



Annual Meeting of the Congregation

Northminster Presbyterian Church

January 31, 2021

Northminster Presbyterian Church
Indianapolis, Indiana
Annual Meeting Docket
January 31, 2021
Noon on Zoom

| | |
|--|-------------------------|
| Welcome | Moderator David Smazik |
| Opening Prayer | |
| Quorum | |
| 2020 Year in Review | |
| Minutes of Previous Meeting | Clerk Cheryl Plunkett |
| Statistical Report, page 2 | |
| Nominating Committee Report | David Neitzel |
| Election of Congregational Nominating Committee (6 at-large members)- Mary Beth Riner, Mark Moore, Douglas Sherow, Carol Frohlich, Chad Kincaid, Blake Schlabach | |
| Election of Deacons: Carol Frohlich (1 yr.), Amy Johnson (1 yr.), Debbie Grush (3 yr.), Sophie Johnson (Youth Deacon, 1 yr.) | |
| Election of Elder: Jessica Gritton (Youth Elder, 1 yr.) | |
| Necrology Report and Prayer, page 2 | Ruth Chadwick Moore |
| Financial Report, pages 4-8 | Rob Rothrock, Treasurer |
| Review of 2020 | Lori Schlabach |
| Presentation of 2021 | |
| Foundation – Motion to Amend Articles of Incorporation | Tom Stayton |
| Resolution Recommending Amendment, page 9 | |
| Exhibit A – Article III (Amended), page 10 | |
| Review of Annual Reports, pages 15-31 | David Smazik |
| Personnel Committee | Allison Gritton |
| Changes in Terms of Call, page 32 | |
| Special Presentation | |
| Report of the Pastor, page 14 | David Smazik |
| Questions and Answers | |
| Closing Prayer | |
| Adjournment | |

Session Statistical Report 2020

Membership as of January 1, 2020 **598**

Gains:

| | |
|-------------------------------|----------|
| Profession of Faith | 2 |
| Reaffirmation of Faith | 2 |
| Letter of Transfer | 0 |
| Restored to membership | 0 |

Total Gains **4**

Losses:

| | |
|-----------------|-----------|
| Transfer | 6 |
| Removal | 2 |
| Deaths | 20 |

Total Losses **28**

Membership Total as of December 31, 2020 **574**

Other Totals

| | |
|--------------------------|----------|
| Baptisms (Infant) | 3 |
| Baptisms (Adult) | 0 |
| Weddings | 0 |

Northminster Members - Deceased

**Yvonne Parker
Alma Miller
Edwin Hunter
Frances Barrows
Gracie Edwards
Jinny Bork
Pat Ward
Netta Mae Browne
Mary Calkins
Mary Sue George
Charlotte Swenson
Margo Collins
Norma Wilson
Bob Rogers**

**Joyce Hall
Catherine Lord
Lee Porter Morack
Jean Burton
Juanita Cox
Jack Jones**

Northminster Presbyterian Church Treasurer's Report

For Year ending 12/31/2020

There is a line in a song that goes like this: "there is a light at the end of the tunnel, I sure hope it is not a train". As I am writing this all the numbers are not final yet, but I do believe the light is not a train.

Financially we had a pretty good year.

1. The chancel remodel is done and paid for.
2. Opus 154 is installed, working and paid for.
3. The finance committee, our bankers and Session felt it was a good idea to apply for a PPP loan under the CARES Act given the uncertainty we were facing. We received the loan and were able to keep everybody employed. We have met all the requirements to get the loan forgiven and have submitted the request.
4. The numbers are not final but it looks like we will have a budget surplus.
5. The church budget for 2021 is virtually the same for 2020. Finance will re-examine during the first quarter to make any adjustments.
6. Of the stewardship money pledged we have received 101%.
7. After adjustments for moves, deaths and financial difficulty, the Abundant Joy pledges were about 95% fulfilled, with funds still being received.
8. The P.E. MacAllister Estate gave NPC a gift sufficient to pay off the existing mortgage and in addition make a sizable contribution to the corpus of the Foundation.
9. Paying off the mortgage will allow the foundation to reduce the contribution to the church to a much more sustainable rate.

None of this could be possible without the generous support of everyone who believes in the ministry of this church and the mission to seek, serve and embrace. On behalf of the Finance Committee, thanks for your support.

Rob Rothrock, Treasurer

**Northminster Presbyterian Church
2021 General Fund Budget Comparison**

| | 2020 | 2020 | | 2021 |
|---------------------------------------|------------------|------------------|-----------------|-------------------------------------|
| | Actual | Budget | Over/Under | Approved by Session Dec. 2020 |
| Contributions and Income | | | | |
| Pledge Contributions | 771,919 | 766,626 | 5,293 | 780,000 |
| Demomination Support Contributions | 8,373 | 8,360 | 13 | 8,360 |
| Previous Year Pledges | 3,828 | - | 3,828 | - |
| Non-Pledge & Loose Plate | 115,563 | 136,600 | (21,037) | 110,000 |
| Foundation Contributions | 118,490 | 108,000 | 10,490 | 94,147 |
| Building Use & Other | 1,456 | 8,000 | (6,544) | 3,500 |
| Released from Restriction PPP | 114,533 | | 114,533 | |
| Special Gifts | 23,128 | 32,500 | (9,372) | 32,500 |
| Total Contributions and Income | 1,157,290 | 1,060,086 | 97,204 | 1,028,507 |
| Expense | | | | |
| Christian Education | 6,199 | 11,000 | (4,801) | 11,000 |
| Congregational Life | 4,864 | 6,264 | (1,400) | 6,264 |
| E-Team Outreach | 150 | 4,130 | (3,980) | 4,130 |
| Worship | 22,701 | 24,550 | (1,849) | 26,370 |
| Mission Benevolence Giving | 76,539 | 76,663 | (124) | 78,000 |
| Program Staff | 422,029 | 483,473 | (61,444) | 488,888 |
| Denomination Support | 24,668 | 24,000 | 668 | 24,000 |
| Total Program Expense | 557,150 | 630,080 | (72,930) | 638,652 |
| Building and General | 220,696 | 194,593 | 26,103 | 199,497 |
| Building Loan Interest | 934 | 7,150 | (6,216) | - |
| Office & Building Staff | 212,400 | 211,905 | 495 | 210,803 |
| Total General & Admin. Expense | 434,030 | 413,648 | 20,382 | 410,300 |
| Total Expense | 991,180 | 1,043,728 | (52,548) | 1,048,952 |
| Income Less Expense | 166,110 | 16,358 | 149,752 | (20,445) |

Transfers To(From) General Fund During 2020

| | |
|---|--------------------|
| MacAllister Estate Gift | \$ 198,413 * |
| Building Loan Principal Payments | (254,974) |
| From Building Reserve for repairs & maintenance | 18,382 |
| From Capital Campaign for debt reduction | 42,000 |
| To Organ Fund | (50,000) |
| Designated for Exterior Signs | (10,000) |
| Designated for Senior Pastor Search | (10,000) |
| Designated for Worship Technology | (10,000) |
| Total Transfers To(From) General Fund | \$ (76,179) |

*Total MacAllister Estate gift was \$400,000. The remaining \$201,587 went to the Foundation.

NORTHMINSTER PRESBYTERIAN CHURCH
Statement of Revenues and Expenses - All Funds
For the Full Year 2020

