

ANNUAL REPORT 2019



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REPORT OF THE PASTOR/HEAD OF STAFF for 2019

Rev. Dr. Nancy R. Birdsong

Once, when talking with some young children, I asked them to complete the sentence that began with the words, *"The church is like..."*. Without even hesitating, one little girl blurted out, *"The church is like a family."* Recently, an adult was telling me about a friend who couldn't understand why anyone would voluntarily be part of a church and had, with an air of superiority, sniffed, "I'm spiritual, but I don't believe in institutional religion." The man's reply to his friend's statement was, "I don't think of Southminster as an institution. *I think of it as a loving community that helps me grow in faith and put that faith into action.*" What a great description! We are a family of faith that welcomes people with a friendly and genuine embrace. Like any family, we don't claim to be perfect and sometimes we have to learn to be patient with each other. At the same time, we offer acceptance, support each other, and we find that being together strengthens us for discipleship and service.

One of the advantages of being in this adventure of faith with other people is that they challenge us. The diversity of perspectives and life experiences help us to see a bigger picture. We get to look at the Scriptures, our beliefs, and even our doubts through a wider lens, and it helps to expand our understanding.

Through the "Children and Worship" program and Sunday school classes for all ages; fellowship groups & church-wide fellowship events; youth group; women's circles, worship and special services; mission opportunities; and even through our casual interactions with one another; we learn more about what the Christian faith means and how it can change our lives.

When you are part of a family of faith, there are people beyond your immediate loved ones who pray for you. We have an active prayer chain, an intercessory prayer ministry, and members who regularly pray for anyone on our concerns list. While I often pray for you and with you, it must be comforting to know that the pastor is nowhere near the only one who wants to hold you in prayer.

The same goes for when you are in the hospital. I visit anyone I know is in the hospital and always offer to be there to have a prayer with you before your surgery. However, if you give me permission to include you in the concerns of the congregation, there are plenty of folks in this family of faith who also will visit and care for you, send cards, and even make meals when they are needed. (See the Deacon's report to read about all the caring ministries that they sponsor.) Specially trained Stephen Ministers provide one-on-one support to those who are going through a difficult time and need a good listener. No matter what happens in life, we can turn to our faith community and find someone who cares.

From an early age, children at Southminster learn that they are an important part of our community. They feel comfortable in a place where they are encouraged to ask questions, explore their beliefs and feelings, and find themselves welcomed and affirmed for being just who they are. They offer the rest of us the gifts of their joy, their wonder, and their trust. It warms my heart when I am offering a children's time in worship and see a child eagerly skipping up the aisle or enthusiastically sharing their thoughts.

Lessons in compassion abound in this church. The younger children collect coins and put them in their cardboard fish for the *"One Great Hour of Sharing"* offering to benefit people needing disaster assistance and development support. Adults participate in special offerings to assist people around the globe and around the corner. In recent years, our teens have participated in a week that gives them hands-on service opportunities. When I initially shared my ideas for "The Church Has Left the Building" with the Mission Team and the congregation, I had no idea if this church would embrace it. How excited I was when so many people showed up in the first year, and the participation was even greater this year! You jumped in with both feet! Likewise, I knew that the auction for new mission projects had been successful in previous congregations but had no idea if it would "fly" here. When the Mission Team embraced the idea, they still didn't know how things would go. A sense of graciousness and abundance filled the air as we gathered in a room filled with generous donations of items, services, and handcrafted treasures. After one of our youth donated baby-sitting hours and another donated a homemade cheesecake with various choices of flavors, the look on their faces was priceless when they saw how high the bidders went in appreciation of the willingness of these young people to do their part to help raise funds for mission.

In 2019, our Mission team did an amazing job in inviting Southminster to grow in service to the broader community. (Check out the Mission Team report for the details.) In addition to their participation in things like the Habitat Build and

so many other opportunities to put love of neighbor into action; our congregation responded with great compassion and energy to the needs of those affected by the Memorial Day tornadoes.

Jesus said, *"Where two or three are gathered in my name, I am there among them."* Yes, Christ is with us when we are alone, but there is a unique way in which Christ is present when we are together. Although I enjoy preaching, I believe that we are especially aware of God's presence among us as we listen to Scripture or to music; or when we pray together, witness a baptism or share communion. Through the words and the silences, there is a thread of grace and common purpose.

The **Ash Wednesday** service that I planned for this past year included communion, renewal of baptismal vows, and ashes for those who wanted them. We met in the CFC with the tables in the shape of a Cross for a simple soup-supper, followed by worship. While this was a different type of Ash Wednesday experience, it was great to see that the congregation was open to trying something a little new. Their enthusiasm convinced the Worship Team to continue this tradition.

After I wrote a play for the **Maundy Thursday** Tenebrae service with dramatic monologues for twelve women in the life of Jesus, I was blown away by how hard all of our actresses had worked to present incredibly moving performances. For many years, after the last candle has been extinguished, I have ended that service by having someone in the balcony sing "Were You There When They Crucified My Lord?" This year, Ruth Whatley offered a more haunting beautiful version than I have ever heard.

On **Easter**, the choir inspired us as they sang selections from Handel's *Messiah*, with instrumentalists and soloists who enhanced the power of this masterpiece. Our Director of Music, Ruth Whatley, and I enjoyed working together to design the **"Lessons and Carols" service on the fourth Sunday of Advent**, and the choir offered a glorious and meaningful telling of the Christmas story through music.

How wonderful that you have been receptive to and enthusiastic about the **Epiphany Feast!** Since this was the second year since I first brought this event to Southminster; the Worship, Christian Education, and especially the Fellowship Team did an amazing job of putting it together so that our Southminster family could gather around the manger as we ended the season of Christmastide together.

For **Heritage Sunday**, Georgina Amegatcher and Robert Fyffe accepted my invitation to preach and to share something about the roots of their faith in their native countries of Ghana and Scotland while Victorine Alobwede let me "interview" her with the children so they could learn more about her experiences growing up and going to church in Cameroon. After we honored the Presbyterian Church's Scottish roots by following the bagpipes and tartan flag carriers around the outside of the church, we ended up in the CFC where the Fellowship Team hosted yet another wonderful international meal.

