

Annual Report

2022



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Pastor/Head of Staff

Rev. Dr. Nancy R. Birdsong

Thornton Wilder's play, "Our Town," reminds us that there is something to be treasured in the seemingly ordinary events and rhythms of a community. At one point, the narrator explains to the audience that he has been asked what he thinks they should put in a cornerstone at the new bank. It will be like a time capsule that someone can dig up 1,000 years later and discover who the people were, what was important to them, and what they did in the little town of Grover's Corners in the early 1900s.

Our Annual Report seeks to do the same kind of thing. It can give us a snapshot of who we are at Southminster, who we believe God is calling us to be, and how we have tried to live out that calling in the past year. Hopefully, through the pages of this report, we will get a picture of some of the ways God's guidance and grace have flowed through this Community of Faith. If we were putting together a cornerstone or a time capsule for this last year, what might you put in it?

In 2022, enough people had been vaccinated that fewer were ending up in the hospital, and folks were emerging from their cocoons. As more members and visitors began coming to church, we felt like we could breathe again. The congregation and staff of Southminster are continuing to learn and grow in our understanding of what it means to be a church in this time in history.

Research of congregations from the beginning of the Pandemic until the present have shown us a few things. David Kinnaman, president of a major Christian polling and statistics firm called the Barna Group, has noted that *"The sense of deep-rooted connectedness that most Americans have to a local church is becoming more and more transactional, less and less frequent."* Since 2020, a third of practicing Christians have dropped out of their church at some point. Whereas it is tempting to think we can just revert to the ways we have always done things in the past, *"the population in general and especially millennials are going to find that this disruption altered their habits and perspectives on the role and relevance of the church. The gap between the church and society is only going to be larger as we rebuild the church in the post-pandemic world."* People changed habits and filled their Sundays with other things. There has been a loss of the sense that we live a more full and meaningful life of Christian faith in Community.

COMMUNITY

Our challenge and opportunity moving forward is to help people recover or discover for the first time, a recognition of the value of community in the Christian faith. This has been one of my goals in 2022 and continues to be a primary one for the future, since we are called to be the "Body of Christ" in the world. *"And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another..."* ~ Hebrews 10:24-25a

"May the God of endurance and encouragement grant you to live in such harmony with one another, in accord with Christ Jesus, that together you may with one voice glorify God..." ~ Romans 15:5-7a



Here are 3 primary areas of focus:

1) Recovering and building on the shared value of being a part of a church community.

Much of what we hear Jesus saying in the Bible is directed not to an individual, but to a community. The early Church consisted of gatherings of people who considered themselves to be followers of “the way” of Jesus. They quickly discovered that their faith was strengthened by being together. They could help support and take care of one another, and they could engage in more meaningful service when they didn’t try to do it alone.

We continue to be grateful for our wonderful, dedicated Stream Team volunteers who enable us to offer the worship service to those who are homebound, ill, out of town, or potential new members. It can be tempting for others to fall into the habit of watching the livestream simply because it seems easier and takes less time than going to worship or being involved in other aspects of congregational life. It is almost as though we need to re-train ourselves to understand that the church is not an organization where members are consumers. Our congregation is a community, guided by the Holy Spirit, needing everyone’s involvement and spiritual gifts.

In 2022, the Deacons and Rev. Steve Schumm worked on re-organizing our Home Communion outreach to members, especially those who might have slipped through the cracks during the pandemic. It is a way of helping even those who can’t be present in the church building to remember that they are a valued part of the congregation.

In Advent, our Christian Ed Team invited people to write their own entries for an Advent Devotional. It was a nice way to bring the congregation together by letting them meet other members through their written reflections. Pastor Steve and Josh Sweeney worked many hours to interview these people for a Podcast so that we could both read what people wrote and hear them talk about it!

While our “Teams” Committee Structure helps to keep the many moving parts of the church going, we want to find ways to work together instead of in silos. One example of groups coming together can be found in the recent Epiphany Feast when our Fellowship, Worship, and Christian Education Teams all offered their time and energy. The result was a well-attended, meaningful night of fellowship and worship.



Another example is the Pumpkin Festival, the purpose of which was two-fold. One reason was to bring the congregation together. Each Team led a part of the event and sought out volunteers so that it was truly an effort of the whole church family. Although we learned some lessons (*like the need to schedule “The Church Has Left the Building” in a separate month so we aren’t exhausted*), the overwhelming response of the congregation and wider community was positive. It was fun and rewarding to have so many of us play a part in the festival!



2) Getting to know the wider community beyond the walls of the church and helping them get to know us.

The second, and most important purpose of the Pumpkin Festival, was to interact with folks who don't know much about Southminster, other than the fact that we have a beautiful, colorful window. People who showed up discovered that this congregation can be fun and relatable. They learned about some of our mission projects, found out that we love children, and saw the faces of people they might want to get to know better. The added benefit of being located on a highly visible corner was that even folks who didn't come to the festival might notice that we are an active church that did something nice for our neighbors.

Our Invitation Team has worked to help bring a Southminster presence to popular Dayton area festivals so that so people realize that we are part of their community with open doors and a loving spirit.

Josh Sweeney (with help from our former Property Manager, Jimmy HoShue and our Nursery Care Provider, Jenny Miller) started successful, outdoor, Community Movie Nights. Held monthly in the warmer weather, these events included a concession stand, supported by the youth, a craft for children, and a free movie which attracted families that we might otherwise never have met. The most successful evening included 100 people, mostly children! While we didn't expect all of them to suddenly become members of the congregation, we knew that word would start to spread around town that we are a warm and welcoming church. Over time, that makes a difference!

Katie Rice, our Marketing and Communications Coordinator who was added to our staff in 2022, has been a great help in spreading information about Southminster around Dayton, and her work on the website has made it more user friendly for potential members who want to explore it.

Once upon a time, in the distant past, it was just assumed that most people would seek out a church home, but society has changed so that churches have to make more of an effort to move out into the community. How exciting that Southminster is already trying to do that!

3) Continuing to grow and evolve in loving our neighbors by reaching out in service and in love to the local and global community.

When I was called to serve as a pastor at Southminster, I was told that this was a priority, and it was one of the reasons that I came here. Our annual community service event, "The Church Has Left the Building," continues to be a meaningful way for us to reach out. Since the "Catch the Building Spirit" Habitat group has disbanded, we will not be doing a house-frame build in the parking lot this May. However, we hope to get the congregation involved in Dayton Habitat and, in time, we might be able to do the parking lot frames again. We had a great response this year to our efforts to bring care boxes to Veterans. In addition to our Food Pantry, we have a "Blessing Box" on campus, inviting those in

need to take what they can use. Now, we are trying to work with other churches or groups to help them offer blessing boxes at other locations in the Dayton area.



Currently, the Mission Team is working on launching a “Helping Hands” project which will attempt to gather volunteers who would be willing to do things like yard work and minor repairs for Seniors in need. Referrals will come through social workers, police, and the Dayton “Area Agency on Aging.”

Do you have ideas for other ways we can serve? Contact our new chair of Mission, Jill Matteson, me, or Pastor Steve. We welcome your input and involvement!

GROWING: When our Stewardship Team put together the “Growth Campaign,” (chaired by Mary Baez), the idea was not only to grow in our ability to meet our financial needs, but also to grow in membership and, especially, in the ways that we are faithful to God’s call through Jesus Christ. Our Director of Music Ministries, Ruth Whatley, is working on how we might offer a mixture of traditional and contemporary music in worship so that more youth and young adults will feel that the service speaks to them. The Christian Education Team is working on a “Prayer Ground” space in the Transept of the Sanctuary where children and their parents can be more at ease and engaged in worship. We are open to new possibilities, and we can always use your ideas!