| | GENERAL FUND | SPECIAL FUNDS | MCGAUGHEY FUND | ORGAN FUND | MISSION ENDOWMENT | DEBT REDUCTION FUND | PPP Loan | COLUMBARIUM | DEACONS | TOTAL ALL FUNDS |
|--|-------------------|---------------------|----------------|------------------|-------------------|---------------------|---------------------|-----------------|-----------------|------------------|
| | | | | | | | | | | |
| <i>Subject to Annual Review By CPA</i> | | | | | | | | | | |
| Revenues | | | | | | | | | | |
| 2020 Pledge Income | \$ 771,919 | \$ - | \$ - | \$ 24,351 | \$ 17,045 | \$ 26,341 | \$ - | \$ - | \$ - | \$ 839,656 |
| 2020 Denomination Support Contributec | 8,373 | - | - | - | - | - | - | - | - | 115,563 |
| Loose Plate & Non Pledge Income | 115,563 | - | - | - | - | - | - | - | - | 3,828 |
| Other Year Pledge Income | 3,828 | - | - | - | - | - | - | - | - | 118,490 |
| Foundation Income | 118,490 | - | - | - | - | - | - | - | - | 10,541 |
| Interest/dividend Income | 88 | - | 5,023 | 21 | 5,409 | - | - | - | - | 45,799 |
| Estate Gifts to NPC | - | 45,799 | - | - | - | - | - | - | 6,295 | 7,645 |
| Other Income | 1,350 | - | - | - | - | - | - | - | - | 23,128 |
| Special Gifts | 23,128 | - | - | - | - | - | - | - | - | 111,847 |
| Contributions to Programs | - | 80,318 | - | 28,341 | - | - | (114,533) | - | 3,188 | - |
| Release from Restriction PPP | 114,533 | - | - | - | - | - | - | - | - | - |
| Investment Income | 18 | - | 21,207 | 674 | 23,197 | - | - | - | - | 45,096 |
| Total Support and Revenues | 1,157,290 | 126,116 | 26,230 | 53,387 | 45,651 | 26,341 | (114,533) | - | 9,483 | 1,329,965 |
| Expenses - Staff & Teams | | | | | | | | | | |
| Program Staff | 422,029 | - | - | - | - | - | - | - | - | 422,029 |
| Preschool Staff | - | - | - | - | - | - | 24,722 | - | - | - |
| Office & Building Staff | 212,400 | - | - | - | - | - | - | - | - | 212,400 |
| Christian Education Team | 6,199 | - | - | - | - | - | - | - | - | 6,199 |
| Congregational Life Team | 4,864 | - | - | - | - | - | - | - | - | 4,864 |
| E -Team | 150 | - | - | - | - | - | - | - | - | 150 |
| Support Team (Building & General) | 220,696 | - | - | - | - | - | - | - | - | 220,696 |
| Worship Team | 22,701 | - | - | - | - | - | - | - | - | 22,701 |
| Subtotal | 889,039 | - | - | - | - | - | 24,722 | - | - | 913,760 |
| Expenses - Other | | | | | | | | | | |
| Denomination Support | 24,668 | - | - | - | - | - | - | - | - | 24,668 |
| Benevolence | 76,539 | - | - | - | - | - | - | - | - | 76,539 |
| Program Activity Expenses* | - | 314,090 | 25,520 | - | 17,109 | - | - | - | 3,477 | 360,195 |
| Other Expense | - | - | - | 1 | 24 | - | - | 372 | 2,918 | 3,315 |
| PILP building loan interest | 934 | - | - | - | - | - | - | - | - | 934 |
| Subtotal | 102,141 | 314,090 | 25,520 | 1 | 17,133 | - | - | 372 | 6,395 | 465,651 |
| Total Expense | 991,180 | 314,090 | 25,520 | 1 | 17,133 | - | 24,722 | 372 | 6,395 | 1,379,412 |
| Total Income Less Expense | \$ 166,110 | \$ (187,974) | \$ 711 | \$ 53,386 | \$ 28,518 | \$ 26,341 | \$ (139,255) | \$ (372) | \$ 3,088 | (49,448) |

*Includes \$201,587 MacAllister Estate gift transfer to Foundation. See detail of special funds expenditures on page 8.

NORTHMINSTER PRESBYTERIAN CHURCH
Balance Sheet All Funds - Year Ended December 31, 2020

Subject to Annual Review by CPA

| | GENERAL | DESIGNATED | McGAUGHEY | ORGAN | MISSION | CAPITAL FUND | PPP Fund | COLUMBARIUM | DEACONS | Total |
|---------------------------------------|---------------------|-------------------|-------------------|-------------------------------|-------------------|--------------|------------------|------------------|-----------------|---------------------|
| | | | | Abundant Joy Capital Campaign | | | | | | |
| ASSETS | | | | | | | | | | |
| Current Assets | | | | | | | | | | |
| Cash and cash Equivalents | \$ 152,466 | \$ 299,008 | \$ - | \$ - | \$ 4,211 | \$ - | \$ - | \$ 7,383 | \$ 8,452 | \$ 467,309 |
| Prepaid Expenses | 18,009 | - | - | - | - | - | - | - | - | 18,009 |
| Other Receivables | 1,280 | - | - | - | - | - | - | 1,400 | - | 2,680 |
| Niche Inventory | - | - | - | - | - | - | - | 13,103 | - | 13,103 |
| Total Current Assets | 171,754 | 299,008 | - | - | 4,211 | - | - | 21,886 | 8,452 | 501,100 |
| Church Property | | | | | | | | | | |
| Land and land improvements | 508,900 | - | - | - | - | - | - | - | - | 508,900 |
| Building and improvements | 5,722,225 | - | - | - | - | - | - | 30,885 | - | 5,753,110 |
| Building Improvement - Organ | - | - | - | 1,030,586 | - | - | - | - | - | 1,030,586 |
| Furniture and Equipment | 333,586 | - | - | - | - | - | - | - | - | 333,586 |
| Accumulated Depreciation | (2,320,594) | - | - | - | - | - | - | (3,621) | - | (2,324,215) |
| Total Church Property | 4,244,118 | - | - | 1,030,586 | - | - | - | 27,263 | - | 5,301,967 |
| Investments | - | - | 329,808 | - | 380,772 | - | - | - | - | 710,580 |
| Charitable Remainder Trusts | - | 24,180 | - | - | - | - | - | - | - | 24,180 |
| Other Assets | - | 24,180 | 329,808 | - | 380,772 | - | - | - | - | 734,759 |
| TOTAL ASSETS | \$ 4,415,872 | \$ 323,188 | \$ 329,808 | \$ 1,030,586 | \$ 384,983 | \$ - | \$ - | \$ 49,149 | \$ 8,452 | \$ 6,537,826 |
| LIABILITIES | | | | | | | | | | |
| Current liabilities | | | | | | | | | | |
| Accounts Payable | \$ 8,649 | \$ 171 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 8,820 |
| Credit Cards Payable | 3,135 | 6,628 | - | - | - | - | - | - | 730 | 10,493 |
| Accrued Payroll | 19,569 | - | - | - | - | - | - | - | - | 19,569 |
| Deferred Niche Revenue | - | - | - | - | - | - | - | 615 | - | 615 |
| Prepaid Pledges | 8,303 | - | - | - | - | - | - | - | - | 8,303 |
| Salary Deduction Holding Accounts | 3,780 | - | - | - | - | - | - | - | - | 3,780 |
| Reserve Accounts | 24 | - | - | - | - | - | - | - | - | 24 |
| PPP Loan | - | - | - | - | - | - | 139,255 | - | - | 139,255 |
| Total Current liabilities | 43,460 | 6,799 | - | - | - | - | 139,255 | 615 | 730 | 190,859 |
| Long Term Liabilities | | | | | | | | | | |
| Total Long Term Liabilities | - | - | - | - | - | - | - | - | - | - |
| TOTAL LIABILITIES | 43,460 | 6,799 | - | - | - | - | 139,255 | 615 | 730 | 190,859 |
| NET ASSETS | 4,372,411 | 316,390 | 329,808 | 1,030,586 | 384,983 | - | (139,255) | 48,534 | 7,722 | 6,346,968 |
| TOTAL LIABILITIES & EQUITY | \$ 4,415,872 | \$ 323,188 | \$ 329,808 | \$ 1,030,586 | \$ 384,983 | \$ - | \$ - | \$ 49,149 | \$ 8,452 | \$ 6,537,826 |

**Northminster Presbyterian Church
2020 Donor Directed Gifts to Special Funds**

| | | |
|------------------------------------|----|--------|
| 75th Anniversary | \$ | 250 |
| Memorials | | 7,745 |
| Building Fund | | 50 |
| Choir Activity Donations | | 7,000 |
| Christmas Joy | | 2,010 |
| Chrisitain Ed SDF | | 100 |
| Clothe A Child | | 10,755 |
| Deacons' Fund | | 3,188 |
| Deacons COVID Emergency Assistance | | 3,020 |
| Disaster Relief | | 45 |
| Flower Fund | | 390 |
| Gleaners | | 1,463 |
| Heifer Project | | 102 |
| Library | | 420 |
| Merriman Bible Fund | | 25 |
| Mission Benevolence | | 5,000 |
| Peace and Global Witness | | 1,560 |
| O.G.H.S. | | 2,934 |
| Pentecost Offering | | 2,665 |
| Sound & Spirit | | 16,256 |
| Youth Mission | | 30 |

Northminster Presbyterian Church
2020 Special Funds Expenses

| | | |
|--|-----------|----------------|
| Circle 3 Mission Giving | \$ | 571 |
| Back to School Extravaganza | | 2,000 |
| Emergency Assistance Fund (grant funded) | | 1,602 |
| Deacons Emergency Asst Fund (COVID) | | 1,030 |
| Gleaners Food Bank | | 1,453 |
| Clothe-A-Child | | 8,889 |
| Christmas Joy | | 3,200 |
| Video Streaming Upgrades (grant funded) | | 5,000 |
| Video Streaming Updgrades | | 1,050 |
| Designated Fund (T Thomas) | | 20 |
| Engaging Young Adults (grant funded) | | 513 |
| 75th Anniversary | | 1,209 |
| Weddings & Funerals | | 1,450 |
| Estate Gifts to Foundation | | 236,739 |
| Disaster Relief | | 25 |
| One Great Hour of Sharing | | 3,369 |
| Peace/Pentecost expense | | 2,997 |
| Merriman Bible Fund Expense | | 97 |
| Christian Education | | 2,558 |
| Choir Activities Reserve Expense | | 7,325 |
| Kenya Trip | | 1,425 |
| Sound & Spirit | | 8,772 |
| Memorial Fund Expense | | 18,024 |
| Post High School Assistance | | 4,396 |
| Adjusting Entries | | (95) |
| Worship Seasonal Flowers and Decoration | | 470 |
| Total Special Fund Expenses | \$ | 314,090 |