2019 has been a year in which we certainly saw examples of the light of Christ shining through the darkness. After a KKK group from Indiana declared that they would descend upon the Courthouse Square, only 9 of them showed up. I was among the over 600 peaceful counter-protesters who were there to meet them, and a good crowd also attended a ceremonial "cleansing of the square" the next day. People from the great diversity of Dayton started meeting together to figure out what more we can do to try to combat racism in our area. Southminster's Social Justice Book Club also has chosen racism as one of their areas of focus.

After the tornadoes ripped apart homes and turned lives upside down, churches and other community groups surrounded the tornado victims with love and support. Southminster provided plenty of meals, donations, and even a clean-up crew. The congregation's eagerness to help was evidence of a deeply-rooted Christ-like compassion.

Finally, a mass shooting in the downtown "Oregon District," killed and wounded innocent people. Yet, rays of light appeared in the aftermath of the tragedy, when the families were surrounded by love, prayers, and a vigil. Thousands came to a benefit concert to raise spirits as well as money for the wounded and for the families of those who were killed. Two young people who were there at the shooting have come to talk with me, and I know that healing is a long process. In many ways, through faith communities and others, people have been determined to show that love is stronger than hate.

It seems to me, that even with the challenges in our world, the light still pierces the darkness with the love of Christ. Over and over again, I see goodness, kindness, peace, love and hope abounding. I hope you see it, too.

There were a lot of staff transitions in the past year. (See the Personnel Report for all of the wonderful folks to whom we have said “good-bye” and “hello” in 2019.) We miss those who have left, even as we are excited about our new staff members. While I thoroughly enjoyed working with our Interim Associate Pastor, the Rev. Steve Schumm, I also enjoyed assisting the Associate Pastor Nominating Committee in their search. Last August, we welcomed our new Associate Pastor, the Rev. Laura Nile, and she has already made a difference with her ministry.

I especially want to thank this congregation for continuing to offer me your support, friendship and kindness in so many ways. My heart is full, and I know that I am truly blessed to have the opportunity to serve as your pastor and to be a part of this family of faith.

Peace and blessings,

Nancy



The Church Has Left the Building



Catching the Building Spirit Habitat for Humanity Build



Heritage Sunday



Breakfast with Santa



Epiphany Feast



REPORT OF ASSOCIATE PASTOR

I started at Southminster in August of 2019 and spent my first four months on the job getting acclimated to Dayton, to Southminster, and to my specific role as Associate Pastor. I have greatly enjoyed preaching monthly and leading worship weekly. I was ordained in October and installed in November and since then, I have found administering the sacraments to be one of the holiest and most meaningful parts of my job.



The largest area of my focus has been youth ministry. I started just before the program year began and helped to implement some changes that the Children and Youth Design Team had already begun. We changed youth Sunday School to being after worship, so now 6th-12th graders remain in worship all service. I also re-started the youth group, which meets on Thursdays from 7-8:30 pm (*and I could always use more volunteers!*). In the fall, we did a deep dive of the 4 Gospels, where we looked at each gospel individually and how the four unique stories fit together. I enjoyed the opportunity to teach about scripture, which is one of my favorite parts of being a pastor, and to get to know our students over the course of the fall. I enjoyed serving with the students at Church Has Left the Building and all the fun activities for group formation and community building.



I have also been working with several teams including Deacons, Invitation, Christian Education, and Marketing & Communications. I am enjoying being on all of these teams, particularly the way that my gifts and interests are suited these teams. We have many irons in the fire for 2020!



Finally, an essential part of my first few months on the job has been getting to know the people of Southminster. Building relationships is what it's all about. I look forward to more folks stopping by my office where there's a comfy couch and a cup of tea waiting.

Grace and Peace,
Rev. Laura Nile

DEACON TEAM

Card Ministry: Shirley Oglesbee sent cards to about 70 members who are 82 years old or older. Victoria's Alobwede will lead this ministry in the coming year.

Flu Prevention Clinic: Once again, the Deacons offered the opportunity to receive their influenza vaccination following Church. This service is provided by Walgreens and arranged by Victorine Alobwede.

Grief Support Group: This group continues to meet regularly to offer support to people of Southminster and friends. The group has about 20 regular attendees and is actively providing care to those who are grieving.

Hometouch Letters: Each week, Pat Custer writes a letter to be mailed to about 25 people with the News and Notes in order to connect with people who are unable to attend services and activities at Southminster.

Needlecraft Group: The Needlecraft Group has stocked up the closet with shawls and blankets. They have expanded their ministry to include making larger wraps for those who might need "extra comfort", and to make warm hats.

Sanctuary Flower Delivery: Due to logistical issues, Flower Delivery has been discontinued.

Share Your Garden: Dorothy Douglas coordinates this 2 weekend event to raise money for the Food Pantry. This year, the event raised \$119.00.

Take them a Meal: Sometimes, Southminster needs to help for a short time with meals. This past year, two members were glad to receive this help and support in the form of nourishment. This program will be led by Joanne Yost in the coming year.

Tangible Items: Items are kept in the office for use as part of the visitation ministry. These include Booklets, Prayer Blankets, and Prayer Squares, as well as Baby Blankets and other items. These items are produced or given by the Needlecraft Group, the Youth Group, and the Covenant Quilters.

College Care Packages: Darlene Irwin has led this ministry this year, and has sent care packages twice to our students away at college for a total of 11.

Respectfully Submitted, Sherri Swiger, Sandy Stevens, Jon Friedl, Shirley Oglesbee, Victorine Aldowede, Jan Hohenstein, Barb Adams, Judy Murphy, Pam Bates, Deanna Brewer, Mel Kelly, Jon Friedl, Lana Ellinger and Laura Nile as ex-officio.

MISSION TEAM

New Mission Project Fundraiser

We started out the year with a fundraising event to generate seed money for new mission projects. We hosted a lunch with live and silent auctions. SPC individuals, groups, and local businesses contributed to create almost 50 silent and 30 live auction items, which together raised over \$7,000 to fund church activities and New Mission Projects! Thank you to all of those who contributed items, time, or purchased or bid on items to help make this an amazingly successful event!