THANK YOU! Many thanks to our wonderful staff: Jerry Stahley (Interim Property Technician), Sarah Reynolds, Jenny Miller, Jerry Craig, Jim Pera, Ruth Whatley, Katie Rice, Sharon Ark, Josh Sweeney, and Rev. Steve Schumm. I was excited when Steve agreed to come back to this church and appreciate having such a kind, helpful, dedicated colleague in ministry. I am also grateful for our hard-working office volunteers: Jane Dickerson, Gretchen Cleaves, and Lois Thorp, and for **all** of our members who put their time, effort, and many gifts into the ministry of Southminster Presbyterian Church. It is an honor to be one of your pastors. I continue to feel that pastoral care is one of the most important aspects of my ministry, and I hope that you will let me know when there are ways that I might support or help you.

Peace and blessings,
Nancy

ASSOCIATE PASTOR

Rev. Steve Schumm

For me, 2022 has been all about restarting at Southminster. Energy and involvement have both grown in this congregation over the past year. We find ourselves primed and ready for an exciting season. In my return, I have had opportunity to observe how some things have changed around Southminster and many others have stayed the same. There are new faces and new people bringing energy to the church and I thank God. There are also many of the same faces and leaders in the congregation and I thank God. Through it all - the jarring changes brought by the pandemic, changes in personnel, loss and grief, hope and new beginnings – God remains faithful to Southminster and calls us anew to be a part God's exciting work on the corner of Far Hills and Alex Bell.

I have enjoyed being a part of the many good things happening around this place. With Nancy, Ruth, the Worship Team and so many others I have enjoyed being a part of Worship that brings glory to God each and every Sunday. With Nancy and the Deacons, I am humbled to be a part of the love and care exhibited in the body of Christ. Working with the Christian Education Team and with Josh, I love the ways that we support and foster Christian formation around this place. Assisting Josh with the Stations of the Cross in Lent and the Advent Podcast were particularly satisfying as we explored new ways of devotion and spiritual engagement. Working with Invitation, Stewardship and Finance Teams, I get to support the intentional efforts to welcome and grow the church and use the resources God has given us in a faithful and generous manner.

Here are some highlights of the past year and some of my hopes and resolutions for the new one.

When I began at Southminster, in the season of Lent, the Deacon Prayer and Presence team was working to restart the Home Communion ministry. This has been a significant and fulfilling work of 2022. The importance of this connection cannot be overstated. I am grateful to all those who serve as home communion servers, to Steve Davis as coordinator and to Linda Wiggers who provided vision and energy to this ministry restart. Along with the Connection Callers, Hello Good Morning and so many other great Deacon and pastoral connections we are providing love and care to one another within the body of Christ.

Shortly after Easter, another Deacon team got back into the swing of things. Fellowship Team helped prepare for the Heritage Sunday luncheon on May 1st. Since then, Fellowship Team has also helped with the Stewardship celebrations that started and concluded our Annual Stewardship Campaign. Many thanks to the Fellowship Team for their help with the Hors d'Oeuvres Extravaganza, the Dessert Celebration, their continuing work providing coffee and refreshments before and after Worship, along with all the other opportunities for Fellowship around Southminster. This is how community is built. Thanks to anyone who helped set up or tear down tables, who provided food or helped to serve. Special thanks to Art Nitsch and the rest of the Fellowship Team.

Another highlight has been the work with both the Stewardship Team and the Growth Campaign. Wonderful leadership has emerged from within the congregation as Mary Baez has led the Growth Campaign and Janice Young is chairing the Stewardship Team. Both have motivated and moved the congregation in positive directions, shoring up our foundation and building for the future.

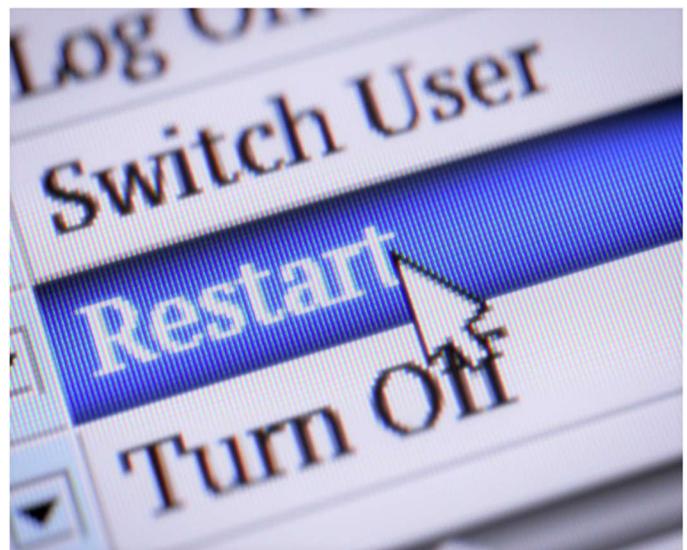
The staff at Southminster are great to work with. You see the good work of many of them, especially Nancy, Ruth and Josh. Sharon's work in the office often goes unsung, but she is like our keel, keeping

us stable and keeping us from taking on water. Katie has been a great addition and her work in Marketing and Communications is an invaluable asset. This past November I was glad to take resources that I had pulled together for an adult Sunday School class on the Enneagram Personality Typing system and explore them together at our staff retreat. We continue to grow as a team and truly enjoy being and working together.

One new thing this past year was long in coming, that is the successful, inaugural Southminster Pumpkin Festival. Thinking about the pumpkin festival makes me wonder what new things will emerge at Southminster in the coming year. I would love to start a men's breakfast and foster other new fellowship opportunities in the new year. I hope to find ways to engage and support our young and younger adult demographics in the congregation. If you have energy or ideas for any of these aspirations, talk to me. I know that the new year will have both opportunities and challenges, but I am excited to see what God will do with us.

Peace,

Pastor Steve



**SOUTHMINSTER PRESBYTERIAN CHURCH
MINUTES OF CALLED CONGREGATIONAL MEETING**

January 16, 2022

Meeting called to order at 10:54AM, by Rev. Dr. Nancy Birdsong, who opened with prayer. There was a quorum in attendance.

Cindy Battelle, member of the Nominating Team, on behalf of Session and the Nominating Team, presented this **Motion**:

*“To elect Mary Baez as a Ruling Elder to serve on Session, Class of 2024, and on the Christian Education Team. **MSA***

Meeting Adjourned at 10:56AM with prayer by Rev. Dr. Nancy Birdsong.

**SOUTHMINSTER PRESBYTERIAN CHURCH
MINUTES OF CALLED CONGREGATIONAL MEETING**

December 11, 2022

Meeting called to order at 11:00AM, by Rev. Dr. Nancy Birdsong. Rev, Steve Schumm, opened with prayer.

There was a quorum in attendance.

Gretchen cleaves, Chair of the Nominating Team, on behalf of Session and the Nominating Team, presented this **Motion**:

“To elect the following slate of officers – Class of 2025 - to serve as Deacons & Elders, beginning January 1, 2023:

ELDERS:

*Gretchen Cleaves - Nominating
Liz Ferguson – Personnel
Jean Gaffney – Invitation
Peter Garland – Stewardship
Todd Hall - MarCom
Jason Schenck - Mission*

DEACONS:

*Sharon Boyko – Prayer & Presence
Kim Catchpole-Patton – Prayer & Presence
Art Nitsch - Fellowship
Sandy Stevens - Fellowship
Joanne Yost – Compassion & Assistance*

MSA

Gretchen thanked the officers stepping down for their service to Southminster.

Meeting Adjourned at 11:04AM with prayer by Rev. Dr. Nancy Birdsong.

Respectfully Submitted
Lois Thorp, Clerk

SOUTHMINSTER PRESBYTERIAN CHURCH ANNUAL MEETING OF THE CONGREGATION

February 13, 2022

Annual meeting of the Congregation was called for the following purposes:

Receiving the Annual report

Receiving the Budget for 2022

Acting on the Recommendation of Session for the Compensation Package for Installed Pastor, Rev. Dr. Nancy Birdsong

Electing At-Large Members of the Nominating Team

Electing Officers of the Corporation

The Meeting was Called to Order by Moderator, Rev. Dr. Nancy Birdsong at 11:05am, & opened with prayer.

