

# 2019



**John McMillan Presbyterian Church**  
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# **2019 ANNUAL REPORT**

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**Senior Pastor, Head of Staff**  
**Rev. Jeff Tindall**  
**Annual Report 2019**

I have been an ordained pastor in the Presbyterian Church (USA) for eleven (12) years now. Each year has had its great memories and different challenges. All have been fulfilling. 2019 has been no different. Last year I said that 2018 was the best year of my ministry. That is now old news because 2019 eclipsed 2018 by some distance. While I could write for many pages, I will offer just a few highlights.

### **Outreach**

This year, JMPC has been reaching out into the community with increasing energy. Adults went to North Carolina to perform hurricane relief. I traveled to Vietnam to offer support to the church in Vietnam and to teach seminarians about church order and polity. Our youth traveled to Kentucky to perform construction work on people's homes. JMPC housed more temporarily homeless through Family Promise than ever before. An adult team travelled to Chiapas, Mexico to help build a church school and offer Bible school to 60 local children. All of that was in addition to our "usual" missions with SHIM, World Vision, Produce to People, Heifer Project, the PCUSA special offerings and all the recipients of funds from the Christmas Affair. JMPC is truly a mission-oriented church.

### **Spiritual Development**

Children's Church has been quite successful with many more children attending and learning about God in new and unique ways. Teachers Carol Cowser, Cheri Clark and Caitlin Smith have been extraordinary in their commitment and love for the kids. While adult Christian education became "occasional", we had the opportunity to hear about unique topics that were in the forefront of many in our congregation. We heard from Dean John Welch as he taught us about systemic racism. We heard from Professor Leann Fuller who offered insight into mental illness. We also formed the Elder Care Support Group where we heard speakers discuss options for senior care, resources available and ways to convince loved ones to enter into those living arrangements. In addition, we had the opportunity to share thoughts, questions, memories and experiences as we supported each other. I had the opportunity to lead both the "Brown Bag Bible Study" and the "Tuesday After Dinner Bible Study" as we enjoyed our opportunity to dig into both the Old and New Testaments. ABCs of the Bible continues its mission to explore interesting Biblical topics and the John Covenant Group continues to meet to explore the Bible as well. JMPC has been blessed with a well-organized and enthusiastic prayer group that keeps in prayer all those who request it, for themselves as well as others. Our confirmation class was small but mighty and added new life and excitement to our community. VBS was hugely successful welcoming over 130 children into our church for a week with Jesus. Our worship services continue to be spirit filled, but we are also seeking to improve and add to our services, so as to make JMPC the spiritual home to all our members and guests. Matt and I continue to offer Advent and Lenten devotionals that we hope are inspiring and educational to all who enjoy them.

### **Nurturing the Covenant Community**

NCC has welcomed and provided hospitality to members and guests at all of our church gatherings, offered opportunities for fellowship in unique settings such as mystery dinner theater, Little Lake Theater outings, Pirate games, many opportunities to share food and fellowship after worship, as well as fun times playing games at church. NCC continues to strive to make JMPC a place for family social outings that are affordable and fun. The NCC was also a blessing when JMPC hosted the December Presbytery Meeting. Kudos came from every corner of the Presbytery about our warm and welcoming environment.

## **Resources**

JMPC has opened its doors to the community as a place where people can come to be: Girl Scouts, recovering addicts, women's associations, exercise groups for the disabled, exercise groups for moms pushing strollers, yoga enthusiasts, baton twirlers, line dancers, baby shower planners, wedding shower planners ... you get the picture. Our facility is a community place for folks to gather in a Christ-centered environment. As a bonus, our small fee schedule for such outside activities has increased the funds we have for other church missions and ministries. We rejoice in our strong financial position. We met the budget in 2019 which had been a substantial increase over 2018. But what was most exciting is that our Stewardship Campaign was more successful than it has been in years. Members (and visitors) committed to an amount for 2020 that is a 5% increase over what was committed in 2019. That increase allows JMPC to fully fund Outreach Pillar for mission and ministry! This is a sure sign that JMPC is on the rise in terms of our ability to minister in our community in a way that satisfies our members and guests.

## **Deacons**

The Board of Deacons has become a well-oiled machine. They call all those who appear on the Sunday alphabetical directory prayer list to just check in and see what each member's needs might be. The Deacons also send out the grief books to families of those who have died, offer post funeral receptions to grieving families, send cards to the ill, gather signatures of all who attend Sunday worship on cards for those who need a spiritual boost from the Deacon Caring Table, and generally care for our congregation with love and devotion.

## **Staff**

Your staff: Matt Fricker, Carolyn Brow, Leslie Bogdon & I have been meeting together every Wednesday for Bible study, bulletin planning, and general church administration. It has been a joy to meet every Wednesday when we sit down together. Matt has done a great job with our mission programs, youth events and preaching. His insight and encouragement have been a blessing to the staff and to the church. Carolyn continues to create a musical ministry that is moving and inspiring. Her wisdom in the history of JMPC and her willingness to try new things (like letting me play my trumpet in worship) makes our worship better. Leslie is the one who supports all the things listed above. Her tirelessness, commitment and patience is remarkable. She has her hand in all of this. One of my responsibilities as your pastor is to take part in community groups and Pittsburgh Presbytery. In that regard, I am currently the Chair of the Board of Directors of Baptist Homes Society, which operates Baptist Homes and Providence Point. I have also been elected co-chair of the Presbytery Executive Committee which acts much like the Session of the church. My days are full but filled with purpose and gratitude.

Yes, 2019 was a good year. And I thank God and the JMPC community for that.

**Annual Report 2019**  
**John McMillan Presbyterian Church**  
**Rev. Matt Fricker – Associate Pastor**

2019 has been another great year serving at John McMillan (my 4th year!). I want to thank JMPC for their love and care for my family thru everyday life. JMPC has been extremely helpful and supportive and we are grateful for our church family! Thank you from Matt, Cheri, Emma, and Maddox.

**Some highlights from 2019:**

2019 has been a wonderful year in many aspects for John McMillan Presbyterian Church. We have seen a lot of growth in our children and youth programs. This has been a steady increase even from the year prior.

The youth went to Big Creek Kentucky to serve those in need in Appalachia. We took 14 people and had an amazing week in fellowship and service. A special thank you to our dedicated leaders Jimmy Dykstra, Caitlin Smith, and Megan Sherry.