**Resolutions of the Board of Directors of The
Northminster Presbyterian Church Foundation,
Inc. Recommending Amendment of Article III of
the Articles of Incorporation
-Adopted January 21, 2021-**

Whereas, Article III of the Articles of Incorporation of The Northminster Presbyterian Church Foundation, Inc. (the “Foundation”), as amended and presently in force, require that three of the nine members of the Board of Directors of the Foundation at any given time shall also be ordained elders of Northminster Presbyterian Church of Indianapolis (the “Church”); and,

Whereas, it has been both difficult to find, nominate and elect enough persons who are also elders of the Church as Directors, and unduly burdensome on those elders who have had to serve as both members of the Church Session and also members of the Foundation; and,

Whereas, all communicant members in good standing of the Church are also members of the Foundation eligible to vote for, and to be nominated and elected as, Directors of the Foundation in accordance with the Articles and Bylaws of the Foundation and, as such, have discretion over the leadership of the Foundation and represent a full and adequate pool of members of the Foundation from whom Directors may be nominated and elected; and,

Whereas, the Directors believe that Article III is unduly restrictive and makes it difficult to find candidates for election to the Board and is unnecessary in light of the nexus between the Church and the Foundation by virtue of their common membership, and that said Article III needs to be amended to delete the requirement that three Directors at any given time must also be elders of the Church; and,

Whereas, in accordance with applicable law, the affirmative vote of the majority of the members of the Foundation is necessary to amend the Articles of Incorporation of the Foundation;

Now, therefore, in consideration of the premises, and after reviewing and discussing the proposed amendment to Article III of the Articles of Incorporation attached hereto as Exhibit A and made a part hereof, and after due deliberation and discussion, the Board of Directors believes that the proposed amendment to Article III should be approved and recommends to the members that they should affirmatively vote to adopt the same as submitted, and in connection therewith should authorize the officers of the Foundation to take such actions as may be necessary to amend the Articles of Incorporation in connection therewith and to file appropriate papers with the Indiana Secretary of State and such other regulatory authorities as may be required in order to accomplish the same.

All of the foregoing being so **resolved** this 21st day of January, 2021.

Certified to be a true, correct and accurate copy of the Resolutions of the Board of Directors of The Northminster Presbyterian Church Foundation, Inc. Recommending Amendment of Article III of the Articles of Incorporation duly adopted by the Board of Directors at its meeting held on Thursday, January 21, 2021.

Thomas G. Stayton President

Attest:

John R. Carr III Secretary

Date _____

Date _____

ARTICLE III (AMENDED) Board of Directors

Exhibit A

The affairs of this Foundation shall be conducted by a Board of Directors consisting of nine Directors, who shall serve staggered terms of three years each as set forth in the original Article III of these Articles (now superseded except as referenced in this Article III), so that in each year the terms of three Directors shall expire and three Directors shall be nominated and elected to succeed them. Directors may be nominated and elected to succeed themselves; provided, however, that no Director who has served two consecutive three-year terms may be elected to another term until one year shall have elapsed following the prior service. At all times, each of the Directors must be a member of the Foundation as defined in Article V.

Directors shall be nominated and elected by the members of the Foundation at the concurrent annual meetings of the congregation of Northminster Presbyterian Church and of the members of the Foundation. The Board of Directors shall submit and recommend its slate of representatives to the Nominating Committee of the Session of the Church who shall present those names to the members of the Foundation for election. Directors so nominated and elected have consented to serve, and shall serve, until their successors are nominated and elected.

The Board of Directors shall have the power to fill vacancies on the Board of Directors or in any office, and to establish and maintain such committees as they may choose, and to prescribe the duties, rights and powers thereof.

NORTHMINSTER FOUNDATION ANNUAL REPORT 2020

At the end of 2020, the Northminster Presbyterian Church Foundation, Inc., oversaw approximately \$3.09 million in assets, with \$2.3 million in unrestricted funds and the balance in funds restricted to particular uses according to the donors' wishes. These monies are invested in a mix of equities (mutual funds), fixed income instruments (corporate bonds and notes), and money market funds. These investments performed well in 2020, although slightly under the S&P 500.

During 2020, the Foundation:

- Provided ~\$112,000 in ongoing support to the Church's operating expenses
- Received ~\$236,000 in contributions from deceased members' estates
- Distributed ~\$3,190 to the Whitewater Presbytery to support seminary students

The Foundation also helped pay some of the final costs of the new organ that were not covered by the capital campaign. One deceased member's generous bequest allowed the Foundation to pay off the remaining balance owed on the loan for the construction of the new Gathering Space, leaving that project debt free.

The Foundation typically holds one event each year to increase participation in the Legacy Society, whereby members designate a portion of their estates to be donated to the Foundation. Due to the coronavirus pandemic, the Foundation was unable to hold any Legacy Society events in 2020. However, the Foundation was featured prominently in the Fall 2020 edition of *Proclaim* magazine as a way to increase awareness of our purpose and activities. The Foundation looks forward to opportunities to host a Legacy Society event when circumstances permit and is investigating methods to recognize new members in the future.

Directors for 2020 were:

Craig Hittle
Pennie Lumley
Marilyn Mart

John Carr
Deb Ronco
Tom Stayton

Wesley Lancaster
Joyce Mallette
Dale Theobald

Directors for 2021 are:

Dawn Dinwiddie
Wesley Lancaster
Dale Theobald

Andrea Newsom
Pennie Lumley
Joyce Mallette

John Carr
Deb Ronco
Tom Stayton

Officers for 2021 are:

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

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

Respectfully Submitted,
Tom Stayton, 2020 President

Northminster Presbyterian Church Foundation
Statement of Financial Position by Fund
December 31, 2020

| Account | <u>1 General Fund</u> | <u>2 General Fund Relief</u> | <u>3 Closterhouse Fund</u> | <u>4 Mathias</u> | <u>5 McGaughey Fund</u> | <u>6 Mission Fund</u> | <u>Total all Fund Name</u> |
|---|-----------------------|------------------------------|----------------------------|------------------|-------------------------|-----------------------|----------------------------|
| Assets | | | | | | | |
| Current Assets | | | | | | | |
| 10100 Fidelity Main Core Account | \$ 341,887 | \$ - | \$ - | \$ - | \$ - | \$ - | 341,887 |
| 10200 Funds in Transit | 10,240 | - | - | - | - | 4,211 | 14,451 |
| Total Current Assets | 352,127 | - | - | - | - | 4,211 | 356,338 |
| Investments | | | | | | | |
| 14100 Fidelity Mutual Funds at Market | 1,259,078 | 384,105 | - | 70,671 | 329,731 | 381,633 | 2,425,218 |
| 14200 PILP Note | 308,872 | - | - | - | - | - | 308,872 |
| Total Investments | 1,567,950 | 384,105 | - | 70,671 | 329,731 | 381,633 | 2,734,090 |
| Net Fixed Assets | - | - | - | - | - | - | - |
| Total Net Fixed Assets | - | - | - | - | - | - | - |
| Total Assets | 1,920,077 | 384,105 | - | 70,671 | 329,731 | 385,844 | 3,090,428 |
| Liabilities & Net Assets | | | | | | | |
| Liabilities | | | | | | | |
| Total Liabilities | | | | | | | |
| Net Assets | - | - | - | - | - | - | - |
| 30000 Unrestricted | 1,920,077 | - | - | - | - | - | 1,920,077 |
| Unrestricted-Current Year | - | - | - | - | - | - | - |
| Unrestricted-Current Year-Total | 1,920,077 | - | - | - | - | - | 1,920,077 |
| 31000 Restricted | - | 384,105 | - | 70,671 | 329,731 | 385,844 | 1,170,351 |
| Restricted-Current Year | - | - | - | - | - | - | - |
| Restricted-Current Year-Total | - | 384,105 | - | 70,671 | 329,731 | 385,844 | 1,170,351 |
| Total Net Assets | 1,920,077 | 384,105 | - | 70,671 | 329,731 | 385,844 | 3,090,428 |
| Total Liabilities & Net Assets | \$ 1,920,077 | \$ 384,105 | \$ - | \$ 70,671 | \$ 329,731 | \$ 385,844 | \$ 3,090,428 |

