2020</i>
<b>Contributions and Income</b>				
Pledge Contributions	780,582	850,000	(69,418)	766,626
Demomination Support Contributions	8,153	9,270	(1,117)	8,360
Previous Year Pledges	10,045	-	10,045	-
Non-Pledge & Loose Plate	114,904	111,787	3,117	136,600
Foundation Contributions	137,937	136,884	1,053	108,000
Building Use & Other	5,236	13,177	(7,941)	8,000
Special Gifts	28,000	28,000	-	32,500
<b>Total Contributions and Income</b>	<b>1,084,858</b>	<b>1,149,118</b>	<b>(64,260)</b>	<b>1,060,086</b>
<b>Program Expense</b>				
Christian Education	8,683	12,875	(4,192)	11,000
Congregational Life	4,841	5,900	(1,059)	6,264
E-Team Outreach	3,636	5,700	(2,064)	4,030
Worship	39,851	39,851	-	24,550
Mission Benevolence Giving	78,656	85,348	(6,692)	76,663
Program Staff	509,429	513,774	(4,345)	483,473
Denomination Support	24,310	23,000	1,310	24,000
Total Program Expense	669,406	686,449	(17,043)	629,980
Building and General	212,896	206,566	6,330	194,593
Building Loan Interest	11,342	15,400	(4,058)	7,150
Office & Building Staff	207,381	210,839	(3,458)	211,905
Total General & Admin. Expense	431,619	432,805	(1,186)	413,648
<b>Total Program and Expense</b>	<b>1,101,024</b>	<b>1,119,254</b>	<b>(18,229)</b>	<b>1,043,628</b>
<b>Income Less Expense</b>	<b>(16,166)</b>	<b>29,864</b>	<b>(46,031)</b>	<b>16,458</b>
<b>Capital Cash Flows</b>				
Building Loan Principal Payments	(38,542)	(32,168)		(16,020)
<b>Net Cash Flow</b>	<b>(54,709)</b>	<b>(2,304)</b>		<b>438</b>

NORTHMINSTER PRESBYTERIAN CHURCH  
Balance Sheet All Funds - Year Ended December 31, 2019

Subject to Annual Review by CPA

	General Fund	Special Funds	McGaughey	Abundant Joy Capital Campaign			Columbarium	Deacons	Total
				Organ	Mission	Debt Reduction			
<b>Assets</b>									
<b>Current Assets</b>									
Cash and cash Equivalents	\$ 60,045	\$ 245,810	\$ -	\$ 249,590	\$ 14,274	\$ 43,838	\$ 7,755	\$ 5,006	\$ 626,320
Prepaid Expenses	2,148	-	-	-	-	-	-	-	2,148
Preschool Payroll Receivable	(394)	-	-	-	-	-	-	-	(394)
Other Receivables	2,242	-	-	-	-	-	1,400	-	3,642
Niche Inventory	-	-	-	-	-	-	13,103	-	13,103
<b>Total Current Assets</b>	<b>64,041</b>	<b>245,810</b>	<b>-</b>	<b>249,590</b>	<b>14,274</b>	<b>43,838</b>	<b>22,258</b>	<b>5,006</b>	<b>644,818</b>
<b>Church Property</b>									
Land and land improvements	508,900	-	-	-	-	-	-	-	508,900
Building and improvements	5,709,330	-	-	-	-	-	30,885	-	5,740,215
Building Improvement - Organ	-	-	-	767,887	-	-	-	-	767,887
Furniture and Equipment	456,810	-	-	-	-	-	-	-	456,810
Accumulated Depreciation	(2,324,322)	-	-	-	-	-	(2,945)	-	(2,327,267)
<b>Total Church Property</b>	<b>4,350,719</b>	<b>-</b>	<b>-</b>	<b>767,887</b>	<b>-</b>	<b>-</b>	<b>27,939</b>	<b>-</b>	<b>5,146,544</b>
<b>Other Assets</b>									
Investments	-	-	329,097	-	342,190	-	-	-	671,288
Presbyterian Foundation	-	24,180	-	-	-	-	-	-	24,180
<b>Total Other Assets</b>	<b>-</b>	<b>24,180</b>	<b>329,097</b>	<b>-</b>	<b>342,190</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>695,467</b>
<b>Total Assets</b>	<b>\$ 4,414,760</b>	<b>\$ 269,990</b>	<b>\$ 329,097</b>	<b>\$ 1,017,477</b>	<b>\$ 356,465</b>	<b>\$ 43,838</b>	<b>\$ 50,197</b>	<b>\$ 5,006</b>	<b>\$ 6,486,830</b>