Note: The 2019 storms provided needs for immediate mission outreach projects and efforts so we did not yet choose our New Mission Project. This is one of our priorities in 2020!

Habitat for Humanity

In mid-May, SPC hosted our annual Habitat for Humanity parking lot Build in conjunction with Catch the Building Spirit (CTBS). This house was built for the Reynolds-Evans family who, through the Habitat program, had worked and earned the opportunity for this new home. This house was designed with the needs of their young daughter in mind, who is wheelchair-bound with spina bifida. The Build went well with volunteers from SPC, CTBS and the community. The house was erected in the parking lot and dedicated after worship the next day before being broken down and hauled to the build site on Pease Avenue. CTBS completed the home, which was dedicated on Saturday September 21st.

Memorial Day Tornado Relief Efforts

On Memorial Day, multiple tornadoes ripped through the Dayton region. SPC used a three-pronged approach to assist with tornado relief:

- The church established a crew of workers to help with debris removal for three to four Saturdays in conjunction with Crisiscleanup.org.

- For six weeks the congregation collected cleaning supplies, food, underwear and socks, baby items, toys, and school supplies and delivered multiple van-load's full of items to St. Margaret's Episcopal Church, the regional collection site.

- A meal project was established with Dr. Karen Young of the Dayton Scholars program for six weeks serving College Hill Community Church, Corinthian Baptist Church, or St. Margaret's Episcopal Church. Each week SPC went to one of those churches. The congregation made 10-12 breakfast casseroles each week and also provided lunches. The congregation also made a total of 247 dinner casseroles for families to take home. Approximately 50 members of Southminster made the casseroles, which included a total of 505 hours of food prep and 40 hours spent serving. Delivering food and administrative hours totaled over 120 hours.

Church has Left the Building (CLTB)

The Church has Left the Building came back for a second year on Sunday, October 13th. Approximately 120 SPC members took part in multiple activities, including preparing and serving a meals at House of Bread and the Ronald McDonald House. Additionally two teams worked tornado recovery efforts in Dayton; one in Trotwood cutting and clearing fallen trees while the second worked to clean up and beautify Madison and John Wolfe Parks, also in Trotwood. Another team went to The Castle working around the facility taking care of small projects. Another team of 16 worked to assemble Little Dresses for Africa. They completed 26 dresses at the event, and took home 36 more kits, expecting to complete and ship 62 dresses! Other teams made casseroles which were delivered to St. Vincent De Paul and yet another team sorted items then assembled backpacks with toiletries, first aid kits, snacks and cold weather gear for the homeless. We delivered 48 backpacks to the Miami Valley Housing Opportunities (MVHO) social services organization to distribute as needed. Finally a team worked to generate 3,000 mailers for Hannah's Treasure Chest. Hannah's collects new and almost new clothing, toys and other items for children whose parents struggle to take care of their needs.

Other Ongoing Projects include:

The Castle – led by Mary Stahley. Members of the congregation graciously continue to support The Castle by donating food items on the 4th Sunday of each month excluding May and December. A volunteer from The Castle picks up the donations the Monday after they are brought in. Approximately 40 people, many of them multiple times, donated this year.

Clothes That Work – led by Mary Stahley. Four teams continued to collect the many items of clothing and accessories which had been brought to church and drop them off at designated locations. Thanks to all who have donated and thanks to the teams which are serving in this mission.

Family Nutrition Program – led by Jean Clements. The Family Nutrition Program is a series of classes meant to introduce ways to improve nutritional value and decrease the cost of family food by increasing vegetables and using smaller amounts of meat. Flyers were distributed through a number of Centerville based organizations and housing community newsletters. Registration was closed at 10 with 2 names placed on a waiting list. In the end, eight participants completed the four week program. This program was funded by a Walmart grant. In addition, the manager of the Walmart store delivered food to the church prior to the beginning of class and Walmart sent 2 volunteers each week who were invaluable in assisting with the program. In addition, multiple SPC volunteers each week helped with set-up, pre-preparation and during classes, and even provided a valuable service by providing transportation to three participants. Southminster Presbyterian Church provided baby-sitters for the four weeks of the program as well. This program will be undergoing some changes in 2020. If you would like to help out, and keep it going, please contact Jean or Kevin!

FISH Southeast Food Pantry – led by Kevin Dickson. In 2019 the FISH Southeast Food Pantry Team continued its mission to serve the hungry in the greater Centerville area. The Caller and Delivery team continues to grow, with a total of 22 callers and deliverers and 4 support staff, expanding deliveries to include 2 Friday's per month. Together we provided 11,925 meals to 795 people across 272 families in the greater Centerville Area. Thank you to the team for their hard work and dedication.

VA Hospital Veterans Drive – led by Joe and Brenda Ricketts. Each year (for the past several years) the congregation has purchased items listed on an ornament hanging on the Narthex Christmas tree. The Elves of Southminster spend part of a day to separate and organize these items then gather them for the plastic shoeboxes which will be given to the veterans at the hospital for Christmas. This year, 112 shoeboxes of goodies were gathered and wrapped with a ribbon. Additionally, two cardboard boxes filled with dominoes and board games was also delivered to the hospital on December 16th.

2019 was busy, and is carrying over into 2020. Pete Garland is heading our newest mission calling; setting up the SPC facility as a PDA (Presbyterian Disaster Assistance) host site for long term disaster recovery projects, like Dayton will need in the coming years after the 2019 Memorial Day tornadoes. More to come on that in early 2020!

A number of long-time Mission team members have heard other callings in 2020, leaving our team in search of new members. If you would like to be a part of our team, or get involved in any of our outreach efforts, contact any mission team member, e-mail us at mission@sminster.com or come to our monthly meeting, starting in the sanctuary at 6:50 p.m. on the 2nd Tuesday of every month!

Mission Team members for 2019 included Kevin Dickson (Chair), Gretchen Cleaves, Pete Garland, Jean Clements, Dorothy Fyffe, Tammy Caskey, Kathy Hodges, Mary Stahley, Bill Barlow, Robert Fyffe and Nancy Birdsong as ex-officio.