Northminster Presbyterian Church Foundation
 YE Statement of Revenues and Expenses by Fund
 December 31, 2020

| | <u>General Fund</u> | <u>GF Relief</u> | <u>Closterhouse</u> | <u>Mathias</u> | <u>McGaughey</u> | <u>Mission</u> | <u>Total</u> |
|-----------------------------------|---------------------|------------------|---------------------|-----------------|------------------|------------------|-------------------|
| Revenue | | | | | | | |
| Contributions | | | | | | | |
| Legacies and Bequests | \$ 236,739 | \$ - | \$ - | \$ - | \$ - | \$ - | 236,739 |
| Other Contributions | 10,240 | - | - | - | - | 14,211 | 24,451 |
| Total Contributions | 246,979 | - | - | - | - | 14,211 | 261,190 |
| Investment Revenue | | | | | | | |
| Dividends | 17,338 | 4,643 | 28 | 825 | 4,007 | 4,303 | 31,144 |
| Interest | 6,980 | 1,243 | 13 | 216 | 1,039 | 1,106 | 10,597 |
| Short-Term Gain(Loss) - Realized | - | - | - | - | - | - | - |
| Long-Term Gain(Loss) - Realized | 1,326 | 403 | 7 | 71 | 338 | 361 | 2,506 |
| Unrealized Gain (Loss) | 109,523 | 26,759 | (592) | 3,944 | 20,868 | 23,697 | 184,199 |
| Interfund Transfer of Income | 24,017 | (24,017) | - | - | - | - | - |
| Total Investment Revenue | 159,184 | 9,030 | (543) | 5,055 | 26,253 | 29,467 | 228,446 |
| Total Revenue | 406,163 | 9,030 | (543) | 5,055 | 26,253 | 43,677 | 489,635 |
| Expenses | | | | | | | |
| Church Support | 112,271 | - | - | - | - | - | 112,271 |
| Insurance | 199 | - | - | - | - | - | 199 |
| Postage & Delivery | - | - | - | - | - | - | - |
| Printing | - | - | - | - | - | - | - |
| Program Expense | - | - | 6,272 | 3,186 | 25,520 | - | 34,977 |
| Transaction Fees | 102 | 27 | 0 | 5 | 22 | 24 | 180 |
| Development Expense | - | - | - | - | - | - | - |
| Total Expenses | 112,573 | 27 | 6,272 | 3,190 | 25,542 | 24 | 147,627 |
| Total Change in Net Assets | \$ 293,590 | \$ 9,003 | \$ (6,815) | \$ 1,865 | \$ 711 | \$ 43,653 | \$ 342,008 |

2020

Rev. Dr. David J. Smazik

As I write these lines, I have just entered the fifth month of my tenure as your interim pastor. The phrase, ‘one year ago today’, is much overused but I must invoke a bit of nostalgia. Here we are together, on the north side of Indianapolis, approaching the one-year anniversary of a devastating pandemic accompanied by shocking physical and emotional reminders of a nation torn by hostility and dissonance. This scenario is completely beyond what any one of us would have conjured up in our imaginations one year ago today.

And yet the heartbeat of this body of Christ, committed to seek, serve and embrace, is strong. You have helped in these early months to maintain the seasonal aspects of Northminster – nominating/ electing new officers, stewardship, Advent – and given support as I’ve initiated efforts to fully engage so that NPC is in the best possible place for the arrival of a permanent senior pastor.

As I take a balcony view of this time, I have been overwhelmed by engaging, faithful, and committed members of this body, beginning with my interactions with the impressive personnel/interim search committee. But it didn’t stop there. The congregation is enriched by a wealth of deeply spiritual, gifted and expectant members. I believe this can be directly attributed to the ministries of Teri, Ruth, and your past leaders.

In preparation for the annual meeting, I learned there is often a theme which can be drawn from a popular movie. One of my all-time favorites is *Apollo 13*. In pivotal scenes, the astronauts and control center personnel convert algorithms with pencil and paper to confirm coordinates that will sustain the mission and prepare for a return to earth. Like much of life in 2020, NPC is on a new trajectory without some usual backup systems in place to sustain the work and guide reentry. I am certain that together in this place, as we look ‘to the heavens’ for guidance, this congregation will be prepared to confidently enter into its next era of ministry and purpose. Glory be to God!

Annual Report for 2021 Congregational Meeting from Associate Pastor Ruth Moore

Wow, what a year right? The words I use for 2020 are chaos, change, pivot, grief, fear, healing, persistence, and gratitude. I would like to use some other words, but I won't since this is a church publication!

With Teri Thomas' retirement and the beginning of on-line only worship on March 15, my call and ministry changed dramatically. As the solo pastor, with no actual authority, but in a time when decisions needed to be made, it was a stressful time. Your Session stepped up to make decisions, your Deacons stepped up to keep in touch with everyone, and your staff learned to do things in new ways. It really has been remarkable how flexible, adaptable and engaged the staff and leadership have been this year at Northminster. That is something we should all be grateful for.

My mother died of Covid-19 on July 15th. That was a difficult time for me personally. Then I had a health scare, heart surgery, and 3 months of rest and recuperation at home before coming back to serve again in November. But once again leadership and staff stepped in to keep the church alive and vital and to continue doing ministry and worship. Carol McDonald took over some of my duties, and John Wright continued to provide and lead worship. Then our interim head of staff, Dave Smazik, came in September to seamlessly and with enthusiasm and excellent leadership skills provide the guidance to move forward in a time of transition. More reasons for gratitude. I personally am grateful to the Personnel Committee for giving me the time to heal and allowing me to come back to serving the church in a gradual way in November and December.

As we look forward to 2021 with hope that we can gather again safely and make plans for the future of Northminster, I am excited about what is to come for us as a congregation. I continue to work with the Deacons, Mission Team, Congregational Life Team, Evangelism Team, as well as a newly formed Care Team. These wonderful servants and volunteers have plans for us to minister to and with our congregation and neighborhood to share the good news of God's love in Jesus Christ and to make a difference in the lives of others. I am grateful for their leadership and service.

It is an exciting time of transition for Northminster but change often makes me anxious. We may be doing things differently and with different leadership, but I am putting my faith and trust in God. God will show us the way to a bright and hopeful future as we continue to care for our own and reach out into a hurting world that needs the Christian message of hope and reconciliation. Thank you all for allowing me to be a part of that ministry. I am grateful!

Ruth Chadwick Moore

Associate Pastor

Annual Report - Parish Associate Carol McDonald

Though I've been your Parish Associate for close to 5 years, I've never before contributed to an annual report. It seemed appropriate to comment on my expanded participation in 2020. When 2020 began, I assumed my prior commitments would continue: work as much as possible with the Christian Education Team, especially in planning and leading Adult Education opportunities; preach, lead worship, and other 'duties' as requested by the Pastor/Head of Staff. Then Pastor Teri retired. Then COVID-19 struck. Then the search for an Interim Pastor began. Then Pastor Ruth was hospitalized. Then Pastor Ruth began a 3-month medical leave. Finally, Pastor Dave arrived!

Between March 15 and December 31, it was my profound privilege to

- Serve as Acting Head of Staff from August 13 – September 7.
- Moderate the July and August meetings of the Session.
- Participate in weekly staff meetings, beginning August 10.
- Work with Ruth and John and Dave to plan and lead worship.
- Preach 16 times.
- Help plan Advent and Christmas 2020, including Wednesday devotions.
- Facilitate conversations about 1 film and 3 books related to issues of structural racism and white privilege.
- Spend time with the Board of Deacons, the Congregational Life and Mission Teams, the Re-Opening Task Force, the Christian Education Team and the Session.
- Work with Pastor Dave, the Stephen Ministry Leaders, Denise Harrington, and representatives of the Board of Deacons to create a Coordinating Team for Pastoral Care needs in the congregation.
- Work with so many dedicated and committed church members – sharing in conversation and ministry opportunities.

2020 tested our resilience, our resolve, our patience – even as God continued to challenge and prod and nudge our seeking, serving, and embracing. I believe 2020 revealed to us how much we love this church and its people. My prayer is that, in 2021, we will 'reimagine the gift' that is this community of faith. May our reimagining draw us closer to each other, closer to our neighbors, and closer to our Creator. And to God be the glory!

Annual Report for Senior Ministry 2020 – Denise Harrington

The first thing we can all say is 2020 did not turn out to be the year we thought it would be. There was a lot of anticipation for the 20/20 vision. A new decade with new hope and new adventures. Well, 2020 was new but not as expected. January started as scheduled with 3B exercise classes at all three churches. Caregiver and Health Support groups were meeting as scheduled. All seemed well until March 12th when the buzz about COVID 19/ Coronavirus started circulating and the first case was reported here in Indianapolis. The term quarantine and stay at home orders started to be everyday discussion. Surely, this could not last very long.