A Quorum, of both in-person and ZOOM attendees, of at least 39 members was present.

The Agenda was approved as presented. **MSA**

Approval of the Following Minutes

Annual Congregational Meeting of February 7, 2021, as amended.

Called Congregational Meeting of 4/25/2021

Called Congregational Meeting of 11/14/2021 **MSA**

Clerk's Membership Report for 2021:

Total Active Membership Reported, December 31, 2020:

	<u>Males</u>	<u>Females</u>	<u>Total</u>
	172	232	404
Gains:			
17 and Under	0	0	0
18 and Over	<u>1</u>	<u>1</u>	<u>2</u>
Total Gains	1	1	2

Losses:

Letter of Transfer or Removal from Rolls	4	7	11
Death	<u>2</u>	<u>3</u>	<u>5</u>
Total Losses	6	10	16

Total Active Membership, December 31, 2021 **167 (42.8%)** **223 (57.2%)** **390**

Age Distribution of Active Members

25 & Under:	45 (11.5%)			
26-40:	58 (14.9%)			
41-55:	8 (14.9%)			
56-70:	70 (17.9%)			
Over 70:	<u>159 (40.8%)</u>			
Total	390 (100.00%)			

TRANSFERS

Andrew Dickerson	11-30-21 (Member Request)
Erin Dickerson	11-30-21 (Member Request)
Christi Geise	10-26-21 (Member Request)
Dennis Geise	10-26-21 (Member Request)
Grace Geise	10-26-21 (Member Request)
Tyler Geise	10-26-21 (Member Request)
Virginia Hanson	11-28-21 (Session Action)
Megan Johnston	10-26-21 (Session Action)
Sydkne Washington	10-26-21 (Session Action)
Teresa (Terri) Witters	07-22-21 (Member Request)
William Witters	07-22-21 (Member Request)

DEATHS

Pat Huber	10 -01-21
Gladys Jones	10-13-21
Robert Jones	5-03-21
Jeannette Woodworth	2-05-21
Joe Wright	12-29-20**

Prayer for Those Who Were Lost in 2021: Rev. Dr. Nancy Birdsong

Brief Presentations by Staff

Rev. Dr. Nancy Birdsong, Pastor/Head of Staff - Counting of blessings, a great VBS week; Small groups continued to form; Mission was carried out with regard to safety precautions.

Josh Sweeney, Director of Children and Youth Ministries – Persevered through COVID restrictions; added a new group for kids in 4th & 5th grades called Power 45; sponsoring indoor Fun Time in the CFC for the winter months; youth had a great week at Montreat Youth Assembly, already making plans for going again in June, 2022.

Recognition of Outgoing Officers: Prayer of Thanksgiving – Rev. Dr. Nancy Birdsong

Elders: Michael Farmer, Tom Novak, Herb Swiger

Deacons: Deanna Brewer, Lana Ellinger, Jan Hohenstein, Judy Murphy

Budget for 2022: Chair of Finance, Ryan Battelle & Nancy

Session approved the 2022 budget with a substantial deficit of \$147,000. Nancy pointed out some savings already realized to offset that number: Associate Pastor's salary was budgeted for 12 months, but he cannot start until March 15th, yielding 2½ month savings; plans being formulated for fundraising, including a possible Capital Campaign. Nancy asked if anyone has ideas in this regard, please contact her or a member of the Stewardship Team.

Session Team Reports (in order they appeared in the Annual Report)

Stewardship: Kathy Jester – Conducted the fall Stewardship campaign, in cooperation with the Invitation Team. Anyone who wishes can still pledge toward the 2022 budget.

Christian Education: Josh Sweeney – Emphasis in 2021 was forming online small groups for Bible study & discussion groups.

Nominating: Gretchen Cleaves – All officers were filled for 2021. Will need 7 Elders & 5 Deacons for 2023. Please consider where you might serve if asked.

Worship: Lois Thorp – Planned several special services, like Pentecost with 2 Liturgical dancers. Anyone with creative ideas is invited to join the team.

Mission: Pete Garland – Mission was accomplished in 2021, while observing safety. Focus in 2022 is on a new program called "Helping Hands". Information will be forthcoming.

MarCom: Todd Hall – Hired Katie Rice, who is working on reaching the Community in new ways, formulating what we want to say. Emphasis on 'we are here'. Introduced a new communication pathway called Microsoft Teams. Developed the Digital Friendship Pad to connect with on-line viewers.

Invitation: Tom Novak & Nancy – Emphasis on outreach; greeters every Service; currently working on a booth for the Americana Festival connecting with other teams and open to ideas. We want to be seen in the community, possibly building connections through Centerville High School. May have a float in the Americana parade.

Building & Grounds: John Woods – Welcomed Jimmy HoShue back as Property Technician; working through the list of things that need fixed around the campus.

Personnel: Liz Ferguson – Glad to have filled all jobs, and assisting in the hiring of the MarCom Coordinator, Katie. Brought forth the Compensation Package for Pastor/Head of Staff Rev. Dr. Nancy Birdsong. (Nancy left the Sanctuary for this discussion). Liz pointed out a 3% raise was given to all the staff, who did not receive any raise in 2021. After explaining a couple of errors & typo's, Liz asked for a motion to approve the package. **MSA** Nancy was then called to return to Sanctuary.

Copy of Approved Compensation Package appears at the end of the Minutes

Deacon Team Reports:

Fellowship: Art Nitsch - Held some outdoor events, including Laura Nile Tuell's Farewell; Backpack Sunday Picnic Lunch; Hymn Sing in the Pavilion; Trunk or Treat. Elderberries returns March 4th.

Prayer & Presence: Deanna Brewer – Hello, Good Morning ministry had 16 participants in 2021; Care Connection calls were made from the callers' homes; email Prayer Chain grew to 105 members.

Election of At-Large Members of Nominating Committee for 2022

Presentation of the Slate by the Chair of Nominating Team, Gretchen Cleaves

Suzi Dameron	Kate Scarpero
Rich Jester	Peg Sperry
Mark Locke	Mary Stahley

Motion to Elect these At-Large Members MSA

Session Representative to Nominating will be Ginny Suarez; Deacon Representative to be named soon.

Questions or Comments on Annual Report

Motion to Receive Annual Report MSA

Adjournment and Closing Prayer: Rev. Dr. Nancy Birdsong, at 11:40pm

MEETING OF THE CORPORATION

Meeting called to order at 11:42AM, by President Kathy Jester, who opened with prayer. There was a quorum in attendance.

Docket before the corporation: One item – the election of officers for 2022.

Nominations as recommended by Session:

President: Kathy Jester

Vice President; Janice Young

Secretary: Lois Thorp

Treasurer: Patty Izor

Motion was made, seconded and approved.

Meeting Adjourned at 11:46AM with prayer by Rev. Dr. Nancy Birdsong.