CHRISTIAN EDUCATION

Our Christian Education team had a great year! Besides providing lessons from Christian books and videos, we had three lessons centered around Christian values gleaned from watching certain movies. Steve Davis and Gay Amos led these movie classes. Christian ideals are found in many venues. Our team members were Gay Amos, Steve Davis, Herb Swiger, Lois Thorp, and Jeanne Leatherbury(chair). Staff members were Kim Catchpole, youth leader, and Pastor Steve Schumm. In September, Laura Nile became the pastor staff member, as ex-officio.

Respectfully submitted,

Jeanne Leatherbury

COMMUNICATIONS & MARKETING TEAM

In 2019, the Communications Team joined with the newly created Marketing Team to create one team (currently called Communications & Marketing). The overlap in members and focus of both teams made it a clear choice. Some of the things that we worked on in 2019 are updates to the website, updates to News & Notes, creating an Event Planning checklist, making our website easier to find from search engines, and helping to better advertise our church events.

Some things that we started working on and are excited to continue are file sharing options, a welcome video for the website, and a website re-model.

Our team members include:

Brandon McFarland (chair), Todd Hall, Ken Irwin, Adrienne Dickson, Mark Ferguson, Ryan Battelle, Ralph Adkins and Laura Nile as ex-officio.

PERSONNEL TEAM

During the 2019 year we bid farewell to staff members Jerry Staley (Interim Property Manager), Karen Hardie (Office Assistant), Lynn Grubb (Business Administrator), Steve Schum (Interim Associate Pastor) and Kim Catchpole (Interim Director of Children's Ministries). We wish them all well in their new endeavors.

We welcomed to our staff during 2019 Laura Nile (Associate Pastor), Christian Zennie to full time and expanded duties, and Sharon Ark to an expanded full-time staff role. Also, there was an addition of starting a children's choir to Ruth Whatley's duties.

During the year, the Personnel Team(PT) completed all staff and clergy annual reviews and updated the position descriptions, developed and achieved session approval for the 2020 personnel budget, including room for a yet-to-be developed part-time position for a communications/technology staff position. The PT also completed a review and updating of several sections of the employee handbook and a child protection policy.

In July, the PT received the resignation of long-time personnel team member Marj Lawson. Thanks for your many years of devoted service on the personnel team. In August, we welcomed Liz Ferguson as a new team member.

Thanks to the all the current PT members, Bob Burkman, Wes Cleaves, Liz Ferguson, Dick Stevens, Charlie Tapp and Nancy Birdsong, as ex-officio. Also, to all the staff in working with the PT and the congregation for supporting all our efforts this past year.

Ron Kuker, Personnel Team Chair

WORSHIP TEAM

The Worship Team is responsible for many areas related to providing a meaningful worship experience for our Congregation. These areas include liturgists, the choir, Communion setup and cleanup, sound system & multimedia, the candle table, flowers, and ushers; we also provide palms, ashes and special worship decorations. We also helped with special worship services like the Epiphany Feast, Ash Wednesday and Maundy Thursday. We were especially honored to support the 50th Celebration of the iconic stained glass window, marking it's 50th birthday. We also give particular thanks to the members for helping with the decorations for Pentecost, All Saints Day, and World Communion Sunday.

This year we asked the congregation to continue to support our musical mission through special donations around Christmas and Easter. We are pleased that enough was given to allow Ruth to create some memorable performances this year. We hope that the congregation continues to support Ruth through out 2020. We are always looking for volunteers to be trained in running the sound system and multimedia, as well as ushers and liturgist. If you are interested please contact Elizabeth Davis.

Respectfully submitted by the Worship Team Elizabeth Davis (Chair), Lois Thorp (Co-Chair), Phyllis Strayer, Holly Woods, Georgina Amegatcher, Ginny Suarez, Irene Tipsword Mathis, Jenny Miller, Pat Bethel, Todd Hall, Janet Hall, Ruth Whatley ex-officio, Nancy Birdsong ex-officio.

INVITATION TEAM

2019 was an eventful year for the Invitation Team as the team continued to work diligently in fulfilling the team's mission statement: "The Invitation Team leads the congregation to invite people to Southminster and warmly welcome them, to bring them into membership (if they desire), and to assimilate them into the life of the congregation."

To that end, the team again worked tirelessly to convey the message to all visitors that they are valued and welcomed at SPC. This begins with our wonderful group of Greeters and also includes the Welcome Center volunteers who share Welcome Folders for our guests that include important church information, a nice letter from Pastor Nancy and a welcome gift. Greeter Training was developed and approved in 2019 and will be rolled out to Greeters in 2020. In addition, great care was taken in developing the Greeter schedule for 2020 to include those who indicated their desire to be Greeters on the Time and Talent form. Church Tours also continued in 2019 to provide an engaging tour of our great facility to guests and potential new members.

There were two Inquirers Classes held (formerly called New Member Classes) that welcomed 10 new members to our rolls. The Shepherding process was improved to more effectively connect new members with their shepherds. Information was also developed for shepherds to help them better understand their role.

The Invitation Team championed the design of the new Name Tag Holder for our members and guests. Thanks to Mike Stevens who volunteered to build the new name tag holder that was moved into the Narthex in early 2019. The new name tag holder not only is beautiful, natural walnut but also has a more space-efficient design that enabled both of the old bulky white pyramids units to be retired.

The Invitation team redesigned the informational booklet for Sharing Your Time & Talents and also created a new signup form for congregants to indicate where they would like to share their time and talents in the life of SPC. The team continued to coordinate the monthly rotation of Session and Deacon Teams to showcase their ministries in the Narthex with the goal of informing and aligning the needs of the Church with members' time and talents.

Outreach Highlights for 2019:

The Invitation Team was present at this year's Trunk or Treat event that was held at Chevy Chase Apartments. Team members handed out gift bags for the kids and also information on SPC (upcoming events half sheet, pens and magnets) for those that may be looking for a new Church home.

Backpack Sunday was a big success in the fall as the Invitation team staffed extra greeters to welcome our guests and then also created customized bags for everyone that included fun items for the kids and meaningful information on SPC for the parents.