Now, it is nine months later and we are still not able to meet in person. 3B classes have not met since March 2020. Support groups started to meet weekly via Zoom. The support seemed necessary to help everyone adjust to this "new norm" of not being able to meet in person. The Caregiver Support Group continues to meet weekly. The Alzheimer's Support and Health Care Support groups meet twice a month. Care and Concern calls began and continue to this day. We do not know what the "new norm" will look like but we can assured God will be present with us. Happy 2021!

Annual Report Music Ministry 2020
submitted by John Wright, Director of Music Ministries

Although it is tempting to report what we could not or did not do in 2020, it is my delight to report what we could and did do. On a warm sunny Sunday in early March in central Indiana (which in itself is a miracle), a large truck entered Northminster's parking lot. Inside the truck was a disassembled Fisk organ, specifically Opus 154, for Northminster Presbyterian Church. A chili lunch was provided as the congregation and friends gathered to unload the organ. In my years working for the church, I have experienced a few special moments. None have been brighter and more meaningful than the afternoon of the organ unloading. Each time I looked out the windows of the gathering place, there was a constant line of Northminster members and friends awaiting their turn to unload pieces of the organ and carry them into the sanctuary. There were children as young as 4 and adults as old as 90. In the following days, Fisk employees erected the instrument and began the tedious process of properly placing each pipe, each wire, each switch into place. On Friday, March 13, they abruptly returned to Massachusetts, unsure of when they would return to Indianapolis. Apparently, there was a strange, new, and dangerous virus invading the U.S. A few months later, Fisk employees did return, including the president of the company, and properly voiced and tuned the instrument. Northminster paid the final invoice at the end of December. We now house Fisk, Opus 194, which will be played for the glory of God and which will provide solace and joy to countless souls for many decades to come.

As you may know, singing with a group of humans is a dangerous act during Covid 19. The droplets expelled from a person's mouth have the potential to be highly contagious. Be that as it may, the Chancel Choir did meet occasionally to sing together – outside in the parking lot, distanced, and masked. In October, the choir met each Sunday afternoon, and in December we met on a Wednesday evening amidst snow flurries to sing Christmas anthems and carols we have appreciated over the years. The latter event was filmed, and "Silent Night" was interjected in our Christmas Eve online service.

Thankfully, beginning in late October, the Section Leaders ensured the integrity, beauty, and dignity of Northminster worship would stay intact despite our congregation not being able to gather in person. Along with Marko Petricic at the organ, the singers have offered recordings of musical prayer and praise on behalf of the congregation each Service of the Lord's Day. This process culminated with the recording of Benjamin Britten's *A Ceremony of Carols* with harp, offered on Christmas Eve.

Though worship and music are experienced best in person, we are thankful we have faithful members who possess the expertise to project our services via streaming. And we are thankful our musicians have remained healthy thus far.

We join the lament of thousands of worshipers, musicians, and music lovers who grieve the loss of the live music and worship, and choral singing. We live in hope that at some point in 2021 we may engage our full music ministry: children's and adult choirs, *Sound & Spirit* concerts, reopening of our music studio, and other special services and concerts throughout the year.

In closing, we express deep appreciation for each human being involved in acquiring our Fisk pipe organ. Sometimes dreams and goals are realized, and this takes the will of "the people."

A HEARTFELT THANK YOU -

to those who grew the trees,
to those who carved the wood and cut and pressed the tin,
to those who made architectural drawings,
to those who tore down Northminster's chancel columns,
to those who built up a new organ in an improved chancel space
to those who designed, built and purchased our chancel cross
to NORT (Northminster Organ Research Team), who spent hours learning about organs, often using their own resources for trips and organ visits,
to the Session, who supported the project throughout,
to EACH person who helped unload the truck that miraculous day in March,
and especially to EACH person who made a financial contribution to the organ, whether it was \$5 or \$40,000.

Building and Grounds 2020 Report

Much of the Building and Grounds Committee's effort in 2020 was spent dealing with the COVID19 pandemic needs. Deep cleaning, sanitizing, purchasing supplies such as face masks, hand sanitizers, air purifiers, plexiglass cubicle guards and stanchions to guide people in the building were only a few of the unplanned-for efforts.

In addition, Building and Grounds finished up installing lighting and sound systems in the Chancel and Sanctuary from the Chancel renovation project and also installed the new cross. Committee members did lots of work to repair, fix-up, paint, "you-name it" to keep Northminster looking and working well.

Major projects in 2020 included reroofing a portion of the education/office wing and filling a sink hole and cracks in the parking lots. Sealing of the parking lots will be done in 2021 when the weather warms up.

The Building and Grounds Committee is looking at two major projects for 2021. The first is replacing 50 very old windows in the Education/Office/Pre-school wing and the west side of the Chapel/Choir Room and John Wright's office. The second major project is replacing the masonry and underlayment of the steeple base. This will mean putting up scaffolding at the front entrance of the church. Look for more information on these two projects in the coming months.

I would like to thank the members of Building and Grounds for their continued commitment. Without them, none of this work could have been done. I would also like to especially thank Lori Schlabach and Tim McElroy for their self-less dedication to helping Northminster get through this difficult pandemic time.

Linda Furuness, Chair

Christian Education 2020 Report

Children

2020 was a year that involved multiple change requiring lots of versatility. We continued to use the Seasons of the Spirit curriculum as in years past, but we did quite a bit of supplementation throughout the year. We started the year with regular Preschool classes and Children's Church for Kindergarteners through 5th Graders during our 9 AM and 11 AM services. We also provided Nursery care for babies and children under age 3. We are very thankful for the help of several volunteers as well as paid childcare staff, enabling us to provide these options through March 8th. Due to the Coronavirus, in order to be safe, we were forced to end all in person classes for children in the remainder of 2020.

Starting in the middle of March, and continuing through the end of the year, we provided materials and lessons through email and online. Curriculum lessons as well as explanations and additional insights were emailed to parents for both the Preschool and Children's Church age groups; we included additional story and informational videos from You Tube, and creating our own lesson videos, as well as including Children's Worship Bulletins and various activity sheets found online. We held a Virtual Bible School with the help of Heather Banks, Rev. Ruth Moore, and Rev. Carol McDonald. We provided kits with craft materials and scripture that went along with our online music, stories, and lessons. In October, we were able to successfully present Bibles to our Third Graders with an outdoor event. In the end of November/beginning of December, we provided Advent Kits for families to pick up. This went along with the Weekly Advent Family Devotions we had online every Wednesday in Advent done by our ministers and volunteers.

Youth

In the beginning of the year, Youth Group met twice a month in person for food and fellowship. Marland Pittman also began a 10 AM Class for middle schoolers. In the middle of March, we transitioned from in person fellowship. Marland sent out lessons and questions to the youth bimonthly. Marland also held Youth Group online via Zoom. Youth Group was able to meet for a few outdoor in person events as well.

Adults

2020 brought several opportunities for Adult Education options. We had various book discussions throughout the year conducted online through Zoom with Rev. Carol McDonald. We had a weekly class/discussion hosted on Zoom by Mary Beth Riner from September through the middle of November. Rev. Ruth Moore hosted a weekly Zoom Advent Bible Study. We had good participation in all of these events, and people seemed willing to pivot from in person to online with only a few growing pains.

Staff and Committee

2020 brought several changes in staff and on the Christian Education Committee. 3 of our committee members chose to leave Christian Education at the end of 2019 to focus on other commitments in 2020. Our director of Children and Youth Ministries, Maureen Wilson, left the church to answer a new Call in Ministry. Marland Pittman accepted the position as our Interim Youth Director in February and ended his position at the end of December. I became our Interim Christian Education Director on 2/2/2020. We are currently looking for a new Director of Family and Youth Ministries.

Congregational Life 2020 Report

Congregational Life started the year by serving coffee and donut holes in the Gathering Place between services. It was a very nice way to connect with many members of the congregation.

To help prepare for Lent the team hosted the Soup Supper on Ash Wednesday, February 26, 2020. Delicious homemade soups were made by team members and supporters.

March saw the arrival of COVID and the closure of in-person worship and the church building. With no coffee hour, we began to think of other ways to stay connected. Pastor Ruth asked for volunteers to make calls and send cards. Some team members participated.

With Pastor Dave's arrival, Congregational Life was asked to host some welcome events that were COVID-appropriate. On September 20, 2020, Loui Lord Nelson hosted a Zoom Coffee Hour as a way for members of the congregation to meet Pastor Dave.

On September 22, 2020, a drive up Meet and Greet was held for Pastor Dave and Ann. Team members hosted wrapped treats and bottled water. 28 members attended. On September 24, 2020, another Drive up Meet and Greet was held and 39 people met and enjoyed treats.