Respectfully submitted,

Lois Thorp, Secretary, Clerk of Session

ANNUAL MEMBERSHIP REPORT 12-31-2022

	<u>Males</u>	<u>Females</u>	<u>Total</u>
Total Active Membership, December 31, 2021	167 (42.8%)	223 (57.2%)	390 Gains:
17 and Under	2	0	2
18 and Over	<u>5</u>	<u>8</u>	<u>13</u>
Total Gains	7	8	15
Losses:			
Letter of Transfer or Removal from Rolls	2	2	4
Death	<u>6</u>	<u>8</u>	<u>14</u>
Total Losses	8	10	18
 Total Active Membership, December 31, 2022	 166 (42.9%)	 221 (57.1)	 387

Age Distribution of Active Members

25 & Under:	31 (8%)	56-70:	90 (23.3%)
26-40:	57 (14.7%)	Over 7	<u>158 (40.8%)</u>
41-55:	51 (13.2%)	Total	387 (100%)

MEMBERS RECEIVED BY TRANSFER

Lois Cromes	3-6-22
Mildred (Millie) Moore	3-6-22
Mark Heggie	3-6-22
Toni Heggie	3-6-22
James MacKnight	8-23-22
Margaret (Peg) Stark	9-27-22
Richard (Dick) Stark	9-27-22

MEMBERS RECEIVED BY AFFIRMATION

Linda Denmark	8-23-22
Valerie Fletcher	4-24-22
Carole Mitchell	8-23-22
Chris Norman	8-23-22
Holly Roschel	4-6-22
Stephen Roschel	9-27-22

MEMBERS RECEIVED BY CONFIRMATION

Ethan Michael Baez	3-22-22
Wesley Donovan Baez	3-22-22

REMOVED BY SESSION ACTION

*Lois Livingston	*Alex Stapleton
*Baxter Stapleton	*Christine Stapleton

DEATHS

Glenda Hime	1-02-22	Kenneth Snavely	9-17-22
Thomas Shultheis	1-26-22	Gloria Guest	10-22-22
Billie Platt	3-01-22	Ken Cherry	11-18-22
Madileen Gravenstine	3-13-22	Gordon Alders	12-05-22
Marion Laing	3-30-22	Jean Gravlin	12-11-22
Robert Leland	8-31-22	Charles Cooper III	12-14-22
Adele Pitsinger	9-03-22	Esther Haney	12-15-22

SESSION REPORT

Session started the year with a specially called meeting to hear a report from the I-APNC. Jason Schenck, chair of that committee, explained that they had been in the search process for an Interim Pastor for about 5 months, and had interviewed a few candidates before asking Steve Schumm if he might be interested in returning to SPC. (Steve was our Interim Associate Pastor who left when Laura Nile Tuell was hired in 2019). The I-APNC had met with representatives of the Committee on Ministry (COM) of our Presbytery to discuss the differences between interim pastors and stated supply pastors, and their recommendation was to hire Rev. Schumm as a Stated Supply Pastor. This would be a contract between Session and the candidate, which must be approved by the COM, and does not require a vote by the Congregation. Steve Schumm's nomination was unanimously approved. His official start was March 15, 2022

Every regular January meeting is packed with all the necessary business of setting the course for the church year. Officers of the Corporation were nominated and remain the same from 2021 - President: Kathy Jester, Vice-President: Janice Young, Secretary: Lois Thorp, Treasurer: Patty Izor. Also, Larry Schlotterbeck continued to serve as the Assistant Treasurer. We also welcomed 4 new Elders: Gay Amos to serve on Invitation, Mary Baez to serve on Christian Ed, John Breed to serve on Finance, and Joan Johnson to serve on Mission.

At the February meeting we approved a motion from Stewardship to plan a capital campaign to raise \$400,000. Session then called a special meeting for March 6th to finalize the details of this campaign, henceforth called a Growth Campaign, which are: to apply 60% of the campaign receipts directly to the H/VAC project; then 40% toward the ministry & mission of the church. We also authorized the acquiring of a 10-year loan for \$135,000 to help fund the HVAC project.

In March we received 10 new members to our Congregation, and Rev. Steve Schumm began his ministry here in the position of Stated Supply Associate Pastor.

April saw the loosening of safety precautions and we began meeting in person, with livestream access for those who were still uncomfortable in larger gatherings. Katie Rice, our Marketing and Communications Coordinator, presented the new website design she had been developing and which she hoped to have ready for a June 1, launch.

June was a big month. Several members of Session, along with some interested church members, attended the June 27th meeting of the Washington Township Zoning Appeals Board to hear their decision regarding our request to allow outside events on church property. Their approval signaled the go-ahead to the long hoped for Pumpkin Festival in October. Session did not meet in July, but at the August meeting we learned that Kathy Jester had resigned from Session and as Chair of the Stewardship Team to focus on other responsibilities. Janice Young took over the position of Chair. Since Kathy was in the final year of her term, it was decided not to fill the vacancy on Session at that time. We approved the hiring of Sarah Reynolds as the new paid Nursery Care worker to replace Caroline Adkins who went off to college out of state. All Session Teams were asked to take on specific roles in the planning of the Pumpkin Festival. And the Finance Team was asked to include Pumpkin Festival expenses in planning the 2023 budget as a part of the Mission Team budget.

November brought additional changes with the departure of Property Technician Jimmy HoShue. Session authorized the hiring of Jerry Stahley on a part-time, temporary basis to help out around the church until a new property technician can be found. We also approved the slate of officers for 2023, as presented by the Nominating Team.

The final clerk's report revealed that we have received 15 new members to the congregation through the year but had also lost 18 members through death or other means, so we ended the year with 387 members on the rolls.

Your 2022 Session: **Gay Amos** – Invitation team; **Mary Baez-Christian Ed. Team**; **John Breed** - Finance Team; **Gretchen Cleaves-Nominating Team**; **Shailendra Dwyer-** MarCom Team; **Liz Ferguson** – Personnel Team; **Jean Gaffney-Invitation Team**; **Pete Garland-Mission Team**; **Todd Hall-**MarCom Team; **Joan Johnson** – Mission Team; **Karen Locke-Christian Education Team**; **Andrew McKenzie-Building & Grounds Team**; **Jill Matteson-Mission Team**; **Cyndi Platt-Finance Team**; **Ginny Suarez-Worship Team**; **Marie Sutton-Personnel Team**; **Lois Thorp-Worship Team**; **John Woods-Building & Grounds Team**; **Janice Young-Stewardship Team**.

Lois Thorp,
Clerk of Session

BUGET FOR 2023

Account Number	Account Name	Next Year Budget (2023)	Budget This Year	YTD Actual Thru Sept 7	Year-End Projection	Last Year Actual (2021)
	Income Summary					
Major 01	Receipts	771,268	622,861	507,606	720,045	686,552
	Totals	771,268	622,861	507,606	720,045	686,552
	Expense Summary					
Major 01	Invitation Team	4,000	4,000	958	2,292	1,057
Major 02	Christain Educ. Team	11,650	14,050	12,123	13,249	11,976
Major 03	Worship Team	29,150	27,650	16,367	25,568	25,223
Major 04	Office and B&G Team	270,860	205,975	187,270	270,322	196,482
Major 05	Deacons Team	4,400	4,400	971	2,425	711
Major 06	Mission Team - Finance Est	16,000	16,000	6,054	11,534	(1,812)
Major 07	Stewardship Team	22,709	21,451	11,026	21,694	21,320
Major 08	Personnel Team	499,154	471,283	277,633	433,796	383,531
Major 09	Communication Team	5,010	5,000	3,852	4,745	3,133
	Totals	862,933	769,809	516,254	785,625	641,621
	Net Income/Expense	(91,665)	(146,948)	(8,648)	(65,580)	44,931