Kids have been busy at JMPC, especially for Vacation Bible School. We offer appreciation to director Emily Shubila and the 70+ volunteer teachers and leaders who welcomed the 140+ children and youth from our community. We were blessed that all the Sunday morning teaching staff returned for the Sunday morning church school. Church school is a new program that takes place during Church for kids 3 years old to 3<sup>rd</sup> grade. It is planned and led by Carol Cowser, Cheri Clark, and Caitlin Smith. Our dedicated teachers passed on the lessons of faith each week including some special hands on lessons. Kids Klub continues to meet on Wednesday evenings. The groups raised money for mission including over \$800 for Heifer International. Thanks to Judy Lipp, Kenna Altmeyer, Carol Cowser, Phil Dillon, and the kitchen crew and the volunteers who make this ministry possible.

Youth group has continued to see growth and is represented by 5 different high schools. The students come Wednesday nights and learn about God and play games, as well as eat a meal together. They also went on retreats to Windy Ridge and Laurelville retreat centers. They took part in service opportunities, lock outs, and other events.

Confirmation class had 2 students all of which joined the church. They learned about many aspects of their faith and took trips to Mount Aryat Church and Calvary United Methodist Church. They also went on the spring retreat to WindyRidge. They both wrote excellent statements of faith and it was a joy for them to join JMPC.

We have a nice group of students helping with the Duquesne kids club on Monday nights. They help teach and play with the children in the Duquesne community.

We took a group of 11 adults to New Bern North Carolina to help rebuild houses destroyed by a flood. It was great to be able to help, and also to hear the stories of the people.

### **Personal Reflection:**

This has been an amazing year at John McMillan for myself and my family. It has been a year of wonderful highs like our adult mission trip to New Bern North Carolina. It has been joyous watching our youth program grow and dig deeper into their faith. It has been great worshipping together as a body of believers. Thank you to everyone at JMPC that I got to spend time with in 2019, I look forward to being together and serving God in 2020. Thank you for your dedication and service here at JMPC! I have truly enjoyed living life with you this past year and I am thankful for each one of you.

Outside of the walls of JMPC I continue to serve on the board of the Iraq Partnership Network. I also, co-wrote an overture that will be at the 2020 General Assembly. I also serve on the peacemaking team at Pittsburgh Presbytery. I have been a keynote speaker at many different conferences, focusing on reconciling veterans with Iraqi people.

I must say how truly and deeply blessed I feel to be able to serve at JMPC. I am thankful for all the people on staff and in the congregation whom I have gotten to know over the past year. I am grateful for the support and passion of the members at the church. I look forward to another year of life together serving at JMPC!

Peace in Christ,

Rev. Matt Fricker

## **JMPC OFFICERS FOR 2020**

### **Elders**

Class of 2020 – Kenna Altmeyer, Carol Cowser, Nathan Knopp

Class of 2021 – Jessica Braden-Rogers, Joe Pelan, Connie Smith

Class of 2022 – Michelle Chenevert, Steve Masley, Emily Shubilla

### **Deacons**

Class of 2020 – Debbie Fossick, Donna Kovell, Sandy Underwood, Sarah Willison (serving January 2019 – June 2020)

Class of 2021 – Ray Pierson, Sue Pierson, Lynn Willison

Class of 2022 – Deanna Kovell, Judy Willison

### **CONC (Church Officer Nominating Committee)**

From the Congregation at Large –Betsy Gilbert, Charlie Previs, Toni Sulkowski

From the Board of Deacons – Yet to be determined

From the Session – Yet to be determined

## **Corporate Officers of JMPC for 2020**

President	Kenna Altmeyer
Secretary	Cindy Fast
Treasurer	Jim Hinerman
Corporate Counsel	Betty Dillon
Financial Secretary	Leslie Bogdon
Accountant	Nancy Miller
Payroll Secretary	Leslie Bogdon



## 2019 ANNUAL STATISTICAL REPORT

### MEMBERSHIP

Active Members 12/31/18 415

#### Gains for 2019

Profession of Faith, Reaffirmation, Restoration	
17 & under	2
18 & over	4
Letter of Transfer	2
Other gains	0

<b>TOTAL GAINS</b>	<u>+ 8</u>
<b>SUBTOTAL</b>	<b>= 423</b>

#### Losses for 2019

Letter of Transfer	0
Death	5
Other	46

<b>TOTAL LOSSES</b>	<u>- 51</u>
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**TOTAL ACTIVE MEMBERSHIP 12/31/19** = **372**

Female Members	212
Male Members	160

#### Age Distribution of Active Members

25 and Under	68	Ages 56-70	99
Ages 26-40	71	71 and over	67
Ages 41-55	67		

#### 2019 Baptisms

Child	9	Adult	0
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## NCC PILLAR 2019 ANNUAL REPORT

NCC is a pillar known for two things. First, it has the most awkward pillar name- quick, what does NCC stand for? The answer of course, is Nurturing the Covenant Community. Second, can be summed up in a single word...FOOD! While we are best known for nourishing the body, we also try to sponsor programs that nourish the mind, spirit, and friendships as well. Our primary goal is to bring people together, whether it is over a book, a dining table, or an athletic court. In a culture where loneliness and isolation are increasingly common spiritual and health problems, it is important for us to find ways to connect with one another.

Programs under the umbrella of NCC include our pickleball group, a book club, a trip to a Pirate game, game nights, and an Easter Egg Hunt for the children of our church and preschool. As you can see, we strive to provide a diverse array of activities to reach as many members as possible. We are always looking for new activities as well. This year Linda Pelan suggested a Lenten activity that encouraged people to give up an item from their closet or dresser for each day of Lent. NCC and Outreach decided to co-sponsor the event and it was successful beyond our wildest dreams. An entire room was filled with bags of clothes that were then distributed to a variety of groups that made good use of them.

NCC also oversees our new member classes and maintenance of the rolls through our Membership Ministry Team. Three new members classes were held, and eight new members joined the church. This year we undertook maintenance of the rolls as well. Since JMPC is assigned a per capita apportionment based on our membership, we made sure that all those on our rolls still wanted to be in membership with us.