Congregational Life Sponsored a Brass Concert on Sunday, September 27, 2020. 175 people safely saw friends, enjoyed wonderful music and supported our Symphony friends.

Encouraged to host more Zoom coffee hours, one was held early in December, hosted by the Longos, and another on December 20, 2020, hosted by the Dzwonars with 29 people on the call, including members now in Florida.

In conjunction with Christian Education we honored 3rd graders with their Bibles at our Bibles, Cider and Donuts event on October 18th. It was great to see families and others come by to encourage our 3rd graders and safely visit with each other.

Congregational Life finished the year again with Christian Education sponsoring the Candles and Cookie Drive up for Advent. Many people stopped by and picked up candles and wrapped cookies.

We miss seeing all of you in person and look forward to when it is safe to meet in the Gathering Place for Coffee and Donut holes! In the meantime, Zoom Coffee hours are planned for January and February and will continue if members like and we will try to find other ways to connect and let members know we are thinking of them.

Thanks for Pastor Ruth for her guidance and help and to Pastor Carol for stepping in and serving while Ruth was healing. Thanks also to the wonderful team, who always answer the request for help and support.

Emi Johnson, Chair

Team members: Carol Frolich, Nan Diehl, Linda Theobald, Mari Ann Jackson, Janet Ingraham and Susie Scott

Deacons 2020 Annual Report

Some have dubbed 2020 as “Annus Horribilis”! Whatever your view, the COVID-19 pandemic has altered most of our lives dramatically. The duties and activities for the Deacons were curtailed, but we maintained a “can do” attitude and were able carryout many of our responsibilities.

One of our ongoing and important duties is to minister to church members who no longer are able to attend church. In March we learned that this included most of us. Many of the Deacons answered the call to make congregational calls to see how everyone was doing. Some of us have continued to follow-up with individuals on our call list. Additionally, our Elder Call committee has made two rounds of calls to church members from our list of names. It is gratifying to know that most of our elderly homebound members receive the support needed from relatives, friends and neighbors.

Thanks to the generosity of Frank and Laura Smock, the PCUSA Smock Church Deacon Funds established grants for PCUSA churches in the state to assist members who require emergency assistance as a result of the COVID-19 crisis in areas such as: medical, utilities, rent, etc. To date, the Deacons have been able to administer aid to three families. The Session learned that some of our members wanted to donate a portion of their CARES stimulus checks to help members in need. As a result, we have additional funds to assist members impacted by the pandemic.

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

The Spring and Plant Sale was successful considering the timing. Some of you ordered in person and others online. Curb-side pick-up with masks intact completed the process! Thanks to the Winkler-Walker team! The Fall Butterbraids Sale was well-received once again with online orders and curb-side pick-up accomplished efficiently. Kudos to Donna Schmahl and helpers! Many thanks for your loyal support of these projects. The proceeds make our community projects work!

The Electronic Recycling Event held in late August was a huge success! Over the two-day event 104 carloads of old electronics totaled nearly 7000 pounds. This will keep one full-time employee busy for nearly 7 weeks. Once more we teamed with RecycleForce, an Indianapolis company that employs formerly incarcerated individuals with the goal of giving these individuals gainful employment in the effort to reduce recidivism. Phil and Erin Bristow worked both days to reduce the number of volunteers needed during COVID-19.

Our community service project with School 55 continued with some challenges and several adjustments necessary. We delivered teacher snacks on the months that school was in session. Teachers really appreciate the treats! With the resumption of school in October, the school expressed the need for food baskets for 22 families. Meier’s on Keystone was contacted and the customer relations person acted promptly, arranged for shopping by their staff and made a sizeable donation for the project. Sandy Learned and her helper loaded the food into their car, sorted and assembled the items in their garage and delivered the Thanksgiving Baskets just prior to school closing on November 22.

The challenges of producing Clothe-a-Child due to the virus were daunting. Could we continue the tradition or not? We charged on shopping without children and felt it was quite successful. 42

students were served. Deacons, church members and some friends volunteered. The financial support from church members was extremely generous! While we missed some of our faithful shoppers, the pizza party, and the children, the event went well. Thanks to all who supported this endeavor and special thanks to Carol Frohlich for her leadership!

We were pleased to be able to deliver poinsettia plants to 35 members and mail 75th Anniversary cards to 10 members living in our surrounding counties. Several of the recipients have sent notes of appreciation for the thoughtfulness of the church.

For obvious reasons, Westminster Food Bank only received two deliveries from us this year. We usually take food every two months. Some of us were able to support the Westminster Ministries year-end "Make a Wish" Drive through Amazon.

We regret being unable to offer home communion, transport members to church, provide Easter flowers and support families through IHN.

The Deacons continue to feel privileged and honored to be able to extend a hand to our church members and community. Hopefully next year will be more fruitful in fulfilling our mission.

Mick Keppler, Moderator

Mission Team 2020 Annual Report

The Mission Team entered 2020 with high hopes for new and continuing hands-on mission work. Unfortunately, as with many things, COVID ended our plans rather abruptly. Through the generosity of our congregation, the team was able to provide much needed financial support. Special thanks to team members for their ongoing commitment to those in need.

2020 Projects and Activities of Note:

While we have provided volunteers off and on over the past year, we feel that **Second Presbyterian Church Food Pantry** is now able to provide all volunteers needed. We will no longer actively recruit Northminster members to volunteer on the second Tuesday of each month. The Team will explore other opportunities to engage in food challenges in our community.

The in person **Back to School** event supported by our congregation, St. Luke's United Methodist Church and Second Presbyterian Church was cancelled last July because of the pandemic. Our funds were donated in support of purchasing school supplies for those in need in the Washington Township Schools. We plan to continue our support this year and are hoping for an in-person opportunity.

Even Covid 2020 did not stop Northminster from continuing our **Day of Caring** projects on October 11th. We had a condensed version from past years but still brought joy to many members and partners. We partnered with Dayspring Center where we planted mums, stained benches, cleaned up their playground area, and completed various yard projects. They look forward to us helping every year and can't wait to see us again in 2021! With Covid this year, and many people limited to get out and about, or attend social gatherings, we added "Drive-By Visits" to Northminster members who are shut-ins, elderly, or just needed to see people. We divided into carpools around and visited over 20 people at their homes. Cars full of members drove by, stopped, and chatted with members outside, with masks and social distancing, and each member received a care package full of various goodies. One member said it was like "Christmas in October", and just made her day visiting with everyone. We wrapped up the day with all the cars meeting together and doing a drive-by to Pastor Ruth's house to visit. She was very excited for the visit from everyone. Another small group went to the Hardesty home and did some yard work. We look forward to next year's Day of Caring being bigger and better with many more projects to continue supporting our members and partners.

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.

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!

As reported in the 2019 Mission Team Report, the first disbursement (2020) from the Mission Endowment created by the Abundant Joy capital campaign was provided to the **Umoja Partnership**. A total of \$17,000 was disbursed.

Our second recipient for 2021 is **School on Wheels**. Their vision is to equip school-aged children impacted by homelessness with the educational tools necessary to achieve success in life and break the cycle of homelessness.

[From the School on Wheels website:](#)

Homelessness is difficult to comprehend for those who have not experienced it, but it is a problem that has widespread impact on communities and long-term impact for the people who experience it. Take a few minutes to meet Sam by watching the short video below and learn how

homelessness impacted his education and how School on Wheels' academic intervention transformed his life. <https://www.youtube.com/watch?v=763SjfLlKCY&feature=youtu.be>

History & Impact

Founded in 2001, School on Wheels provides one-on-one tutoring and educational advocacy for school-aged children impacted by homelessness. In its first year, School on Wheels and its staff of two, along with 11 volunteers, tutored 50 children at two shelter partners.

Since that time School on Wheels has grown to serve nearly 400 children and their families each year at 20 partner sites through our on-site tutoring services and education-based case management services. Tutoring and academic support is provided through our school-based programs, shelter-based programs, and enrichment programs for children in grades K-12.

Over the past 19 years, School on Wheels has trained nearly 5,900 community volunteers as tutors to help our staff provide 95,350 tutoring & academic support sessions to 6,272 children impacted by homelessness. Without intervention, students impacted by homelessness are eight to nine times more likely to repeat a grade, but School on Wheels students who attend tutoring for the duration of the school year have a grade promotion rate of 98%! Our students are successful because we work with the teachers and parents of the students enrolled in our programs to develop personal learning plans and set educational goals to help parents become the best advocates for the child's education.