**SOUTHMINSTER PRESBYTERIAN CHURCH
2022 BUDGET VS. ACTUAL
2023 BUDGET**

DESCRIPTION	2022 Budget	2022 Actual	Variance Increase (Decrease)	2023 Budget
Receipts				
General Fund Receipts	480,994	518,943	44,006	525,000
Loose Offering	3,000	1,428	-	3,000
Telesite Lease Payments	89,000	89,000	-	89,000
Mortgage/Building Repair	-	6,933	6,933	-
Investment Inc./Dist. Foundation/Endowment	25,500	24,625	(875)	25,500
Investment Fund Net Income	-	10,908	10,908	-
Per Capita-Receipts	6,000	3,937	(2,063)	5,000
Building Usage Fees	5,000	6,057	1,057	5,000
Pre School Lease Income	13,367	13,372	5	13,768
Growth Campaign	-	154,669	154,669	105,000
Columbarium Receipts	-	1,982	1,982	-
Memorial/Special Gifts/Covid	-	7,102	7,102	-
TOTAL RECEIPTS	622,861	838,955	216,094	771,268
Expenses				
Salaries and Benefits:				
Pastor/ Head of Staff	151,340	155,287	3,947	163,692
Associate Pastor	100,573	69,231	(31,342)	100,268
Director of Youth Ministry	24,756	24,300	(456)	27,021
Director of Children Ministry	16,504	17,240	736	17,734
Other Education Staff	9,380	7,728	(1,652)	10,005
Worship Staff	48,500	47,684	(816)	51,830
Office/Facility	117,590	114,866	(2,724)	125,904
Payroll Expense/Flexible Spending Account	2,640	1,776	(864)	2,700
Total Salaries and Benefits	471,283	438,112	(33,171)	499,154
Program/ Team/Administration				
Invitation Team	4,000	2,068	(1,932)	4,000
Christian Education Team	14,050	11,843	(2,207)	11,650
Worship Team	27,650	24,964	(2,686)	29,150
Board of Deacons	4,400	2,519	(1,881)	4,400
Mission Team	16,000	4,886	(11,114)	16,000
Communication Team	5,000	5,735	735	5,010
Stewardship Team (includes per capita)	21,451	21,524	73	22,709
Office Expenses	59,000	56,372	(2,628)	62,250
Facility Expenses	133,700	144,309	10,609	129,400
Debt Retirement	13,275	106,744	93,469	79,210
Total Program/ Team/Administration	298,526	380,963	82,437	363,779
TOTAL EXPENSES	769,809	819,075	49,266	862,933
NET RECEIPTS/(EXPENSES)	(146,948)	19,880	166,828	(91,665)

FINANCE TEAM

Southminster Presbyterian entered 2022 with an unprecedented budget deficit of \$146,948. It is by the grace of God, acting in the hearts of all those associated with Southminster, that we will close out 2022 with a profit of \$19,880. Total receipts were \$828,047. The income from our investments through the same period was \$10,908. Total expenses were \$819,075. We must bear in mind that these relatively positive financial results are due, in part, to the establishment of the Growth Campaign, which is a transient event in the life of the church – it will end in 2024.

During the course of the year we routinely transferred money from our investment funds in order to meet our obligations. This sort of movement is normal, as we no longer receive monthly income from the cell tower. Instead, we receive a single annual payment of \$89,000 in May, all of which is moved to our investment accounts until it is needed in the general fund. 25% of the \$89,000 is 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).

Finance asks the congregation to consider that we are working to increase our investment account balances in order to guarantee annual income of at least \$89,000 after the cell tower income ceases in 2038. This means we must increase our investment funds to more than \$2,000,000 from where we are today (just under \$1M). Turmoil in the financial markets during 2022 resulted in a significant reduction in the growth of our funds, but Finance considers them to be well managed and to have fared better than the overall market.

The only estate gift received in 2022 was from Pat Huber in the amount of \$5,000.

Finance wishes to extend its deepest appreciation to Larry Schlotterbeck for his unwavering dedication to the financial success of Southminster for the past 13 consecutive years. During that time, Larry has served honorably as the assistant treasurer and was responsible for creating and maintaining the church budget. Larry will be leaving the Finance team as of 2023.

Thank you to Cyndi Platt for her devoted service to Finance over the past year. Cyndi's counsel was invaluable to the team, and we are confident she will bring that same high level of service to her new position on Christian Education.

Finally, we give heartfelt appreciation to Patty Izor for her role as the Treasurer the past six years. Patty will be stepping into the Assistant Treasurer role as John Breed takes over as Treasurer in 2023.

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. If you have questions regarding estate giving, please contact the church office or finance via email (finance@sminster.com.)

Please remember that pledging for the year helps us 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 2023 our per capita - which is the church's tithe to the Presbytery - is \$53.10 per member.

Finance oversees almost \$800,000 in investments, including both restricted funds (endowments) and general long-term savings vehicles. In 2022, our investment decreased by \$200,341, due to market conditions, after the transfer of \$24,625 as budgeted to our general checking, from \$999,990 in 2021 to \$799,649 in 2022.

The Finance team meets every third Sunday of the month at 11:45 AM. Contact anyone on staff or the team chair, Ryan Battelle (finance@sminster.com), if you have any questions.

Team Members: Ryan Battelle (Chair), John Breed (Treasurer) Patty Izor (Assistant Treasurer), Bob Murphy (investments), Ron Kuker, and Mike Farmer.

TREASURER'S REPORT ANNUAL FINANCIAL RESULTS

	2022	2021	2020
Total Receipts	838,955	773,263	682,466
Total Disbursements	819,075	636,456	589,411
Net Excess (Deficit)	19,880	136,807	93,055

Select Financial Information

Current Assets - General Fund

Cash & CD's	59,223	219,507	197,078
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Assets - Investment

Dayton Foundation	278,196	337,673	295,005
Morgan Stanley	521,453	492,216	423,027
Total	799,649	829,889	718,032
Total Cash and Investments	858,872	1,049,396	915,110

Liabilities -

Withholdings & Misc	1,231	940	15
PPP Loan	-	-	59,000
Other Debt	135,000	-	-
Total Liabilities	136,231	940	59,015

Equity Reserve -

Other Designated Funds	93,629	109,895	111,196
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Key Transactions/Activity - 2022

- * Southminster had 3 items capitalized in 2022. A new HVAC system \$168,342, electric panel (boiler room) \$3,509 and a carpet cleaning machine \$3,329. Total \$175,181.
- * Market value of investments declined in 2022 by \$129,263 due to underlying market conditions.
- * Southminster received the fourth annual payment on the sale of the cell tower lease for \$89,000. There will be 16 additional annual payments through 2038.
- * The HVAC system in the church is being replaced and will be completed in 2023. A bank loan for \$135,000 was obtained for a portion of the HVAC system. A "Growth Campaign" was started to request donations, beyond normal pledging, to help pay off the loan and reduce the budget deficit (growth campaign receipts split 60% to HVAC and 40% to budget deficit).
- * \$6,379 was received in memory of Gayle Frank, Glenda Hime, Billie Platt, Jeannette Woodworth, Gladys Jones, Madileen Gravenstine, Robert Riordan, Ken Snavey, Gloria Guest and Ken Cherry. The Memorial Funds Policy is located in the Church office along with the Memorial Designation form.
- * In addition, \$32,576 was received from the congregation for items such as designated gifts, mission offerings, flowers, youth events, emergency assistance, etc.

In Christ - Patty Izor, Outgoing Treasurer
John Breed, Incoming Treasurer

STEWARDSHIP TEAM

The Stewardship Team mounted a two-year Growth Campaign in March to feed the deficit in the 2022 church budget. An Ambassadors Group was organized and gave input into the campaign whose goal was to raise \$400,000. Bob Cornett, an outside unpaid, consultant gave advise on several occasions. Mary Baez chaired the Campaign.

While the pledges came in, they reached only \$241,000, but are still climbing. At the close of 2022 the amount of money received was \$164,753.

Janice Young replaced Kathy Jester as chair of the Southminster Team in June. Members Bob Clements and Art Nitsch remained on the team and were joined by Ben Baez, Drew Fisher, Mark Platt, and Glenda Wright. Steve Schumm served as the Staff Resource to the Team.

The actual 2023 Annual Campaign began in August with many meetings during the fall months. Art Nitsch wrote a theme song for our campaign: *All In*, which the congregation sang every Sunday during the campaign. A skit was planned to inform congregational members about the upcoming campaign; an Hors d'oeuvre Extravaganza was organized, after the church worship service, to distribute pledge cards and Time and Talent Booklets/Volunteer Sheets; and a Dessert Finale was scheduled to collect the pledge cards as well as the Time and Talent Volunteer sheets.

Other events that were implemented were Minute for Mission presentations during the worship service, special music during the church worship service and special events, and Bulletin Inserts of scriptures on Tithing during the four weeks of the campaign.