And of course, we ate... a lot! We had hot dog and chili luncheons, an Ash Wednesday soup dinner, a Christmas Concert dinner, a Christmas cookie exchange, and a women's breakfast group. Oftentimes our food is provided in support of other activities of the church. NCC provided refreshments or meals for the Church Officer Retreat, the tree planting event for our new orchard, the Confirmand class and Session, the Kids' Club/Youth Group Thanksgiving service, and a Presbytery Meeting. Then of course there is Coffee Hour every week. Sunday morning church is always better with a cookie or two and cup of coffee.

As we move into 2020, we continue to look for new ways for the JMPC family to gather together. If you have suggestions for activities, groups, or programs, please speak up. We would love to help you make it happen. And who knows, maybe we can find a way to work a little snack into it!

# Outreach Pillar Annual Report 2019

**Outreach Pillar session members:** Jessica Braden-Rogers and Jeff Ruch

*"The mission of the Outreach Pillar is: 1.) to share God's blessing with others by offering support, shelter, and comfort to those in our community, nation, and world; and 2.) to enable members of the congregation to grow in faith by participation in our programs to offer support, shelter and comfort to others, and by participation in mission trips. We sustain our programs through prayer, financial assistance and the sharing of our talents as we strive to become humble servants of Christ."*

JMPC planted a 30-tree orchard of various fruit trees this year. This future land investment of fruit trees will supplement the SHIM garden to provide fresh fruit and vegetables to those in need in the south hills. The SHIM garden was also enlarged this year and has provided a bountiful crop for SHIM. The renewed desire to help our neighbors has carried through on the teams in the Outreach Pillar.

## **The mission ministry teams provided aid the following:**

**SHIM (South Hills Interfaith Movement)** serves families in our local south hills area. This support is provided through food drives, special offerings and clothing items.

SHIM Food Drives We donate food in April and November as well as the Souper Bowl drive in February. The Souper Bowl alone provided 96 items and \$255.

SHIM garden The garden in the back of the JMPC property is used to grow fresh vegetables that are delivered to the SHIM food bank. This also includes donated excess food grown by family members of the congregation in their gardens. The garden produced over 1224 pounds of fresh produce this year and delivered to SHIM food bank.

**Produce to People** is part of the Pittsburgh Food Bank program. JMPC supports this activity on the North Side several times a year and helps in the distribution of fresh produce to those in need.

**Family Promise** We hosted homeless families by providing rooms for sleeping for families, meals and driving to and from their counseling services. We also provide JMPC facilities for other churches in the area for them to staff and host homeless families. We thank Toni Sulkowski and Barb Sherry for their past leadership of this work and are grateful for Donna Kovell and Jeanie Bonnewll for stepping into the leadership role to keep this ministry going.

**First Presbyterian Church of Duquesne** is our partner congregation in Pittsburgh Presbytery. The Duquesne Kids Club consisted of taking adults and youth to Duquesne to help and support the Duquesne kids club. We also have numerous people supply dinners for 10 Mondays a year. The program is doing very well and it is a wonderful partnership that is 20 years old! In addition to our support for Duquesne Kids Club we also supported the Open Table program financially \$150 and with a volunteer table member. The Open Table is a program to mentor youth of Duquesne to gain valuable life skills to be successful.

A number of Duquesne church members also join us in our Ash Wednesday worship service and meal. We donate a portion of the special offerings to Duquesne Church for their use. The Angle Tree this year we gave 68 coats, 2 sweaters and many hats mittens and gloves to the Duquesne children.

Last winter the furnace at Duquesne church broke and was beyond repair. They needed \$100,000 to replace the equipment. We have promised to provide \$10,000 towards their efforts. We provided \$4,000 this year and committed to \$3,000 for the next two years.

**Malawi and Sudan Partnerships** are our international partnerships. We have been partnered with the Chigumula Church and Silas for a long time. We have exchanged members of the congregation and ministers. This past year we have partnered with Sudan. In particular we are trying to help support the Mather's in their missionary work.

**Syria, Lebanon, Iraq refugee relief** the Parker's are missionaries working in these countries. Pastor Matt knows them from his trip to Iraq this year. We are looking to partner with them and their work with the refugee children.

**Bonds of Love:** Is a mission to educate and help teen and first-time mothers have healthy full-term babies. This training and support is provided with the First Duquesne Church.

**Senior Home Outreach:** Is a mission where once a month a church service and communion is served to those at the Bethel Park Retirement Residence. The typical attendance was 11.

**Presbyterian Special Offerings:** Special collections are made four times a year for One Great Hour of Sharing, Pentecost to PCUSA, Peace and Global Witness, and Christmas Joy. Over \$2200 was raised.

**World Vision's** Pittsburgh Global Distribution Center sorts, processes, and prepares donated products for domestic and international distribution.

**Blessing Bags** is a program to provide a small bag of toiletries and a nutritional bar that can be handed out to the homeless. The congregation is encouraged to have them in their car to hand out to those in need. It has been funded with the Breadbox donations in the Narthex.

**Other Outreach Pillar ministry teams provide the following:**

**Vacation Bible School (VBS)** is an outreach program for young children in the community to learn stories of the Bible, have fun, a snack, and learn songs. One week in the summer. We offer appreciation to director Samantha Pauley and the 70+ volunteer teachers and leaders who welcomed the children and youth from our community.

**JMPC Preschool** provides a preschool for the community. The preschool is discussed elsewhere in the annual report.

**Communications** this is a team of members that update the JMPC website, update the Narthex display panel, and provide advertisements for special event, and services.

**The Christmas Affair** is our largest single fund-raising event for missions. Through the leadership of Karen Timko and Lynn Willison and the hard work of the army of volunteers, we open the church to area crafters to sell their items and JMPC sells food, homemade pastries and candy. This one-day event is the culmination of work that starts in the spring with the proceeds all donated before the end of the year. This year was a great success and was distributed as follows:

Heifer International (in honor of the volunteers)	\$60
Family promise	\$1,000
SHIM	\$3,000
First Duquesne Presbyterian Church	\$700
Sojourner House	\$1000
Pittsburgh Presbytery PDA	\$700
PCUSA Syria, Lebanon, Iraq refugee relief in those countries via (the Parker's)	\$2900
Women's Center and Shelter	\$1000
Heartfest	\$1000

For the total of \$11,360.00 to the above missions. We are looking forward to another successful year in 2020 with Donna Kovell and Nancy Page taking over as leaders in putting this together.