Financial Gifts and Distributions for 2020

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

| | |
|-------------------------------|----------|
| Dayspring Center | \$2,500 |
| Gleaners Food Bank | \$2,500 |
| Raphael Health Center | \$2,000 |
| Habitat for Humanity | \$3,000 |
| Wheeler Mission | \$3,000 |
| Westminster Neighborhood Min. | \$2,500 |
| Day of Caring Expenses | |
| \$1,000 | |
| Craine House | \$1,750 |
| Back to School Extravaganza | \$10,000 |
| Refugee Assistance | \$1,320 |
| Bread for the World | \$1,000 |
| Julian Center | \$2,750 |
| Family Promise | \$3,500 |

Dolly Craft requested that funds in the line item for IHN be repurposed since we are not housing groups this year. The \$1,000 will be used for gift cards for a silent auction for Family Promise annual event, Home Sweet Home. All agreed. Dolly has also agreed to lead an NPC effort to collect furniture for apartments in October/November along with three other churches.

The Mission Team hadn't designated where the Prayer & Peace offering of \$190 would go from the fall of 2019. The Team agreed that the funds would go to Trinity Heaven which provides transitional housing to LGBTQ youth. Andy will work with Lori to get check forwarded. In December 2020, the Mission Team allocated additional funds in support of:

| | |
|-----------------|---------|
| Dayspring | \$1,000 |
| Wheeler Mission | \$1,000 |
| Gleaners | \$1,500 |

TOTAL BUDGETED: \$76,663. Once final team budget for 2020 is received, a review of actual disbursements will be done, however, the final amount will be close to budget number.

Northminster Presbyterian Church becomes a Matthew 25

Conversations at our November and December meetings centered around Northminster Presbyterian joining PC(USA) as a Mathew 25 Church. After discussion in December, Mission Team enthusiastically and unanimously approved becoming a Matthew 25 Church with a focus on eradicating systemic poverty. The Session also approved this action at its December 15th meeting.

The following information is from the PCUSA Presbyterian Mission webpage –

What is a Matthew 25 church?

Matthew 25:31–46 calls all of us to actively engage in the world around us, so our faith comes alive and we wake up to new possibilities. Convicted by this passage, both the 222nd and 223rd General Assemblies (2016 and 2018) exhorted the PC(USA) to act boldly and compassionately to serve people who are hungry, oppressed, imprisoned or poor.

Where to begin?

There are already PC(USA) congregations that identify themselves as Matthew 25 churches. We aim to help multiply this loving commitment to radical and fearless discipleship by partnering congregations to help them embrace one or more of these three focuses:

Building congregational vitality by challenging people and congregations to deepen their faith and get actively and joyfully engaged with their community and the world.

Dismantling structural racism by advocating and acting to break down the systems, practices and thinking that underlie discrimination, bias, prejudice, and oppression of people of color.

Eradicating systemic poverty by working to change laws, policies, plans and structures in our society that perpetuate economic exploitation of people who are poor.

How can the national church help? **NOTE: The NPC Mission Team adopted this focus.**

Watch for more information on how you can get involved in NPC's Matthew 25 initiative.

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

Personnel Committee 2020 Annual Report

2020 Co-Chairs: Allison Wells Gritton and Christie Call
2020 Members: Roz Lancaster, Elizabeth Brandes, Gary Ryan,
Jerry Gray, Tony Dzwoner

2020 was a year of change and new challenges for the staff at Northminster Presbyterian Church (“NPC”) and the Personnel Committee. In summary, the Personnel Committee started the year by accepting the resignation of our long time and beloved Pastor Teri Thomas, conducted the search for the Interim Pastor, and supported staff through the unprecedented church closure and the medical leave of our associate Pastor, all while tending to the traditional business of Personnel. We are pleased to welcome 2021 with hope, growth, stability and faith in NPC’s devoted staff.

With the news of Pastor Thomas’ retirement, the Session tasked the Personnel Committee to conduct the search for the interim pastor. As the first step, the Personnel Committee considered and drafted the required Ministry Information Form (MIF), which serves as our job posting and includes several narrative sections describing Northminster and its needs, strengths and priorities. The Session approved the MIF on February 18th and the Presbytery approved it on March 2nd. The MIF was published the following week, and we had several applications by middle of March. We were delighted by the high-quality pool of candidates interested in the position. After several rounds of virtual interviews, we were unanimous in our decision to recommend the church extend an offer to Rev. David Smazik the position. The Session agreed with the Personnel Committee’s recommendation, and Rev. Smazik accepted the interim position. The Presbytery’s Committee on Ministry then approved the relationship with enthusiasm, encouragement and congratulations. Rev. Smazik and his wife Ann then moved to Indianapolis, and he started his position as interim pastor on September 8, 2020. We are grateful to have his leadership and ministry here at NPC. Since his arrival, the committee has worked to welcome and support the transition to Pastor Smazik’s leadership and interim ministry.

Prior to Pastor Thomas’s retirement the Personnel Committee was also busy planning a retirement celebration in honor of her 18 years of service here with Northminster Presbyterian Church. While the reception was ultimately cancelled due to the pandemic, we attempted a quick pivot to express our gratitude and well wishes through presentations on the live stream following her final sermon on March 15, 2020.

At the outset of the year, we also accepted the resignation of Maureen Wilson, Director of Education and Youth Ministries, as she accepted the call to be an Associate Pastor at her own congregation. With the assistance of Pastor Thomas before her retirement, we entered into contracts with Marland Pittman as Interim Youth Coordinator and Melissa Hopkins as Interim CE Coordinator. We are grateful to both for filling in during 2020. Marland’s contract with Northminster has concluded and he is moving on to other opportunities. However, we extended Melissa’s contract, and we are pleased that she is still with us.

Along with the already consuming staffing transitions, due to safety risks associated with the Covid-19 pandemic, the Personnel Committee worked with Session and staff to accommodate the closure of the church building and the move to remote work for the staff. Many thanks to Lori Schlabach for her efforts getting the technology and structure in place for this transition. Following the shift to remote work, Personnel drafted a the Northminster Presbyterian COVID-19 Return to Office Plan for Staff, to start bringing staff back in a phased and safe approach on

June 22, 2020. Personnel continued to work with staff throughout the year as needed on the various challenges the pandemic and absence of chief of staff continued to present to office operations. As part of those efforts, Personnel implemented the additional temporary practices of having office hours in the church building and attending the weekly staff meetings in an effort to provide support, if possible.

As an additional unprecedented challenge in 2020, Pastor Moore began an extended medical leave in early August. We are grateful and much relieved that she is on the road to recovery and was able to begin again in her full time position on January 1, 2021. During Pastor Moore's absence, we engaged Parish Associate Carol McDonald to assume interim Chief of Staff duties until Rev. Smazik started at NPC. Pastor McDonald then stayed on in an Associate Pastor role to help with transition during Pastor Moore's continued recovery. We are again very blessed and grateful for her ability to step in during this challenging time and that Pastor Moore was able to get the rest needed to aid her recovery.

More recently, this fall the Personnel Committee created a task force with the Christian Education Committee to address the Youth Coordinator vacancy. This task force considered the position of NPC and gathered information from members to consider the future of this position. The task force decided to expand the vacant youth position to a broader roll including family ministry here at NPC. It then drafted and posted the job description, and the search for NPC's new Director of Youth and Family Ministries is currently underway. We are hopeful to have additional news regarding this development in the next few months.

As part of its regular duties, the Personnel Committee continued to monitor and review employment benefits offered by NPC. The Personnel Committee also 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 2021 for all permanent staff, which the Session approved. We were also pleased to be in the position to give permanent staff a 2020 bonus in December, in thanks for the unprecedented year that they successfully navigated.

We are grateful for the service of the staff and the members of the committee and look with hope to 2021.

Respectfully submitted,

Allison Wells Gritton and Christie Call



2020 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 (formally 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 pm.

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 Halvorson. This class is designed for children between 18 months and three years of age and meet 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. This is Patti Griffey's 30th year with NCP!

Lucy Halsmer is our new lead teacher in the 3/4's classroom with Courtney Spall as her assistant. Patti Griffey and Katie Halvorson had taught the class for the first half of the school year due to low numbers. 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 Wednesday this year.

Our 4/5's class is taught by Brigid Kemper 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.

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 meeting on Tuesdays/Thursdays only with 9 students on Tuesday and 7 on Thursday. With Patti and Katie taking the 3/4's class on Wednesday coupled with the amount of families that decided to not send their kids this fall we do not currently have a Wednesday 2/3's class. The 3/4's class has 11 students currently and 4/5's have 17 students.

Registration for the 2021-2022 school year will begin in late February. Church and current families may register two weeks before community registration will open, we will not be hosting an Open House this year. Parents may 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 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

Stewardship Team 2020 Annual Report

Co-chairs: Gabe Goncalves and Rebecca Huehls

Team members: Lynne Tobin, Jim Mann, Todd Ellington, Lisa Longo

Support: Donna Schmahl

Reimagining our gifts

This year, we faced tremendous challenges, managing through the pandemic and deepening our struggles against systemic racism as we transitioned to new church leadership. So the theme was “Reimagine your gifts.” During worship, members shared testimonials of how

- The church has helped them confront their role in the ways Whiteness upholds systemic racism.
- Not being able to volunteer during the pandemic has helped them reimagine their gifts.
- Giving has helped them find their faith in uncertain times.