After a long absence, Southminster returned with a presence at the Americana Festival on July 4. Thanks to Pat Bethel, we had an awesome location on Main Street for our tent highlighting SPC. Trinkets were handed out to kids and visitors and SPC bookmarks to all who stopped or passed by. Great exposure for our Church!

Facebook posts were used again this year to highlight key events and special services as part of our strategy to utilize social media to inform and attract guests.

Thanks to all Invitation Team members (Adrienne Dickson, Marj Lawson, Jean Gaffney, Cheryl Hartman, Tom Novak, Bill Boyko and Pastor Laura, as ex-officio) as well as all congregational members who have supported the team in 2019. The Invitation Team is excited about the progress and momentum over the past year and is looking forward to continuing to fulfill our mission in support of God's will for SPC in 2020.

Mark Ferguson - Invitation Team Chair

BUILDING AND GROUNDS

Southminster Buildings and Grounds Team worked in 2019 to maintain our facility with routine maintenance and repair and these projects:

- Installed blinds on the gallery windows thanks to a member contribution
- Continued to caulk the big windows along the education wing hallway
- Sealed parking lots and repainted lines thanks to a member contribution
- Repaired leak and subsequent damage in the Community Room foyer
- Completed the LED lighting project in the Sanctuary
- Continued work to improve lighting on the Sanctuary window
- Coordinated with scouts for their cleanup of the grounds
- Replaced the CFC carpet at no charge to us due to insurance claim against company that leaked acid on carpet
- Repaired the shelter at no charge to us due to insurance claim against the person who hit the shelter
- Repaired leaks by sealing the windows and stone above the transept
- Repaired the plaster that resulted from transept water leaks
- Engaged Reliable Electric to update the lighting dimmer switches in the Sanctuary to work with new LED lights
- Engaged Reliable Electric to repair light pole damaged in parking lot
- Established a Maintenance and Repair list to be done in 2020
- Established a Capital Improvements list to be done in the next 5-10 years
- Worked with Essential Lawn and Irrigation to maintain the garden beds and grassy areas

Building and Grounds Team Members: Linda Meily (Chair), Jerry Stahley, Jerry Craig, John Woods, Dan Stayer, Steve Campbell, Jim Amos, Christian Zennie and Laura Nile as ex- officio

NOMINATING TEAM

The Nominating Team completed its work of discernment for Church officers, and the following nominees were duly elected by vote of the congregation on September 29.

Members of Session (Ruling Elders)

- Class of 2022: Gretchen Cleaves, Jean Gaffney, Pete Garland, Todd Hall, Kathy Jester, Karen Locke, and Irene Tipsword.

Members of the Board of Deacons

- Class of 2022: Judi Bohnert, Art Nitsch, Lisa Rawls, Sandy Stevens, and Joanne Yost.
- Class of 2021: Judy Murphy.

Also elected on September 29 were the following 2020 congregational at-large members of the Nominating Team: Jeff Acred, Cindy Battelle, Suzi Dameron, George Lawson, Mary Stahley, and Phyllis Strayer.

Thank you to the following who served on the Nominating Team in 2019: Jeff Acred, Dale Berger, Suzi Dameron, Judy Murphy (Deacon representative), Phyllis Strayer, Herb Swiger (Session representative), Joanne Yost, and Nancy Birdsong as ex-officio.

Submitted by George Lawson, Chair

STEPHEN MINISTRY

The Stephen Ministry Team this past year came to realize that we were not serving our Congregation in the ways we have always done. So 2019 became a year of discernment for our team. We had deep discussions each meeting for several months; we had a couple of joint meetings with the Deacons regarding their caring ministries. During this process we came to believe God is calling us to change, to evolve. Maybe our gifts and training could be used in new and better ways to serve our Church Family. We are still on that path of discernment. We are and always will be Stephen Ministers, but we hope to accomplish more as time goes on. With God's direction and inspiration we hope that 2020 will bring 20/20 vision for the future of this important ministry.

Submitted by George Lawson (Co-Chair), Lois Thorp (Co-Chair), Pat Elliot, Sharon Boyko, April Bennett and Nancy Birdsong staff liaison

FELLOWSHIP TEAM

The Fellowship team ran coffee corner weekly. With the help of Jerry Craig, we made sure coffee is brewed and set out before Sunday School and cleaned up after the last of Sunday School programs had started. The congregation donated cookies and helped the fellowship team set them out. Fellowship team members took turns being responsible for each Sunday's activities. Two shifts of team members have been needed since there was Sunday School before and after the Church service.

With our \$2000.00 budget, we purchased coffee and paper products needed for most church activities and some food to supplement potlucks.

The Epiphany dinner was the first Sunday in January. Fellowship recruited people to set up tables and chairs, collect, slice and cook hams, order and cut a cake with a picture of the Wise Men, serve the food, set up the pot luck, and coordinate clean up.

Heritage Lunch was the first Sunday in May. Fellowship coordinated setting up and decorating tables, potluck food was brought to the church kitchen before church and set out for the luncheon, provided some main courses and served them, and coordinated clean up.

Blessing of the Backpacks and Fall Fling were coordinated with the preschool. Families from the preschool were invited to come to church and the CFC for a provided lunch. The preschool provided dessert.

Thank you Luncheon November 17. Potluck with Lee's Chicken provided and sheet cake with a picture of the stewardship theme. Coordinated set up, serving, and clean up.

Hanging of the Greens was the first Sunday in December. Fellowship team provided pizza bought from Cousin Vinny's for people who decorated the church after the Church service.