In 2020 the Outreach Pillar hopes to further establish significant contributions to our community, to create closer mission partnerships, better communications, and better sharing of the JMPC property and facilities.

## **Mission Trips**

### **Adult Mission Trip**

The adult mission trip went to New Bern, North Carolina. We had 11 people go on the trip and we served with the Fuller Housing ministry. We were a part of rebuilding 4 different house that had been damaged from floods.

**Global Mission Trip** 4 church members traveled to Ch'ijtal, Chiapas, Mexico to work with the community building a new church. They lead a VBS with crafts, music & games.

### **Youth Mission Trip**

The youth served in Big Creek Kentucky this summer with Big Creek mission. We served numerous different houses in many different capacities including roofing, floors, walls, and hot water tank repair. We had 10 students and 4 adults go on the trip and serve in Appalachia.

## **Resources Pillar 2019 Annual Report**

The mission of the Resource Pillar is to be the liaison between a variety of ministry teams and Session and provide guidance as necessary. **The Resources Pillar** committee members were Nathan Knopp, Kenna Altmeyer and Joe Pelan. This year the Resources Pillar held their 1st Annual Car Cruise which was on Saturday, September 28 and it brought in \$2200 for the Driveway Fund. At the end of the year a gentleman who attended the Cruise stopped by and made a onetime donation of \$200 to the Church.

The **Building and Grounds Ministry Team** coordinates the maintenance, repair, and improvements of the church building and property. Steve Masley (Chair), Wayne Fast, Jim McCalmont, Scott Nowak and Jim Ellis make up the B&G ministry team in 2019. They also work closely with many talented contractors and experts who handle the larger tasks such as HVAC, lawn care, and snow removal. The ministry team oversaw the usage of the building and grounds to ensure that requirements and regulations were met. Usages included those by church groups, events sponsored by individual members, and many other nonaffiliated persons and organizations. Building usage income was up 30% from 2018 or approximately \$2600 increase. The ministry team worked to remain within its budget. We continue to realize savings. A yearly review of our utility commodity contracts was made to insure we are paying the lowest rates. Several bids for our contracted work were received and some providers and suppliers were changed. The ministry team met each month this year. Fix it Fellowship meets throughout the year to assist with repairs and several other church members assisted with various tasks that they have special skills and abilities.

The monthly and seasonal contracted services that the committee oversaw included:

Monthly: janitorial; pest control; floor mats; trash collection; paper recycling; fire alarm monitoring.

Seasonal: grass cutting/ trimming; snow removal; complete fire alarm system and components inspection, testing, and maintenance; HVAC inspection and maintenance; window cleaning, plumbing inspection (backflow valve test).

The ministry team also recruited volunteers for the removal of snow and salting of the Narthex entry sidewalks, Monday through Friday during the winter months.

The projects completed this year:

- Held the annual spring grounds cleanup/ mulching.
- Many lights were repaired/replaced in the fellowship hall, classrooms, and hallways.
- Trees and bushes were trimmed, pruned, or removed.
- Plumbing repairs to sink in preschool art area.
- Minor Repairs throughout the building
- Crosses on the exterior were power washed in late October
- A required inspection recommended our detention pond be upgraded with a limestone trench to minimize sediment flow into the municipal stormwater piping.
- Driveway and parking areas were crack filled & seal coated to extend pavement life. Parking space lines and driveway curbs were again painted at no cost to the church.

Building and Grounds is looking ahead to the new year, many more projects that improve the physical appearance and function of our building are anticipated. Hopefully this helps the members and leadership of our church to follow through with our mission and enhance the experiences of anyone worshiping in or visiting our church.

The **Finance Ministry Team** Leslie Bogdon, our office manager, has the responsibilities of the church bookkeeping as well as the financial secretary. We owe many thanks to Carol Cowser & Chris Todd for continuing their work on the finances and taxes. Jim Hinnerman continues to be our treasurer. Audits continue to be headed up by Ray Kells. Chris Todd has worked to put our budget together for 2020. For the second year in a row we have budgeted funds to each Pillar as well as mission directly.

The **Personnel Ministry Team** streamlined the annual performance evaluation process. This year the Pillars and Deacons conducted evaluations for Senior & Associate Pastor with input from their ministry teams. As head of Staff, **Senior Pastor conducted performance evaluations for Associate Pastor and staff. Peer-to-peer evaluations between staff were eliminated.** Congregational evaluations for pastors and staff were also eliminated. PMT will continue to work with pastors to consider another method of soliciting congregational input throughout the year. PMT facilitated performance evaluations and submitted recommendations for merit increases to the Resource Pillar with enough time to update payroll by 1/1/2020. They also updated JMPC's Board of Pensions employer profile, salary and benefits selections for Senior and Associate Pastors. This was critical for our pastors to receive the correct benefits and pension. PMT prepared Pastor Jeff's Terms of Call for presentation at our annual congregational meeting and submitted the updated Temporary Pastor Contract for Matt Fricker to the Pittsburgh Presbytery's Commission on Ministry. Thank you, Dan DePra (Chair, PMT), Nathan Knopp, Jim Polen and Kenna Altmeyer.

The **Stewardship Ministry Team** started the year with 415 Active members and ended with 372. We gained 8 new members but lost 51 either by death or other reasons. The pledges for 2019 were \$347,782, non-pledged contributions were \$48,484 for a total of \$396,266 which was \$28,616 more than last year. They continue to work together throughout the year. They keep our congregation aware of ways they can be involved with how God wants us to be good stewards of the gifts with which he has blessed us. Thank you, Rich Underwood (Chair), Felicia Woessner and Pastor Jeff.

The **Endowment Ministry Team & Governance Ministry Team** meet as necessary. Thank you, Wayne Fast & Dan Zearley for being involved in the Governance Ministry Team.

The **Church Officer Nominating Committee** has worked hard throughout this year to get a full slate of volunteers to become Elders & Deacons for 2019. Thank you, Joe Smith, Elizabeth Brow, Charlie Previs, Debbie Fossick & Pastor Jeff.

## ENDOWMENT TEAM ANNUAL REPORT – 2019

The Endowment Ministry Team is a sub-committee of the **Resource Pillar** and responsible for providing guidance and recommendations for investing JMPC's endowment fund. The current Committee members are: Glen Siniawski, Doug Mickey and Gary Cartwright.