During the fall Janice and Steve attended a Stewardship Conference in Savannah organized by the Presbyterian and Lutheran Churches. Over four hundred people attended the conference with numerous breakout sessions and four keynote speakers. No church budget monies were spent for Steve and Janice to attend the conference as the Presbyterian Foundation supplemented their costs with a grant.

After the campaign ended, a Gratuity Team was organized to write Thank You notes to each household that had pledged during the campaign. Additional Thank You Notes were sent to congregational members who had given money during the 2022 year but had not pledged.

As of Friday, December 28, 2022, 97 households had pledged \$435,804 toward the goal of \$500,00.

The Stewardship Team is extremely grateful to other Session Teams and church groups that assisted with the campaign: The *Worship Team* that supplied the scriptures for the Bulletin Inserts; The *Music Committee* that supplied special music during the campaign; The *Invitation Team* that supplied postage and Time and Talents documents; The *Fellowship Team* that made and served hors d'oeuvres during the extravaganza and wrapped the desserts for the dessert finale; The *Finance Team*, The *Missions Team*, and The *Building and Grounds Team* that gave Minute for Mission Presentations; Individual church members who spoke on "What Southminster Means to Me;" and *Grace Circle* ladies that volunteered to make desserts for the finale.

Altogether it took over eighty-eight church members to plan and implement the 2023 Annual Stewardship Campaign. A BIG THANKS TO ALL.

2022 Stewardship Team: Kathy Jester, Bob Clements, Art Nitsch, Glenda Wright, Drew Fisher, Mark Platt, Ben Baez, Janice Young, Steve Schumm, Nance Birdsong.

CHRISTIAN EDUCATION TEAM

Christian Education oversees a large umbrella of sub-committees and groups for all ages, but one of our main focuses across the board this year was transformation– rethinking how to deliver educational programs and opportunities to our congregation and community. We did this utilizing digital technology and social media, adding new activities/programs, and participating in some of our Southminster events, all while inviting the community to join us. We will continue to rethink Christian Education in 2023!

Special thanks and a shout out to Katie Rice who helped us with our social media presence and drastically increased our visibility into the community.

Children and Youth (Family) –

Under the leadership of Josh Sweeney, this is where our team saw the most transformation in 2022. Some of our top events and programs include:

1. Community events like the Pride Parade and Stations of the Cross.
2. Started movie nights – 100+ attendees on some nights.
3. Continued Youth Group meetings.
4. Brought back Sunday School, Blessing of the Backpacks, and Puppets
5. Reformatted confirmation classes – 5 teens attended.
6. Utilized our resource center to host a brainstorming session with the Presbytery.
7. Overseeing the children’s area at our Pumpkin Festival.

In 2023 we hope to continue transformation with Children and Youth by re-designing VBS and creating a Prayer Ground during Worship.

Adult Education –

Already a strong program under the leadership of Steve Davis and Gay Amos, we continued to make strides and get creative with adult programming. Some of our top events and programs include:

1. Introduced new class formats and discussions like Imagine Heaven and enneagrams.
2. Continued Adult Ed Classes:
 - a. Lent
 - b. Reckless Love
 - c. Faith and Politics
 - d. Advent discussions
3. Made changes to our webpage on the new Southminster site.
4. Supported events like the women’s retreat, small groups, Church Has Left the Building, and Stewardship’s annual campaign along with Time and Talent program.
5. Built our own Advent Devotional (lead by Josh Sweeney and Steve Schumm) with a podcast series!

We look forward to introducing more adult group discussions and re-designing our Lent program in 2023.

Team members: Gay Amos | Karen Locke | Steve Davis | Steve Schumm | **Mary Baez** | Josh Sweeney

CHRISTIAN EDUCATION TEAM- CHILDREN AND YOUTH

The children and youth ministries took some significant steps in 2022 as we continue to reshape and learn what is best for our families coming out of the pandemic. We continued to have our core programs: Godly Play, Parents Night Out, PB'nJ – Puppet Ministry, VBS , Sermon 2.0, Youth Group, Montreat, Sunday School, and Confirmation, while simultaneously adding some more social events like the Community Movie Nights and The Gathering. The Community Movie Nights started off as a way for high school students to make some money for Montreat Conference but morphed into a significant event that brought in 100+ people for two of the five nights.

We had a huge graduating class that was bittersweet as we saw them transition out of the youth program, but we fondly remember all the memories of their time in the children and youth groups. The Gathering was a big hit in the Spring of 2022. Once a month, four Presbyterian churches (Fairmont, Sugar Creek, Southminster, and Covenant) gathered for fellowship, mission, and food. We hosted a Mario Kart party in the pavilion that was a lot of fun as Ben and Caroline raced for first place. Over the year, we had Friendsgiving and Halloween Parties, and cooked a meal for the Ronald McDonald House. We had our first Confirmation Class in quite some time and celebrated with Ethan and Wes Baez. Although we didn't have any of our students at the Presbytery of the Miami Valley Youth Retreat at Kirkmont, it did bring together a few dozen students from 7 different churches in the Miami Valley. Josh served as one of the adult leaders focusing on small groups and outdoor activities. The students also held a Mother's Day Flowers fundraiser that generated a lot of revenue and fun for everyone involved.

Children's Ministry added some new events too. Indoor Fun Time came to fruition through the idea of our parents, who wanted a safe place to play during the colder months. We invited the preschool, to continue our goal of reaching out to them. Two of the ways we reached out to the preschool was through our VBS program "Who Is My Neighbor?" and the Blessing of the Backpack Service. The Blessing of the Backpacks service offered a blessing to all our students and school staff while also bringing the idea of a Prayer-ground in the sanctuary. Although it was a bummer not to be able to have the Children's Christmas Pageant, we are excited that it got put together and is ready to go for 2023.

NOMINATING TEAM

The Nominating Team began meeting in February after receiving preparatory information and instructions in January. Our task was to present seven Elders and five Deacon candidates to Session and the Congregation for approval for the Class of 2025.

We accumulated candidate suggestions from each team member for each position. Each member of the Team then took responsibility for making calls for a specific Team opening. We met every two weeks by Zoom to update each other on our progress.

We were unable to complete our task with total success. One of our current Elders has moved to a different Team and a replacement has not been found. We will continue to search for a replacement. However, 6 Elders and 5 Deacons were found.

My thanks go to the 2022 Nominating Team of Suzi Dameron, Richard Jester, Mark Locke, Sherri Swiger (Deacon Rep,) Peg Sperry, Mary Stahley (scribe,) and Ginny Suarez (Elder Rep,) **Gretchen Cleaves** (Chair.)

WORSHIP TEAM

Although 2022 began with the continuation of health restrictions as we dealt with the aftereffects of the pandemic, the Worship Team was able to adapt in several areas to help protect the well-being of our congregation. We continued the prepared elements in individual servings until May. We didn't feel people were ready to return to the traditional passing of the Communion plates down the pews, so we developed a safer version by having everyone come forward to the Chancel area to be served by the pastors, with sealed cups of the Elements available for those still concerned about germs. We also did not restart the passing of the Offering Plates or the Friendship Pads, creating a different way to receive the Offerings and for taking attendance.

There were some traditions restarted through the year: 'Kirking of the Tartans' on Heritage Sunday, and Celtic Dancers; the candle table; Hanging of the Greens.

Of course other traditional special services were continued, such as Ash Wednesday, Palm Sunday, Pentecost, World Communion Sunday and All Saints Day.

Some new events introduced during the year included a Flower Cross on Easter Sunday with people contributing live flowers; a reverse version of Advent Candle Lighting called Lenten Candle Extinguishing for the 6 Sundays of Lent; sponsoring a few outdoor worship services during the summer; introduction of a Chrismon Tree for Advent.