Fellowship team members: Tammy Caskey, Jon Freidl, Mel Kelly, Lisa Rawls, Sandy Stevens & Holly Woods. Linda Wiggers, former chair, is a member at large. Art Nitch has been a member at large, will be an official member in 2020, and will be chairman in 2021. Laura Nile is pastor ex-officio

CLERK'S REPORT

Membership Report

	<u>Males</u>	<u>Females</u>	<u>Total</u>
Total Active Membership Reported, December 31, 2018:	177	239	416
Gains: (Includes 3 members added back after 2016/17 purge)			
17 and Under	0	0	0
18 and Over	<u>5</u>	<u>8</u>	<u>13</u>
Total Gains	5	8	13
Losses:			
Letter of Transfer or Removal from Rolls	3	4	7
Death	<u>5</u>	<u>7</u>	<u>12</u>
Total Losses	8	11	19
Total Active Membership, December 31, 2019	174	236	410

Age Distribution of Active Members

25 & Under:	54
26-40:	74
41-55:	66
56-70:	91
Over 70:	<u>125</u>
Total	410

2019 Member Necrology Report

<u>Name</u>	<u>Joined</u>	<u>Died</u>
Artman, Joy	11/02/1986	1/04/2019
Williams, Iris	10/24/1993	2/05/2019
Gastineau, Dorothy	4/26/1964	2/08/2019
Gillespie, Dolores (Dee)	10/27/1968	2/12/2019
Greenlee, Ramona	2/14/1982	4/11/2019
Hawkins, Donald	4/27/1969	2/28/2019
Sims, Mary Jo	4/28/1968	4/19/2019
Wiggers, Fred	2/12/1978	5/23/2019
Dettenmayer, Edward	4/07/1963	6/17/2019
Sinewe, Cliff	10/23/1969	9/19/2019
Noakes, Merle	10/30/1963	10/18/2019
Stout, Beverly	3/19/1989	12/31/2019
Shearer, Robert (Clergy)		10/21/2019

**SOUTHMINSTER PRESBYTERIAN CHURCH
MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
FEBRUARY 3, 2019**

CALL OF THE MEETING: The congregation of Southminster Presbyterian Church was called together with proper prior notice, for the purposes of:

Receiving the Annual Report

Acting on the recommendation of the Session for the compensation package for the installed pastor

Electing an at large member to the Nominating Team

and following that,

Of electing officers of the Corporation for 2019.

Moderator Rev. Dr. Nancy Birdsong opened the meeting with prayer at 11.10 a.m.in the Sanctuary. Ninety-two members were in attendance; a quorum of the Church's membership is 42.

Business of the Meeting:

It was moved, seconded, and accepted (MSA) to accept the Minutes of:

- Annual Meeting of the Congregation of February 18, 2018
- Called Congregational Meeting of March 18, 2018
- Called Congregational Meeting of June 24, 2018
- Called Congregational Meeting of September 30, 2018
- Called Congregational Meeting of December 9, 2018

Rev. Birdsong gave a prayer for members who went to be with our Lord in 2018

Rev. Birdsong recognized and gave a prayer for church officers whose terms ended in 2018

Rev. Birdsong recognized and gave a prayer for our new church officers

Staff Presentations: Rev. Dr. Nancy Birdsong
 Rev. Steve Schumm
 Kim Catchpole
 Ruth Mappes

Team Leader Presentations:

Christian Education	Jeanne Leatherbury
Nominating Team	George Lawson
Personnel Team	Charlie Tapp
Finance Team	Ryan Battelle
Stewardship	Ralph Adkins
Communications Team	Brandon McFarland
Worship Team	Elizabeth Davis
Board of Deacons	Darlene Irwin
Invitation Team	Mark Ferguson
Mission Team	Kevin Dickson
Building and Grounds	Linda Meily

George Lawson, chair of the Nominating Team nominated Jacquie Ryan as an at large member. It was MSA to accept her nomination.

Clerk's Report Dorothy Fyffe

Ron Kuker, chair of the Personnel Team, presented the recommendation of the Session for the compensation package for Rev. Dr. Birdsong:

Cash Salary \$47,919; Housing/Utility Allowance\$ 47,919; Dental Insurance \$513; Estimated Pension/Medical Dues \$35,650; SECA \$7,371; Travel \$1,000; Continuing Education \$1,202; Professional Expenses/Books \$2,500. Vacation four weeks; Study Leave two weeks. It was MSA to accept the recommendation.

Budget Presentation

Ryan Battelle

It was MSA to approve Staff Reports, Team Reports and The Annual Report.

It was MSA to open the business meeting of the Corporation. The business of the Corporation was to elect officers to serve one-year terms. The following names were presented to the congregation:

President	Ralph Adkins
Vice President	Lois Thorp
Treasurer:	Patty Izor
Assistant Treasurer	Larry Schlotterbeck
Secretary	Dorothy Fyffe

It was MSA to accept the nominees.

Rev. Schumm closed the meeting with prayer at 11.49 a.m.

Respectfully submitted,
Dorothy Fyffe, Clerk of Session

**SOUTHMINSTER PRESBYTERIAN CHURCH
MINUTES OF THE CALLED CONGREGATIONAL MEETING
MAY 26th, 2019**

CALL OF THE MEETING: The congregation of Southminster Presbyterian Church was called together with proper prior notice, for the purpose of:

Calling of an Associate Pastor

Guest: Marge Morgan, Presbytery Liaison.

Moderator Rev. Dr. Nancy Birdsong opened the meeting with prayer at 10.55 a.m. in the Sanctuary. One hundred and eight members were in attendance; a quorum of the Church's membership is 41.

Cindy Battelle, Co-Chair of the Associate Pastor Nominating Committee (APNC), explained the Search and Selection Processes used by the committee – 65 Personal Information Forms (PIFs) were reviewed and 7 candidates interviewed.

Cindy and two additional members of the APNC then spoke briefly about why they believe that the Candidate is a good fit for Southminster Presbyterian Church (SPC).

The Candidate, Laura Nile, spoke briefly about why she believes SPC is a good fit for her.

The Candidate was then escorted from the Sanctuary. The Terms of Call were explained, questions on Healthcare Insurance and the Housing Allowance answered and paper ballots distributed to members, completed, and then collected.

While the ballots were being counted the Congregation participated in a hymn sing.

Marge Morgan brought the results of the Candidate's decision and the vote to the moderator who announced that the vote to Call Laura as the new Associate Pastor was unanimous. Yes votes 108 and No votes 0.

Laura was then escorted back to the Sanctuary and welcomed with a round of applause.

Laura closed the meeting with prayer at 11.31 a.m.