NORTHMINSTER PRESBYTERIAN CHURCH  
Balance Sheet All Funds - Year Ended December 31, 2019

	General Fund	Special Funds	McGaughey	Abundant Joy Capital Campaign			Columbarium	Deacons	Total
				Organ	Mission	Debt Reduction			
<b>Liabilities and Net Assets</b>									
Current liabilities									
Accounts Payable	\$ 6,852	\$ 917	\$ -	\$ 17,594	\$ -	\$ -	\$ -	\$ -	\$ 25,363
Credit Cards Payable	5,563	10,207	-	-	-	-	-	373	16,142
Accrued Payroll	18,898	-	-	-	-	-	-	-	18,898
Deferred Niche Revenue	-	-	-	-	-	-	615	-	615
Prepaid Pledges	41,339	-	-	-	-	-	-	-	41,339
Salary Deduction Holding Accounts	544	-	-	-	-	-	-	-	544
Reserve Accounts	24	-	-	-	-	-	-	-	24
Current Maturities of PILP Note	32,016	-	-	-	-	-	-	-	32,016
<b>Total Current liabilities</b>	<b>105,237</b>	<b>11,124</b>	<b>-</b>	<b>17,594</b>	<b>-</b>	<b>-</b>	<b>615</b>	<b>373</b>	<b>134,942</b>
<b>Long Term Liabilities</b>									
Building Loan PILP, less current maturities	226,606	-	-	-	-	-	-	-	226,606
Long-Term Contract Fisk Organ	-	-	-	68,000	-	-	-	-	68,000
<b>Total Long Term Liabilities</b>	<b>226,606</b>	<b>-</b>	<b>-</b>	<b>68,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>294,606</b>
<b>Total Liabilities</b>	<b>331,843</b>	<b>11,124</b>	<b>-</b>	<b>85,594</b>	<b>-</b>	<b>-</b>	<b>615</b>	<b>373</b>	<b>429,548</b>
<b>Net Assets</b>									
Without donor restrictions - undesignated	4,082,917	7,204							4,090,121
Without donor restrictions - designated		69,599		48,865					118,464
<b>Total Without Donor Restrictions</b>	<b>4,082,917</b>	<b>76,803</b>		<b>48,865</b>					<b>4,208,585</b>
With donor restrictions		182,062	329,097	883,018	356,465	43,838	49,582	4,634	1,848,697
Total Net Assets	4,082,917	258,866	329,097	931,883	356,465	43,838	49,582	4,634	6,057,282
<b>Total Liabilities and Net Assets</b>	<b>\$ 4,414,760</b>	<b>\$ 269,990</b>	<b>\$ 329,097</b>	<b>\$ 1,017,477</b>	<b>\$ 356,465</b>	<b>\$ 43,838</b>	<b>\$ 50,197</b>	<b>\$ 5,006</b>	<b>\$ 6,486,830</b>