The goal of the endowment fund is to generate current income that will be given to a different church committee each year to spend on a special project of the committee's choosing. The funds are to be invested to generate an amount of income that is consistent with the goal of protecting principal, however small short-term fluctuations are acceptable.

Since December 2011, the funds have been invested in the New Covenant Income Fund. This is a conservative, income producing fund that makes investment decisions consistent with the social-witness principles adopted by the General Assembly of the Presbyterian Church (U.S.A.) and, accordingly, may limit investments in companies involved in gambling, alcohol and firearm related securities. During 2019 the committee reviewed investment options and recommended that the endowment remain invested in this fund. The Resource Pillar agree with this recommendation.

The performance of the fund by year for 2019 and since the initial investment in the New Covenant Fund ( December 2011) is as follows:

	<b>2019</b>	<b>Since Initial Investment</b>
Beginning account value	\$107,155.47	\$0.00
Income	\$0	\$9965.17
Distribution of income	\$2738.62	-\$5262.38
Change in value of principle:		
Investment Gain / loss:	\$4712.23	\$4240.79
- Additional Contributions	\$0	\$105,662.74
Ending account value	\$114,606.32	\$114,606.32

During 2019, income from the Endowment remained in the fund. To determine how to best use the income generated during 2019, Resource Pillar will work with Session Pillars to identify special projects or activities where the income can be used to advance our mission as God's people. The principle will remain invested and not withdrawn unless there are extraordinary circumstances.

The Endowment Ministry Team and the Resources Pillar will continue to monitor the performance of the Endowment to ensure it is invested appropriately to meet the stated goals.

The Endowment Ministry Team asks our church members to prayerfully consider making an investment in the future of our church through a donation in the name of a loved one, when preparing your estate planning, making a contribution from your tax refund or a general gift.



## **JMPC Personnel Ministry Team 2019 Annual Report**

**According to the PCUSA Book of Order (G-10.0102) “The session... has the responsibility... to provide for the administration of the program of the church, including employment of nonordained staff, with concern for equal employment opportunity, fair employment practices, personnel policies, and the annual review of the adequacy of compensation for all staff, including all employees.”**

The Personnel Ministry Team (PMT) advises the Resource Pillar of Session and Pastor Jeff, as head-of-staff, to provide an orderly, focused and considerate way to maintain a healthy work environment at JMPC. The PMT manages JMPC’s employment-related issues such as recommending job descriptions, maintaining personnel files and policies, facilitating annual staff and Pastor performance evaluations, recommending compensation adjustments to Session, encouraging professional growth and development, and acting as a support group for our pastors and staff.

This year, PMT enjoyed full membership with Dan DePra (chair), Nathan Knopp, Kenna Altmeyer and Jim Polen. Both Kenna and Nathan served as our critical link to the Resources Pillar, while Jim was a valuable addition as our resident Human Resources professional.

### **Notable 2019 PMT accomplishments include:**

- Streamlined the annual performance evaluation process as follows:
  - Pillars and Deacons conducted performance evaluations for Senior and Associate Pastor with input from their ministry teams.
  - As Head of Staff, Senior Pastor conducted performance evaluations for Associate Pastor and staff. Peer-to-peer evaluations between staff were eliminated.
  - Congregational evaluations for pastors and staff were eliminated. PMT will work with pastors to consider another method of soliciting congregational input throughout the year.
- Facilitated performance evaluations and submitted recommendations for merit increases to the Resources Pillar with enough time to update payroll by 1/1/2020.
- Updated JMPC’s Board of Pensions employer profile and salary and benefits selections for Senior and Associate Pastors. This was critical for our pastors to receive the correct benefits and pension.
- Prepared Pastor Jeff’s Terms of Call for presentation at our annual congregational meeting and submitted the updated Temporary Pastor Contract for Matt Fricker to the Pittsburgh Presbytery’s Commission on Ministry.

Many thanks to Pillar leadership who provided thoughtful and constructive feedback for performance evaluations. Also, thanks to the Finance Team, Resource Pillar, and Pastors Jeff and Matt for their cooperation, helpful suggestions, insightful discussions, and faithfulness throughout the past year.

Special kudos to our hard-working JMPC staff – Leslie, Caroline and Elisabeth. Their professionalism, reliability and dedication to JPMC makes our job easy.

Yours in Christ, Dan DePra - Chair, Personnel Ministry Team

## **The Spiritual Development Pillar Annual Report for 2019**

The Spiritual Development Pillar oversees many ministry teams in the areas of worship and Christian Education. These services and programs are made possible by many dedicated volunteers. We are so grateful for their time and energy. Our Pillar was facilitated by Elders Cindy Fast and Carol Cowser.

**The Christian Education ministry teams** provide studies, programs, and activities for children, youth and adults. We are blessed to have Pastors Jeff and Matt who take an active role in nurturing our knowledge and understanding of our faith and the Bible.

**Children and Youth** were served in a variety of ways:

\* Children's Church: This program provides a special worship opportunity for children age 3 through 3<sup>rd</sup> grade. Thank you to Caitlin Smith, Cheri Clark and Carol Cowser for leading and for the assistance of various volunteers.

\* Kids Club: This Wednesday evening program includes lessons, recreation, and dinner for children in grades 3 through 6. Thank you to Joe Smith for leading this program in the spring and to Judy Lipp for leading the program in the fall. Thank you to Phil Dillon for leading the recreation time, Kenna Altmeyer and Connie Smith for registration and our kitchen crew including Karen Timpona, Barb Sherry, Joyce Ewing, Suzie Burland, and Carol Cowser .

\* Confirmation: Pastor Matt and Jim Willison provided a wide variety of experiences for this year's Confirmands. After their 8 weeks of study, they and their parents were invited to dinner at the church with the Elders so they could share the summation of their learning.

\* Youth Group: Pastor Matt leads this Wednesday evening program for youth in grades 7-12 along with help from Caitlin Smith, Megan Sherry, and Jimmy Dkystra.

\* Youth Sunday: Pastor Matt worked with the grade 7-12 group to provide a youth led Sunday Service.

\* Christmas Pageant: Heidi Todd and Betsy Gilbert led our choir of angels in "Special Delivery".