Respectfully submitted
Dorothy Fyffe, Clerk of Session

**SOUTHMINSTER PRESBYTERIAN CHURCH
MINUTES OF THE CALLED CONGREGATIONAL MEETING
SEPTEMBER 29th, 2019**

CALL OF THE MEETING: The congregation of Southminster Presbyterian Church was called together with proper prior notice, for the purpose of:

I) Voting on the revised Bylaws

and

II) Electing the slate of Officers proposed by the Nominating Team for the class of 2022 and an open slot in the class of 2021 and to elect 6 at-large members from the congregation to the 2020 Nominating Team.

Moderator Rev. Dr. Nancy Birdsong opened the meeting at 10.57 a.m.in the Sanctuary. One hundred and seventeen members were in attendance; a quorum of the Church's membership is 41.

A motion requesting an exemption to allow the election of officers to proceed on this date, the third quarter of the year, rather than the fourth quarter was approved.

It was MSA to accept the slate of officers recommended by the Nominating Team.

It was MSA to accept the Bylaws approved by Session on June 25, 2019.

Rev. Dr. Birdsong closed the meeting with prayer at 11.04 a.m.

Respectfully submitted
Dorothy Fyffe, Clerk of Session

FINANCE TEAM

Southminster will close out 2019 in considerably better financial condition than anticipated at the beginning of the year. Through November receipts were \$621,222.39. The value of our investments through the same period grew by \$59,205. Expenses through November were \$594,873.34. Finance expects our end-of-year results to be very close to break-even. You may recall we began 2019 with a deficit budget of \$(98,997), but the congregation provided generously so that we could overcome that planned deficit.

During the course of the year we routinely transferred money from our money market funds in order to meet our obligations. This sort of movement is normal, as we no longer receive monthly income from the cell tower. Now we receive a single annual payment of \$89,000, all of which was moved to our investment accounts until it is needed in the general fund. 25% of the \$89,000 is being permanently invested in our Southminster Foundation in order to provide a nest egg for when the cell tower no longer provides any income (in 2038).

The fact that our deficit was much less than budgeted is entirely because of the generous giving of the congregation. We received no estate gifts in 2019.

Total expenses for 2019 were \$117,329 *below* what we planned for in the 2019 budget.

The Finance team thanks the congregation for their generous and timely financial support. We ask also that you remember the church in your estate planning.

Please remember that pledging for the year helps us to establish and maintain a budget for the church. If you are able to make a commitment we would like to encourage you to do so each year. Also remember that for 2020 our per capita - which is the church's tithe to the Presbytery - is \$52.20 per member.

Finance oversees more than \$600k in investments, including both restricted funds (endowments) and general long-term savings vehicles. In 2019, our investment value increased by \$59,205 between November 2018 and November 2019. This increase was due to market conditions which were favorable to our investment strategy throughout the year.

The Finance team meets every third Sunday of the month at 11:30 AM. Contact anyone on staff or the team chair, Ryan Battelle (finance@sminster.com), if you have any questions.

Team Members: Ryan Battelle, Chair; Larry Schlotterbeck (assistant treasurer), Brian Stephens (investments), Patty Izor (treasurer), Ron Kuker, Mike Farmer, Ralph Adkins and Nancy Birdsong as ex-officio

STEWARDSHIP TEAM

Congregational pledges for 2019 were \$423,018 and Nov projection was for us to end the year at \$440,000. We also expected to end the year with more than \$90,000 in unpledged receipts versus our budget of \$50,000. Overall, Pledged, Unpledged and loose offerings are expected to be \$535,000 compared to our budget of \$477,000.

In late 2019 we reached out to the congregation several times to gain more support for Per Capita. Results unfortunately were only about \$6,500 dedicated to Per Capita. Approx the same as 2018.

In 2019 we added new members to the Stewardship team : Ralph Adkins was the Chairperson and supported by Kathy Jester, Bob Clements, Art Nitsch, Dorothy Fyffe and Nancy Birdsong as ex-officio. In 2020 Ralph Adkins will be leaving the team and Kathy Jester will be the new Chairperson.

SOUTHMINSTER PRESBYTERIAN CHURCH
2019 Budget vs. Actual
2020 Budget

DESCRIPTION	2019 Budget	2019 Actual	Variance Increase (Decrease)	2020 Budget
<i>Receipts</i>				
General Fund Receipts	473,018	515,909	42,891	544,704
Loose Offering	4,500	6,460	1,960	6,000
Telesite Lease Payments	89,000	89,000	-	89,000
Mortgage/Building Repair	-	13,013	13,013	-
Investment Inc./Dist. Foundation/Endowment	21,600	21,600	-	25,500
Investment Fund Net Income	-	35,325	35,325	-
Per Capita-Receipts	6,000	6,551	551	6,000
Building Usage Fees	7,500	10,650	3,150	9,000
Pre School Lease Income	11,588	12,037	449	12,600
Columbarium Receipts	-	3,952	3,952	-
Memorial/Special Gifts	-	3,565	3,565	5,000
TOTAL RECEIPTS	613,206	718,062	104,856	697,804
<i>Expenses</i>				
Salaries and Benefits:				
Pastor/ Head of Staff	144,478	146,992	2,514	152,048
Associate Pastor	75,593	74,604	(989)	84,419
Director of Youth and Christian Education	69,020	53,510	(15,510)	-
Director of Children Ministry	-	-	-	25,327
Other Education Staff	8,453	7,466	(987)	12,862
Worship Staff	40,736	41,103	367	48,699
Office/Facility	104,945	98,179	(6,766)	117,163
Assoc Pastor/HOS Moving Expense	10,000	8,002	(1,998)	-
Payroll Expense/Flexible Spending Account	2,350	2,251	(99)	2,701
Total Salaries and Benefits	455,575	432,107	(23,468)	443,219
Program/Team/Administration				
Invitation Team	7,000	1,455	(5,545)	4,000
Christian Education Team	12,915	9,559	(3,356)	12,820
Worship Team	12,800	13,298	498	13,700
Board of Deacons	4,400	1,568	(2,832)	4,900
Mission Team	18,000	8,747	(9,253)	15,500
Communication Team	1,000	-	(1,000)	5,000
Per Capita-Expense	21,063	21,063	-	21,715
Office Expenses	55,450	52,063	(3,387)	52,450
Facility Expenses	124,000	106,161	(17,839)	124,500
Debt Retirement	-	-	-	-
Total Program/Team/Administration	256,628	213,914	(42,714)	254,585
TOTAL EXPENSES	712,203	646,021	(66,182)	697,804
NET RECEIPTS/(EXPENSES)	(98,997)	72,041	171,038	-