The Worship Team also helped support the Christian Education Team for Stations of the Cross during Lent and the Children's Christmas Eve Pageant, (which was subsequently cancelled due to weather)

Ruth Whatley, our wonderful Director of Music Ministries, continued to provide beautiful and meaningful music during the year, two highlights being the Easter Sunday Service in April and the Service of Lessons & Carols in December, where additional vocalists and musicians joined our Southminster Choir and our organist Jim Pera, to create wonderful and inspiring music presentations.

Additional functions of the Worship Team include the Flower Program on Sundays and special holidays; providing Ushers and Liturgists each Sunday to support and contribute to the Church Service. Two of our committee members, Ginny Suarez and Holly Woods, prepare the Communion Elements each month, and our committee is also responsible for scheduling Elders or Deacons to serve on Communion Sundays. We are extremely grateful to all the volunteers in these ministries who generously give their time to support Southminster's Sunday Worship experience; but we would love to have new people join our team as members-at-large. If you are interested in helping out on this busy and very important committee, please contact Lois Thorp, or any member of the Worship Team.

A great big Thank You goes out to the members of the Worship Team for all their work and dedication to our projects and plans over the year.

Team Members: Elizabeth Davis, Janet Hall, Irene Mathis, Cindy Stevens, Elder Ginny Suarez, Elder **Lois Thorp** and Holly Woods. **Staff:** Rev. Dr. Nancy Birdsong, Senior Pastor/Head of Staff; Ruth Whatley, Director of Music Ministries

MISSION TEAM

The Mission Team's vision is this: "Church is not where we attend; the Church is where we participate to glorify God, to nurture each other, and to extend God's love to the world." In 2020 and 2021, the pandemic had a major impact on the programs and projects we could accomplish. In 2022, we were beginning to return to the way we had functioned prior to the pandemic. We thank the many volunteers and supporters of our outreach projects.

In 2023, we wish to further extend our outreach. We welcome anyone interested in becoming part of the team or participating in any of our outreach efforts.

Ongoing Projects include:

- FISH Southeast Food Pantry – led by Kevin Dickson.
 - The Food Pantry is our team's most active and long-lasting program.
 - We keep a pantry on the church campus and discretely deliver food to those in need within a five-mile radius.
 - We keep a Blessing Box on the church campus that makes quality food available to those in need in the community. We are in the process of completing and installing an additional Blessing Box in the surrounding community.
- Church Has Left the Building (CHLB) – led by Mission Team and volunteers.

This is one of the major outreach projects by members of the congregation. It supports our Matthew 25 goals. On a Sunday in the fall, in lieu of our regular worship service, members of the congregation go out into the community to serve at many of our local mission partners.

Projects for CHLB 2022:

- Fisher House – completed an outdoor painting project; prepared and delivered 20 meals.
 - Ronald McDonald House – prepared lunch and dinner for approximately 50 residents.
 - House of Bread - prepared and served lunch for guests.
 - Hope's Closet – collected and delivered items needed.
 - Blankets for Hospice – collected blankets for Hospice.
 - Casseroles for St. Vincent – prepared and delivered 50 casseroles.
 - Crayons to Classrooms – assembled and delivered 491 journals for use in area classrooms.
 - Miami Valley Meals – delivered some fresh produce for meal preparation.
 - Blessing Box Build – worked on building 2 new Blessing Boxes for later placement in the community.
 - Southminster – performed garden and yard clean up around the Church.
 - The Castle – performed yardwork around the grounds.
- Clothes That Work - led by Mary Stahley.

Volunteers from the congregation donate clothing and deliver to the facility in Dayton.
 - The Castle
Volunteers from the congregation donate food and prepare meals for the guests at The Castle.
 - Assistance with Southminster's Pumpkin Festival
The Mission Team worked with the Worship Team to decorate the Church and grounds for the first annual Pumpkin Festival. The Mission Team had an informational booth about mission and outreach projects at our Church and had a game available for children to play.
 - Shoeboxes for Veterans with the Dayton VA Hospital –
This year, the congregation purchased, and donated items listed on ornaments hanging on the Narthex Christmas tree. Cheerful volunteers separated and organized the items, into plastic shoeboxes, which were given to veterans at the hospital for Christmas. With these generous

donations, 106 boxes and assorted items were delivered to the VA Hospital by Brenda and Joe Ricketts in time for Christmas.

Developing Projects

- **Helping Hands Project**
This is a new project to offer help and kindness to seniors in need in our community. We will use the talents within our congregation and match them to those who need assistance. We plan to begin this project in Winter or early Spring 2023.

Our team meets the 2nd Tuesday of each month in the Hospitality Room. We thank the members of the 2022 Mission Team – Pastor Nancy Birdsong (Staff Representative), **Pete Garland** (2022 Chair), Linda Denmark (new member), Kevin Dickson, Joan Johnson, Ron Kuker, and Jill Matteson. We thank Pete for serving as Team Chair in 2021 and 2022. We also extend thanks to Kevin for his six years of leadership and service to the team. We look forward to welcoming Jason Schenck, Elder, to our team in 2023.

Submitted by: Jill Matteson

MARCOM TEAM

This was a transformational year for the MarCom team. Since the beginning of the year, Ken Irwin and Ryan Battelle have stepped down from the team. Their meaningful contributions set the foundation for what the late Rev. Steve Plunkett once asked, which was to help the communications both within our congregation and reaching out to the community. Initially, Josh Sweeney took on the role of MarCom Coordinator, but with the hiring of Katie Rice in December 2021 and the addition to Steve Schumm to the staff there has been a natural shift in responsibilities within the team. Josh continued to work with MarCom until December 2022. Steve is now overseeing the committee and Katie is maintaining a better level of communications. Mike Farmer started working with the team this year, and Shailendra Dwyer continues to serve as an Elder.

Highlights for 2022:

- Katie Rice growing into the MarCom Coordinator role.
- New updated and mobile friendly web site.
- Supporting the Pumpkin, Americana and Gay Pride Festivals.
- Increased advertising visibility on Facebook , Instagram and TikTok using our Google Advertising grant. This has significantly improved our listings when one searches for 'Presbyterian Church Centerville (or Dayton.)
- It is difficult to measure, but it feels like Katie has helped improve communications across Southminster – both internally as well as reaching out to the community, which was the late Rev. Steve Plunkett's original vision!

Looking forward to 2023:

- A primary focus is to work with Session to help lay a foundational marketing message that we can leverage in a persistent and meaningful way. Who are we at Southminster? Why would someone want to check us out? Why are we here? These are the things we want to define so we can have a strong and consistent message, and so we can attract those who would like to join us in our great church!

Regards, **Todd Hall**, Chair

MARKETING AND COMMUNICATION COORDINATOR

This year, my first year on staff at Southminster, I believe a lot was accomplished in a short amount of time.

WEBSITE:

- The website was revamped with a new look. We implemented an interactive calendar that works with Planning Center. So once an event is booked on Planning Center it automatically posts to the calendar on the website.
- Current events are added before the fold on the website and linked to further information regarding that event as needed. These are considered “blog posts” and have a picture/graphic associated with the event.
- Digital Friendship Pad link is now using JotForm as the collection of submissions, we implemented a Flip Book for the Bulletin on this link so you can actually “flip” pages with or without the sound of a flipping page. You can then continue to the livestream from here and there is also a link to past sermons.
- Created connection cards for those seeking more information about the church. These are then forwarded to the invitation team.

GOOGLE:

- Updated our Google Listing online. This is our business listing that shows up when people google us. This is actively updated with our current events. We can also track visits to our page, how many calls we receive and how many views we get.
- Implemented a Google Non-Profit Ad account. We have been running ads for most of the year. We receive \$10,000 a month in free ad credits. With both of these in place, we have been able to move pretty far up in the Google search results with a goal of being #1 for “presbyterian church Dayton” and “presbyterian church Centerville”.
- Created several landing pages (splash pages) for the google ads.

FORMS: We started using JotForm instead of WP Forms. One huge benefit to this is the ability to store the submissions outside of the website and free up memory. The forms have huge capabilities that have yet to be tapped into.