### **Adult Christian Education Programs:**

\* ABC's of the Bible: This group meets on Sunday mornings at 9:30 am to explore God's Word. Thank you to Hugh Given, Susan Zearley and Dan Zearley as facilitators.

\* John Covenant Group: Thank you to Hugh Given for leading this group that meets on two Wednesday mornings each month during the school year.

\* Brown Bag Bible Study: Thank you to Pastor Jeff for leading this daytime Bible study that meets at noon on two Wednesdays per month.

\* After Dinner Bible Study: Thank you to Pastor Jeff for leading this evening Bible study at 7:00 pm on two Tuesdays per month.

\* **Book Studies:** Thank you to Pam Dobos for leading a five week spring study entitled Present Over Perfect by Shauna Niequist and for Pastor Jeff for leading a fall study entitled Inspired by Rachel Held Evans. Thank you to Pastor Matt and Zach Smith for coordinating a Children's Event for fun Bible study during the fall.

\***Elder Care Support Group:** Thank you to Pastor Jeff for securing presenters for this program to help those struggling caring with aging family members.

**The Worship Ministry Teams** focused on insuring meaningful worship each week at John McMillan Presbyterian Church through working with and effectively communicating with the pastors.

**Prayer Team:** Jim Ellis is the facilitator of this ministry team. He emails weekly notes regarding prayers needed to members of the team. The members of the prayer team regularly pray for those listed in Joys and Concerns, as well as addressing special requests.

**Worship the Way Task Force:** This group, chaired by Toni Sulkowski, works together to share ideas as to how the worship experience at JMPC could be enhanced for those who come to church. The idea was to create a meaningful worship experience and meet the needs of an age diverse and church background diverse congregation and visitors.

**Worship Ministry Teams:** There are many people who contribute to various aspects of the worship experience each week. We are blessed to have dedicated coordinators, as well as the volunteers they recruit throughout the year to help them to execute their responsibilities. Each Sunday, our various worship ministry teams ensure that there are greeters, ushers, childcare providers, and liturgists. The Chancel area is decorated with inspirational banners and beautiful flowers. These special touches are to enhance our worship experience and to further our mission statement to "Know, Serve, and Glorify God." This year we were able to purchase 15 new banners to enhance the Chancel area.

Thank you to the following coordinators, as well as to the many volunteers who help them!

Greeters-Marion & Bob Lyles
Ushers-Dave Dowdell
Communion Servers-Susan Zearley
Communion Preparation-Cindy Fast and Judy Gaudelli
Communion Bread Bakers – Judy Gaudelli, Nancy Page, Sue Clark
Flowers for Sanctuary-Cindy Fast
Flower Chart Designer-Steve Masley
Flower Caller(Reminder)-Cindy Fast
Liturgists-Susan Zearley
Bulletin Covers-Susan Zearley
Child Worship Clipboards-Laura Waterstram
Special Flowers-Easter & Christmas-Jane Voligny
Special Decorations/Candles-Jane Voligny
Advent Candle Lighters-Annarie Cartwright

Banners-Jane Voligny
Prayer Team-Jim Ellis
Baptism Coordinator-Cindy Fast

**Music Ministry Teams:** Music plays a very important part of our worship experience at JMPC. We are thankful for the talents of our staff members, Carolyn Brow and Elisabeth Jeffries. Carolyn Brow oversees the various music ministries, as well as directing the Adult Choir and the Celebration Bell Ringers, soloists, several special instrumental and small singing groups. The music program here at JMPC, clearly a source of pride and joy, continues to excel in providing weekly inspiration. Many JMPC members, as well as youth, have participated and share their love of praising the Lord through music at our many worship services, as well as the special Christmas Concert. Thank you to all of our musicians!

Submitted by,

Carol Cowser and Cindy Fast, Spiritual Development Elders

## Music Director's Annual Report - 2019

This year has been a good one for the music ministry at JMPC. Fortunately, things have gone smoothly without the big changes we had to make last year (2018).

- The Chancel Choir continues to grow. We have approximately thirty members which is bigger than it has ever been, but I would like to recruit younger members of our congregation as the ages of our current members are mostly fifty five and above. I'm concerned that our choir will decline in ten years without actively recruiting younger members.
- The Celebration Ringers is certainly a multi-generational group. Our newest member is ten years old and our oldest members are in their mid-sixties. We will lose two of our high school seniors next spring therefor, we will also need to actively recruit replacement members.
- The Christmas Concert was a hit again this year although attendance was lower than usual. This was probably due to a conflict with the Steelers.
- The Christmas Pageant was also well done due to the efforts of Heidi Todd, Betsy Gilbert and all the children who participated.
- Our Brass Ensemble performed several times with good results. The members really enjoy playing together.
- The Men's Quartet became a Quintet this year with the addition of Pastor Jeff.
- We enjoyed the music shared by many members who performed solos and duets.

As always, I am truly blessed to work with so many wonderful volunteers and staff. JMPC is my home away from home.

Respectfully,

Carolyn Brow, Music Director

## **Columbarium 2019 Annual Report**

During 2019, there were no interments. At the end of 2019, 22 of the 70 niches are reserved and ten persons are interred in the Columbarium.

The Columbarium Board of Wayne Fast, Judy Gaudelli, and Steve Masley was approved by Session in 2015. The Columbarium Board manages the operation of the Columbarium, sale of niches and oversight of the Columbarium funds for perpetual care.

Through the generous gift of a former JMPC member, the Columbarium was dedicated on July 7, 2013 and provides JMPC members the opportunity to be memorialized.

**Blessings,**

**Wayne Fast  
(on behalf of the JMPC Columbarium Board)**

## **Board of Deacons**

The Board of Deacons is called to Serve the members of the congregation with love and compassion, showing empathy and love. We concentrate on ministering to those members who are suffering from sickness, grief, or loneliness as well as congratulating graduates and new parents.

The Deacons are to provide and/or serve funeral lunches to members who would require the service. Typically, the family is asked what form of luncheon they would prefer by the pastors and the pastor passes along the information and we do the best we can to fulfill the desires of the family. We did one for the Family of Ruby Gregg this year.