TREASURER'S REPORT
Annual Financial Results

	2019	2018	2017
Total Receipts	718,062	802,819	701,556
Total Disbursements	646,021	724,720	689,247
Net Excess (Deficit)	72,041	78,100	12,309
Select Financial Information			
Current Assets - General Fund			
Cash & CD's	122,776	109,052	140,758
Assets - Investment			
Dayton Foundation	282,503	228,891	232,879
Morgan Stanley	394,259	332,542	379,975
Total	676,762	561,433	612,853
Total Cash and Investments	799,538	670,485	753,611
Liabilities -			
Withholdings & Misc	-	401	369
Union Savings Bank Loan	-	-	51,898
Other Debt	-	-	-
Total Liabilities	-	401	52,267
Equity Reserve -			
Other Designated Funds	107,531	91,693	84,891

Key Transactions/Activity - 2019

- * Southminster had 1 item capitalized in 2019. The Sanctuary LED lighting project totaling \$6,597.
- * Southminster received the first annual payment on the sale of the cell tower lease for \$89,000. There will be 19 additional annual payments through 2038.
- * Southminster donated \$4,000 to the Dayton Food Bank from our excess Pantry receipts to benefit the Dayton tornado victims
- * \$7,645 was received in memory of Joy Artman, Ed Dettenmayer, Dee Gillespie, Tom Gravlin, Ramona Greenlee, Dan Hodapp, Merle Noakes, Don Sarringar, Robert Shearer, Mary Jo Sims, Cliff Sinewe, Fred Wiggers and Marilyn Yochem. The Memorial Funds Policy is located in the Church office along with the Memorial Designation form.
- * In addition, \$36,450 was received from the congregation for pass through items such as designated gifts, mission offerings, flowers, youth events, emergency assistance, etc.
- * The Finance Committee asks that you remember Southminster's Endowment Fund in your estate planning.

In Christ - Patty Izor, Treasurer

**REPORT ON COMPENSATION – INSTALLED PASTORS
Presbytery of Miami Valley - Year 2020**

City/Location: Dayton
Pastor: Nancy Birdsong

Church: Southminster Presbyterian Church

	2019		2020
Annual Cash Salary	\$ 47,918.91	\$	48,638
Housing/Utility Allowance	\$ 47,918.91	\$	48,638
Medical Supplement Reimb.	\$ 512.98	\$	520
SECA (portion more than half only)	\$	\$	
Deferred Income	\$	\$	
(Annuity, Life Insurance, IRA, 403b, retirement savings, dental insurance, etc.)			
Other (please specify):	\$	\$	
Sub Total	\$ 96,350.80	\$	97,796
Free Use of Manse	yes / <input checked="" type="checkbox"/> no		yes / <input checked="" type="checkbox"/> no
If yes – not less than 30% of above	\$	\$	
EFFECTIVE SALARY (total above)	\$ 96,350.80	\$	97,796
ESTIMATED PENSION/MEDICAL DUES	\$ 38,462.78	\$	36,185
SECA (portion half or less only)	\$ 7,371.00	\$	7,482
REIMBURSABLE EXPENSES (NEED TO SHOW AS ITEMIZED FOR COM PURPOSES)			
Travel (auto @ IRS rate up to this amount)	\$ 1,487.20	\$	1,000
Continuing Ed. (min. \$1,220 for 2020)	\$ 1,267.07	\$	1,220
Professional Expenses/Books	\$ 2,007.31	\$	2,500
Other (please specify):	\$	\$	

ANNUAL LEAVE

Vacation (minimum 4 weeks including 4 Sundays)	4 Weeks	4 Weeks
Study leave (minimum 2 weeks including 2 Sundays)	2 Weeks	2 Weeks
Cumulative? # of weeks?	4	4
Other		

The above terms were approved by the Congregation at its meeting on date:

Clerk of Session

Date Signed

**REPORT ON COMPENSATION – INSTALLED PASTORS
Presbytery of Miami Valley - Year 2020**

City/Location: Dayton
Pastor: Laura Nile

Church: Southminster Presbyterian Church
* Called 8/12/2019

	2019	2020
Annual Cash Salary	\$ 27,500	\$ 27,500
Housing/Utility Allowance	\$ 27,500	\$ 27,500
Medical Supplement Reimb.	\$	\$
SECA (portion more than half only)	\$	\$
Deferred Income	\$	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, dental insurance, etc.)		
Other (please specify):	\$	\$
Sub Total	\$ 55,000	\$ 55,000
Free Use of Manse	yes / X no	yes / X no
If yes – not less than 30% of above	\$	\$
EFFECTIVE SALARY (total above)	\$ 55,000	\$ 55,000
ESTIMATED PENSION/MEDICAL DUES	\$ 20,350	\$ 20,350
SECA (portion half or less only)	\$ 3,410	\$ 4,207
REIMBURSABLE EXPENSES (NEED TO SHOW AS ITEMIZED FOR COM PURPOSES)		
Travel (auto @ IRS rate up to this amount)	\$ 1,000	\$ 1,000
Continuing Ed. (min. \$1,220 for 2020)	\$ 1,202	\$ 1,500
Professional Expenses/Books	\$ 1,250	\$ 1,500
Other (please specify):	\$ 10,000 (moving)	\$

ANNUAL LEAVE

Vacation (minimum 4 weeks including 4 Sundays)

5 Weeks

5 Weeks

Study leave (minimum 2 weeks including 2 Sundays)

2 Weeks

2 Weeks

Cumulative? # of weeks?

5

5

Other

The above terms were approved by the Congregation at its meeting on date:

Clerk of Session

Date Signed