**NORTHMINSTER PRESBYTERIAN CHURCH**  
**Statement of Revenues and Expenses - All Funds**  
**For the Full Year 2019**

	GENERAL FUND	SPECIAL FUNDS	MCGAUGHEY FUND	ORGAN FUND	MISSION ENDOWMENT	DEBT		TOTAL ALL FUNDS
						REDUCTION FUND	DEACONS	
<i>Subject to Annual Review By CPA</i>								
<b>Revenues</b>								
2019 Pledge Income	\$ 788,735	\$ -	\$ -	\$ 109,907.12	\$ 76,934.99	\$ 87,909.70	\$ -	1,063,487
Loose Plate & Non Pledge Income	114,904	-	-	389,411	-	-	-	505,583
Other Year Pledge Income	10,045	-	-	-	-	-	-	10,045
Foundation Income	137,937	-	-	-	-	-	-	137,937
Interest/dividend Income	-	-	5,244	1,665	4,663	-	-	11,571
Estate Gifts to NPC	-	54,286	-	-	-	-	-	54,286
Other Income	5,236	-	-	20,500	-	-	-	34,057
Special Gifts	28,000	-	-	-	-	-	8,321	28,000
Contributions to Programs	-	120,808	-	-	-	-	-	120,808
Investment Income	-	-	51,661	24,097	42,981	-	-	118,740
<b>Total Support and Revenues</b>	<b>1,084,858</b>	<b>175,094</b>	<b>56,906</b>	<b>545,580</b>	<b>124,579</b>	<b>87,910</b>	<b>9,590</b>	<b>2,084,515</b>
<b>Expenses - Staff &amp; Teams</b>								
Program Staff	509,429	-	-	-	-	-	-	509,429
Office & Building Staff	207,381	-	-	-	-	-	-	207,381
Christian Education Team	8,683	-	-	-	-	-	-	8,683
Congregational Life Team	4,841	-	-	-	-	-	-	4,841
E - Team	3,636	-	-	-	-	-	-	3,636
Support Team (Building & General)	212,896	-	-	-	-	-	-	212,896
Worship Team	39,851	-	-	-	-	-	-	39,851
Subtotal	986,716	-	-	-	-	-	-	986,716
<b>Expenses - Other</b>								
Denomination Support	24,310	-	-	-	-	-	-	24,310
Benevolence	78,656	-	-	-	-	-	-	78,656
Program Activity Expenses	-	136,013	4,963	-	-	-	4,729	145,705
Other Expense	-	-	-	6	8	194	3,850	4,057
PLIP building loan interest	11,342	-	-	-	-	-	-	11,342
Subtotal	114,308	136,013	4,963	6	8	194	8,579	264,070
<b>Total Expense</b>	<b>1,101,024</b>	<b>136,013</b>	<b>4,963</b>	<b>6</b>	<b>8</b>	<b>194</b>	<b>8,579</b>	<b>1,250,786</b>
<b>Total Income Less Expense</b>	<b>\$ (16,166)</b>	<b>\$ 39,081</b>	<b>\$ 51,943</b>	<b>\$ 545,574</b>	<b>\$ 124,571</b>	<b>\$ 87,716</b>	<b>\$ 1,011</b>	<b>833,729</b>

Northminster Presbyterian Church  
2019 Donor Directed Gifts to Special Funds

75th Anniversary	\$	2,500
Video Streaming Upgrades		1,000
Building Reserve		2,025
Building Fund		2,500
Choir Activity Donations		325
Christmas Joy		2,217
Chrisitain Ed		170
Clothe A Child		8,175
Deacons' Fund		612
Disaster Relief		160
Engaging Young Adults Grant		1,014
Fortune Grant		50,000
Flower Fund		1,535
Heifer Project		372
Italian Night		4,022
Kenya Trip 2020		100
Library		300
Memorials		10,695
Back to School Extravaganza		4,600
Peace and Global Witness		760
O.G.H.S.		3,469
Pentecost Offering		1,599
Sound & Spirit		18,545
SDF Gifts		50,862
Stephen Ministry		50
Window Replacement		1,200
Youth Mission		133

## Northminster Presbyterian Church

### Pastors Change of Call

<u>Compensation Component</u>		<u>2019</u>	<u>2020</u> <i>(2% increase)</i>
Dr. Teri Thomas Senior Pastor	Salary & Housing	\$ 105,864	\$ 107,981
	Healthcare Reimbursement	4,235	4,319
	Social Security*	8,909	9,116
	Pension & Medical	40,737	41,551
	Discretionary	2,100	2,100
	Continuing Education	1,500	1,500
	<b>Total†</b>	<b>\$ 163,345</b>	<b>\$ 166,567</b>

Vacation: 6 Weeks  
Study Leave: 2 Weeks

Rev. Ruth Moore Associate Pastor			<i>(2% increase)</i>
	Salary & Housing	\$ 67,991	\$ 69,351
	Healthcare Reimbursement	2,720	2,774
	Social Security*	5,646	5,788
	Pension & Medical	26,162	26,686
	Discretionary	600	600
	Continuing Education	1,200	1,200
<b>Total</b>	<b>\$ 104,319</b>	<b>\$ 106,399</b>	

Vacation: 5 Weeks  
Study Leave: 2 Weeks

\* Social Security benefit is 1/2 of Self Employment tax.

† Figures shown are for full year. Actual expense will be apportioned thru May 1, 2020.

### Dissolution of Pastoral Relationship

Request that the pastoral relationship between Teri Thomas and Northminster Presbyterian Church be dissolved effective May 1, 2020 .