We have nine Deacons and a 18-Month Deacon. The Deacons sign-up to be Deacon of the Month where that person becomes the main contact and coordinator of assistance to the congregation. The Deacon of the Month must also send an interface article to the secretary, attend the Session meeting to report on Deacon activities, activate the calling chain for members who do not have email addresses, call or contact members on the prayer list, take the memorial flowers to a shut-in if the giver does not take them, and update the funeral book as needed. If soup or food is needed by a hospitalized member, the Deacon of the Month is to coordinate the meals and delivery.

The Deacons set up the Caring Table each month so that members can send messages to someone in need or in celebration of a happy event. We also send cards to our high school and college graduates with wishes from the congregation. We hope come up with a way to share with some of the children in the coming year.

For members who are grieving the loss of parents, children, or spouses, a booklet called "Journeying through Grief" is sent periodically to support them in their grieving process. There are additional pamphlets in the Narthex for other difficulties as well.

The Deacons continue to take turns cleaning the kitchen and pantry before our meetings four times each year. When most of the members are there, the task is completed quickly.

The Deacons also remember our college students twice a year with gift cards during finals week to let them know that we are praying for them. We also send cards to members who need prayers and cheer.

In addition to these activities, we also maintain the AED and First Aid kits and the planters by the back entrance to the church. We donate to the Bethel Park Fire Department and EMS each year.

Respectfully submitted,

Debbie Fossick  
2018 Moderator of the Deacons

**John McMillan Preschool  
Annual Report 2018-2019  
Lori Feldmann, Director**

The preschool is celebrating its 46<sup>th</sup> year of providing a nurturing early childhood education to the children of Bethel Park and surrounding communities. The information in this report summarizes the time period from September 2018-May 2019.

**Staffing:**

Katie Strickland was the Teacher and Enid Campos the Assistant Teacher of our Pre-Kindergarten children, Melissa Kim was the Teacher of our MWF Four-year olds, Brooke Dudjak was the Teacher of our TThF Four-year olds, and Rachelle Edwards was the Teacher and Becky Miehle the Assistant Teacher of our Two Day and Three Day Three-year olds. Each day they brought new energy and meaningful learning activities to their classrooms, and always modeled God's love to their students.

**Enrollment and Programming:**

We had 51 children enrolled in morning preschool sessions as follows: Pre-K – 14, 4's – 18, 3's – 19

Our teachers develop their lesson plans following a theme based curriculum guided by the PA Learning Standards for Early Childhood. Each day includes free play time, circle time, story time, center based learning, fine and gross motor play, prayer and snack. It is our goal to foster independence and self-esteem in each child as we guide them in developmentally appropriate learning. But always, we want them to know that each one of them is uniquely created and loved by God.

**Pre-K and 4's:** Lessons are planned to foster the development of specific skills that are essential for success in kindergarten. Children practice writing and cutting every day. They work on identifying upper and lower case letters and their sounds, as well as writing them. They learn to recognize the numbers 1-20 and write 1-10. The introduction of common sight words begins in November. Hands-on science exploration and discovery occurs weekly. Language and communication skills are used throughout the day and modeled by teachers. Field trips and visitors help to connect the curriculum to the world. And, by instilling a strong sense of classroom and school community, children develop a sense of citizenship and social responsibility at John McMillan Preschool that will later lead to a sense of responsibility to the world around them.

**Two-day and Three-day 3's:** The focus of our 3's curriculum is socialization and learning through play. Play and learning go hand in hand as the children choose from centers with learning activities (matching, counting, fine motor enhancement), building blocks, dramatic play and dress-up, art projects, manipulatives, musical instruments, etc. Children will learn shapes and colors, practice cutting, and work on identifying their names and recognizing the letters in their names. Exposure to the alphabet begins in January, as well as learning to write their first names. As the teachers interact with the children they will be intentionally modeling socialization throughout the day. Circle time is a chance to share and listen to others, and to ask questions. Gross motor time is a time to learn about taking turns, and snack time is a time to talk with friends and enjoy food together – very important social skills to learn. Play provides rich learning experiences which in turn build a foundation for success in school and life.

All year, we offered afternoon **Enrichment classes** that were very well received. These classes were offered one day a week for a various number of weeks and were open to different age groups. Classes started at 11:45am and ended at 2:15pm (includes 1 hour for lunch/play). With a full range of topics, there was something for everyone:

**Fall 2018:** Kids Can Cook, Awesome Artists, Preschool Book Club, Fun with Spanish, Animal Mania, and Countdown to Christmas



**Winter 2019:** Kids Can Cook-Part 2, Full S.T.E.A.M. Ahead, and Alphabet Adventures

**Spring 2019:** Dino Discovery, Once Upon a Time, Fun with Spanish, It's a Small World

Children bring a peanut/tree nut free lunch from home and eat with their friends under a teacher's supervision. They also participate in gross motor play before their enrichment class.

**Special monthly classes:**

**Chapel Time:** Each month Pastor Matt Fricker teaches a Bible story to the children in the Sanctuary. The teachers reinforce this lesson in the classroom through art projects and re-telling the story throughout the month. Stories included Creation, Daniel and the Lions, Noah's Ark, the Nativity, the Lost Sheep, the Good Samaritan, Jonah and the Whale, the Easter Story, and Jesus Feeds Thousands. These were read from the Beginner's Bible, which was given to every newly enrolled student in October as a gift from John McMillan Presbyterian Church.

**Music:** Courtney Heath shares her musical talent with our children each month. The children learn songs, play instruments, learn simple musical concepts and participate in movement activities. These lessons culminated in a music program at our Music Fest & Ice Cream Social in the spring.

**Library:** Heather Anderson of the Bethel Park Library brought story time to our Pre-K and Four-year olds each month. She based her book selections and activities on our curriculum.

**Science:** Verna McGinley brought her hands-on Creative Environmental Education program to our preschoolers six months of the school year. The children learned about the wonderful world God created through topics such as Fall Leaves/Mother Nature, Native Americans, Dinosaurs, the Human Body, Pond Life, and Bugs.

**Field Trips:**

In October, we took a fun schoolwide family field trip to Simmons Farm for a hayride, pumpkin picking, farm activities and apple cider.

In May, the 3's, 4's and Pre-K took a family field trip to the Springhouse Dairy in Eighty-Four and got to milk a cow and have an ice cream cone! We ended the year with a schoolwide picnic at Peterswood Park and the children had fun playing on the playground there.