To celebrate the ways generosity helps us reflect on God’s blessings in our lives, several members also shared short clips of how they have been reimaging their gifts in a video compiled by Lisa Longo and played during the online worship service. Through these stories, we reflected on the ways God helps us through the challenges we face as an individual, a congregation, and a community.

Organizing the annual stewardship campaign

We’re a generous congregation in transition as U.S. church attendance and giving are declining. Notably, our existing online worship service helped our church sustain our community and giving even as the struggling economy and pandemic led to job loss or reduced incomes for many of our members. Others increased their pledges to make up for the shortfall. Data from the 2020 stewardship campaign, which forms the church’s 2021 budget, reflect this:

- **20 families had to decrease their pledge from last year. The total decrease of those pledges totaled \$49,384.**
- **The number of pledges is down.** In 2018, we received 222 pledges. In 2019, 200 pledges. In 2020, 175 pledges. This year, 153 households (of the 464 households contacted) pledged. (Four of those losses are households we lost due to death.) In other words, about 32% of our congregation is pledging to help establish our 2021 budget.
- **Our annual budget for 2021 is \$713,205.** This is a decline from \$766,625 in 2020.
- **New members and members who give are affirming their commitment to the church.** 3 households were new to pledging. 61 households that renewed their pledges from last year increased their pledges by 11 percent. 59 households maintained their giving from last year. 11 households that did not pledge are giving regularly, which reflects a shift from pledging to regular monthly giving among younger households.

In 2021, the stewardship team plans to add programming to make our conversations about generosity year-round, improve our communication, and add smaller fundraising campaigns beyond the annual campaign to reflect changes in the way people give.

Respectfully submitted, Rebecca Huehls

Worship Team 2020 Annual Report

Team Members: Anne Ricchiuto & Lisa Longo (co-chairs), Barbara Angotti, Gayle-Sue Murphy, Jill de las Alas, John Wright (staff).

2020 began with one large change on the horizon, the departure of our Senior Pastor and the impact on worship that new leadership during an interim period would bring. The initial thought was that an interim pastor would be in place by Memorial Day so the gap to be bridged was three months or so. But that is not how things would play out.

In mid-March, just as we were preparing to move back to the sanctuary and enjoy the audible and visual beauty of the new organ and redesigned chancel, the world shut down due to COVID-19. Northminster was well positioned at the beginning of the pandemic because of the long history of livestreaming services. Thanks to the worship staff of Ruth Moore and John Wright with the support of Parrish Associate Carol McDonald, Organist Marko Petricic and a skeleton staff of Lori Schlabach and the volunteer crew that handled the sound and livestream technology, worship continued online at 11 a.m.

Every week these dedicated worship leaders and producers were learning new skills in using technology and connecting with online audiences. As weeks continued, we added a pre-recorded Time with Children created by one of our families to bring more faces to the screen each Sunday. We learned how to do communion online and invite those worshipping to participate at home. We welcomed Interim Pastor Dave Smazik in September and his leadership and experience from other congregations. Additional pre-recorded segments and soloists were included as the year progressed. Eventually the section leaders would pre-record hymns and anthems for the services. The year ended with pre-recorded services during Advent which allowed for the use of a variety of visual medium to enhance the worship service.

From August through November an in-person socially distanced 9 a.m. service was held with no singing. The attendance ranged from 12 to nearly 30 people depending on the week. This service was discontinued as Advent began due to increased COVID-19 cases.

What we learned in 2020 was how much we value being able to come together to worship and how that experience is missed. But we also learned the importance of the livestreaming that we have been doing for years to bring the love of Christ and the hope of our faith to those who cannot be with us in person. As we plan our transition back to the sanctuary sometime in 2021, we will use the skills learned from this time to be sure that the worship services offered by Northminster are a high quality, meaningful experience to those in the sanctuary and those watching from their screens elsewhere.

CHANCEL CARE – Members of the Chancel Care Guild continued to support the care of the chancel and the serving of communion throughout the year, ensuring that elements were available for services whenever needed. Barb Angotti also did the research to find pre-packaged elements for the 9 a.m. service when it was scheduled. The Guild continued to send cards to those who are ill and grieving.

WORSHIP ART – Mary Boris and Lisa Longo created banners for Lent and Advent seasons and Krista Wright handled other seasonal decorations. Mike & Mary Boris built a temporary banner stand for use until we are back in the sanctuary and it has been determined where banners will go permanently. The Worship Team is still considering how to best display the liturgical colors since we no longer have a dossal curtain.

MUSIC COMMITTEE – The Music Committee reports through the Worship Team and works with John Wright on music programming at the church. See John Wright’s report for details on music at Northminster.

The Worship Team wishes to thank everyone who played a role in worship during 2020! It took the work of each of you, whether in front of the camera or not, to continue our strong tradition of worship at Northminster!

Respectfully submitted,

Lisa Longo and Anne Ricchiuto

**Northminster Presbyterian Church
Associate Pastor Change of Call**

Rev. Ruth Moore

Associate Pastor

| | <u>2020</u> | <u>2021</u> <i>(1.5% increase)</i> |
|---------------------------------------|-------------|---------------------------------------|
| Effective Salary | | |
| Cash Salary | \$ 39,351 | \$ 40,391 |
| Housing Allowance | 30,000 | 30,000 |
| Healthcare Reimbursement | 2,774 | 2,816 |
| Reimbursable Expenses | | |
| Automobile expense (.56 per mile) | | |
| Continuing Education | 1,200 | 1,500 |
| Business/professional expenses | 600 | 600 |
| SECA Supplement* | 5,788 | 5,878 |
| Board of Pensions Benefits | | |
| Medical Insurance | 18,031 | 21,353 |
| Pension | 7,934 | 6,722 |
| Death and Disability | 721 | 1,186 |
| | \$ 106,399 | \$ 110,446 |

Vacation: 5 weeks

Study Leave: 2 weeks

*SECA benefit is 1/2 of Self-employment Tax

Session

| Class of 2020 | Class of 2021 | Class of 2022 | Class of 2023 |
|----------------------|-------------------------|----------------------|----------------------|
| Heather Banks | Linda Furuness | Allison Gritton | Heather Banks |
| Terry Brooks | Gabriel Goncalves | Kent Jackson | Jill de las Alas |
| Christie Call | Becky Huehls | Emi Johnson | Debbie Everett |
| Anne Ricchiuto | Andy Longo | Lisa Longo | Roslyn Lancaster |
| Rob Rothrock | David Neitzel | Adam Newsom | Dale Theobald |
| Lily Banks (youth) | Jessica Gritton (youth) | | |

Moderator: David Smazik

Clerk of Session: Cheryl Plunkett

Treasurer: Rob Rothrock

Board of Deacons

| Class of 2020 | Class of 2021 | Class of 2022 | Class of 2023 |
|------------------------|------------------------|----------------------|----------------------|
| Stephanie Alexander | Jim Arend | Phil Bristow | Chris Baker |
| Abigail Auer | Erin Bristow | Cy Donnelly | Mary Boris |
| Carol Frohlich | Sandra Corbitto | Nancy Flamme | Monica Brase |
| Debbie Grush | Carol Freeman | Sharon Gremel | Sharon Dzwonar |
| Nancy Hill | Carol Frohlich * | Tori Kincaid | Debbie Grush |
| Amy Johnson | Nancy Jarrell | MaryAnn Ruegger | Sarah Hittle |
| Sandy Learned | Amy Johnson * | Sara Sarno | Susie Koriath |
| Melodie Sarver | Elle Keppler | Donna Schmahl | Melodie Sarver |
| Aimee Scheuermann | Mick Keppler | Russell Wareham | Julie Shannon |
| Molly Winkler | Leona Melton | | Bo Walker |
| Stella Shannon (youth) | Sophie Johnson (youth) | | |

*1 year term

Moderator: Mick Keppler

Trustees

Linda Furuness
Adam Newsom

Emi Johnson
Anne Ricchiuto, *President*

David Neitzel
Rob Rothrock, *Treasurer*

Foundation Board of Directors

| Class of 2020 | Class of 2021 | Class of 2022 | Class of 2023 |
|--|-------------------------------------|----------------------|---|
| Craig Hittle, <i>Treasurer (2020)</i> | John Carr, <i>Secretary</i> | Wesley Lancaster | Pennie Lumley |
| Pennie Lumley | Deb Ronco, <i>Vice President</i> | Joyce Mallette | Andrea Newsom, <i>Treasurer (2021)</i> |
| Marilyn Mart | Tom Stayton, <i>President</i> | Dale Theobald | Dawn Dinwiddie |