**School Visits:**

In January, the Pittsburgh Zoo visited with their Furry Friends program. In February, a Dental Hygienist visited to talk to the children about taking care of their teeth. In April, the Bethel Park Police Department visited and Detective Gorman talked to the children about being a police officer and showed them a real police car. And, the Bethel Park Fire Department visited all of the classes. Firefighters Bob, Matt and Henry talked to the children about fire safety and they got to sit in the fire truck! In May, the Bethel Park School District Transportation Dept. gave the Pre-K and 4-year olds a ride on a school bus and talked to them about school bus safety in preparation for kindergarten.

**Family Open Houses:**

In October, we held an Autumn Open House. Our Preschool families visited their child's classroom to see all their work, and afterward shared fellowship and apple cider with other preschool families. In April, we held a Spring Open House and again, families visited classrooms, had lemonade and this time watched a slideshow of Preschool pictures from throughout the year.

**Graduation:** The last week of school we held our graduation celebrations. All our families were invited. The children sang songs and were presented with certificates.

**Board of Directors:**

The Preschool Board is traditionally made up of John McMillan Presbyterian Church members and Preschool parents. Nicole Webb, a current and past Preschool parent, served as President. Devon Serena, a Church member and current Preschool parent served as Vice President. Hugh Given, Church member, served as Treasurer. Emily Shubilla, a Church member and current Preschool parent, served as Secretary. Toni Sulkowski, Church member; Pam Dobos, Church member; Elaina Atchison, current and past Preschool parent and Lindsay Weckerly, current Preschool parent make up the remainder of the Board of Directors. The Board generally meets the second Tuesday of the month from September to May, with the exception of December and March.

**Budget and Finances:**

As a non-profit organization, our goal is to end the year without a significant surplus or deficit. The preschool once again showed a surplus in the financials dated June 30, 2019, and we were able to purchase two new area rugs for the classrooms and a seesaw bouncer for the playground. Please see the 2018-2019 Preschool Audit Report for more information.

In November, the Board approved tuition rates for the 2019-2020 school year. Annual tuition rates were increased by a small amount. The registration fee remained at \$50 per child, or a maximum of \$75 per family. The rates were decided upon after an in depth review of tuition rates of preschools in the area.

In keeping with the tradition of past Christmas seasons, the teachers once again came up with a "Wish List" for the preschool. Generous gift donations from our families allowed us to purchase sand block instruments, a vinyl graphing mat, a real bugs discovery kit, and shape punchers and dotters for our classroom art centers.

We have faith that God will continue to guide us in our work and decision making, and that John McMillan Preschool will continue to grow and prosper in His name.

**Fundraisers:**

Our Autumn Open House included an Usborne Book Fair for families to browse and make purchases. The preschool received \$300 in free high quality books as a result of the generous purchases made by our families at the Book Fair.

In November, with the help of many volunteers from the Church and Preschool, we held our 14<sup>th</sup> Annual Preschool Rummage Sale and raised \$2,791. All unsold items were donated to First Presbyterian Church of Duquesne, and Zicknacks, a Christian based Community Thrift Store on Library Road.

In December and April, our Sarris Candy Sales were successful due to purchases made by Church members and Preschool families. The profit from the Christmas candy sale was \$2,753 and the profit from the Easter candy sale was \$1,818. Again, we thank all who participated.

In March, we held our 25<sup>th</sup> Annual Music Fest & Ice Cream Social. The children sang and everyone had ice cream sundaes! We were able to fill 16 baskets with donations from local businesses, our families, and the Board. And, we had five big ticket items to raffle off, as well. It was a very fun evening and a profit of \$2,661 was made. We are so thankful to all who helped to make this event a success.

**Outreach:**

In an effort to teach our preschoolers the importance of helping others who are less fortunate, we participated in a monthly community service project. A committee of preschool parents were involved in the planning to collect and deliver items each month:

- October - 201 pairs of socks to Light of Life Rescue Mission
- November - 162 food items (151 pounds) to SHIM
- December – 10 shoeboxes for Operation Christmas Child and 85 gently used toys, 125 gently used books, and 38 baby items to First Presbyterian Church of Duquesne

- January - 417 school supplies to the Education Partnership
- February - Food items/donations to SHIM – Souper Bowl of Caring with JMPC and 54 pairs of hand warmers and 4 pairs of toe warmers to Narrow Gate Ministries for the homeless.
- March – 2 boxes of pet food/supplies to SHIM
- March/April - 87 gently used DVDs and 7 boxes of gently used books to Children’s Hospital
- May - 13 toy trucks for Trucks for Maddox

I’m especially happy that we were able to directly involve the children in some of our community service projects this year. They were able to help fill boxes for Operation Christmas Child and labeled all of the books we collected for Children’s Hospital. And, the Thanksgiving and Valentine’s cards they made touched many hearts at two local senior living facilities.

Once again, it was an uplifting and wonderful year for me. I am so grateful for the opportunity to work with the wonderful families and teachers of John McMillan Preschool, and the supportive JMPC staff. I’m also thankful for the continued support and kindness of John McMillan Presbyterian Church members. As we move forward into the next school year, I am confident that God has great plans for us all as we work together to make John McMillan Preschool the best it can be!



## 2019 JMPC Audit Report

The audit committee has completed their annual review of the established procedures of the incoming funds, disbursement of funds and bank reconciliations for our current bank accounts.

The procedures for handling the incoming funds are strong and we found no discrepancies when following the information provided by the documents completed by the money counting teams to the bank statements. All 12 months were tested.

We tested 5 months of cash disbursements and found several procedural issues in those months and have notified the proper personnel so they can be corrected. The Authorization for disbursement that is attached to the payment requires an explanation for the expenditure and an authorized signature for payment. On several occasions there was no explanation for the expenditure or an authorized signature however, the disbursement request never lacked both. Vendors such as Office Depot and Fountain Products are paid based on packing slips that are maintained in the church office however there was nothing attached to the payment verifying receipt of all items. The use of the church credit card also requires an explanation of the reason for the use and an authorized signature. On one occasion we found it used without proper documentation.

We have also recommended that there should be on file in the church office for easy reference, signatures of all authorized personnel who approve disbursements, a list of recurring payments that do not have an authorization slip attached and copies of any documentation (contracts) that we have with vendors for services rendered.

Audit Committee,

Karen Timko

Ray Kells