SOCIAL MEDIA:

- Facebook – We have continued to grow on Facebook. We run campaigns for our events and most recently ran a campaign for awareness and page likes which increased by about 40 likers. Consistency is key to social media. Slow and steady.
- Instagram - Same as Facebook, our likers continue to grow. This is a slightly younger demographic and a lot more progressive audience.
- TikTok – Joined this late in 2022 with a few videos that have had a huge number of views and likes. Will continue to post fun things on TikTok to see where they take us.
- For Instagram, Facebook and Twitter, I use constant contact to post and track the analytics and schedule posts.

PUMPKIN FESTIVAL:

- Applied and was approved for Pumpkin Fest through Washington Township as well as all future events for the front of the Church.
- Ordered/designed signage that can be reused for future Pumpkin Festivals

PHOTOGRAPHY:

- Headshots were taken for all staff and office volunteers and put on the website.
- Various outdoor shots of the church were taken, along with event photography. Would like to think of a way to create an album for events so people could see their photos afterwards. I think this would definitely drive traffic to our site.

- I have been working closely with Ruth to highlight musical guests. I will continue to work with her on highlighting guests, choir members and upcoming musical events.

SLIDES: Updated weekly for Sunday worship, no changes have been implemented.

In 2023 I hope to continue moving up on Google and focus on other search engines. I'd like to work closer with Invitation to track those reaching out, and have a concrete plan in place for that situation.

Submitted by: Katie Rice

INVITATION TEAM

The Invitation Team leads the congregation in their mission of inviting people into relationship with Christ, warmly welcoming them to Southminster, introducing them to all Southminster has to offer and bringing them into membership (if they desire). As the church emerges from Covid times, past activities are reinstated, and new ones are developed. During 2022 the Team focused on the following.

The church office has fine-tuned the report of guests that attend our services. The Team studies the monthly list and reaches out to all guests. Online guests continue to be a significant number of people.

Greeters at the entry doors and hosts at the Welcome Desk are scheduled by this Team and additional Team members stand ready in the Narthex to further welcome guests and answer questions.

Three Inquiry Classes were scheduled, and 13 new members joined the church as well as two teens who joined through confirmation. Lots of smiling, welcoming and happiness involved with our Team's work.

The church tour script was updated, and a few tours were scheduled.

Katie Rice, our new communications expert, worked with us on the webpage, the slides used with online church, and many signs and materials for programs with the bulk being for the Americana booth.

Our biggest challenge was planning, staffing and carrying out the Southminster Americana booth on the 4th of July. Mike Stevens built a Wheel of Fortune which was popular and attracted hundreds of people to our booth. We gave away a variety of prizes and provided small American Flags prior to the parade to those passing by. We provided information and showcased our puppet ministry. A step into promoting diversity was initiated by using the banner with the LGBT symbol on it in the booth. We developed a sandwich board that publicized the times of our Sunday service and included lots of pictures of church events. We followed this same successful format for the Team booth at the Pumpkin Festival.



The Team updated the Time and Talent booklet, volunteer form and small groups form. This year 34 volunteer forms were returned and compiled into a spreadsheet that all teams can use to find volunteers. Last year only 25 volunteer forms were returned. The Team worked closely with the Stewardship Team to send out these forms with the Stewardship materials.

The Montgomery County Community Resource Guide is now available at the Welcome Center.

We made a point of partnering with other teams to welcome guests and inform possible new members. Example groups were Breakfast with Santa, Women's Retreat, and Blessing of the Backpacks. We hope to have more similar opportunities to welcome guests in 2023.

The Team began studying the *8 Habits of Evangelism* with a focus on *Radical Welcome*. Steve Schumm suggested these videos which can be found at <https://8habits.org/>

At the beginning of the year our Team benefitted from Josh working with us to plan the Americana presence and later Steve became our new liaison and helped guide us.

The people on the Team that made all this possible are Gay Amos, **Jean Gaffney**, Cheryl Hartman, Tom Novak, Brenda Ricketts, and Kate Scarpero. Previous members lent their help with specific projects: Mary Baez, Adrienne Dickson, Mark Ferguson, Marj Lawson. Gay and Jean represent the Team at Session.

Respectfully submitted: Jean Gaffney, Team Leader

BUILDINGS AND GROUNDS

The Southminster Buildings and Grounds Team worked in 2022 to maintain our facility with routine and emergency maintenance and repair projects including the following:

- As of the end of November our Building Property Tech, Jimmy Hoshue, left to take another job. B&G thanks Jimmy for the 19 months of service and he left the facilities in better shape. B&G is working with Personnel to identify and hire a new Property Tech.
- The biggest project of the year was the start of the replacement of the 4 AC systems for the church: Sanctuary, CFC, Kitchen and the Front Office. Three systems were replaced in April. The Front Office was delayed due to supply chain issues and then waiting to avoid the summer cooling season. The system still has not been installed due to scheduling and weather.
- New risers were installed for the choir loft using platforms that we already had that are wider and allow the choir to move around easier. We only needed to buy new legs and railings.
- The south side of the church was regraded, in part, to make way for the new AC system. This improved drainage. A dead tree was also removed from the southwest corner of the property.
- Bought new vacuum cleaners to replace broken ones.
- A new security camera system was bought and installed. The 8 cameras cover all the commonly used entrance areas. They are motion activated.
- Access to the Blessing Box was improved by adding pavers and stone donated from Essential Landscaping.
- The Preschool is working with B&G to improve their area. Bollards have been installed around the playground area to improve safety and security. A new playground and fence have also been ordered. These costs are all being taken care of by Great Start Preschool.
- Raccoons had been discovered living in the roof of the pavilion. The raccoons were chased out and then an abatement system was installed to prevent any animals from crawling up into the roof area. The mess caused by the raccoons was cleaned up.

- Several of the hot water recirculating pumps have failed and have been or will be fixed/replaced. One was for the Sanctuary system and two in the education wing system. This is not an uncommon issue. Unfortunately one of the pumps in the education wing failed during the cold snap over Christmas. Due to lack of or insufficient heat supplied to the Community Room, a cold-water line froze and burst. This would not have been much of an issue due to the floor drain containing the leak, but unfortunately the cast iron drain had cracked and leaked a good portion of that water into the preschool area on the first floor. The drain was fixed, and the burst line was removed. Damage was limited to soaked ceiling tiles and a few tables that need replaced.
- The CFC boiler pump stack was replaced. Several of the unions and gaskets were noted as potential failure points.
- Baby changing tables were installed in two of the men's restrooms.
- Our annual fire/insurance inspection noted several issues that were fixed.
- A new coffee maker was 80% sponsored and installed in the CFC kitchen.
- Items we are considering for 2023: New flooring for the Community Room, new dumpster concrete pad, motion sensing light switches in the building to prevent lights being left on, investigate a new electronic sign.

FELLOWSHIP TEAM

Fellowship was able to participate in many ways this year with some traditional approaches and some new reinvented ways to gather. The team was involved with many all-church events including Heritage Sunday's delicious Bangers and Mash! They were "All In" with Stewardship's Hors D'oeuvre Appetizer kickoff, and its Dessert Finale. We hosted a reception of cookies and drinks for the Blessing of the Backpacks and a Volunteer Appreciation reception. The team created games for the Pumpkin Festival including ring toss, pumpkin bowling, guess the weight of the big pumpkin in candy corns, and provided cornhole games for adults and children.

Coffee Corner was up and running every Sunday morning with drinks and treats. Thanks goes out to the team and to the different Presby groups and other individuals who helped support Sunday morning coffee and sweets!

Elderberries had a fun year and enjoyed programs for our seniors, 55 years old and up. We switched the format from three cooking teams providing a hot meal for our attendees to a "Bring your own lunch" which seems to make it easier for everybody. We did have a "Thanks to All the Good Cooks" potluck and Bingo one month. We had a fantastic speaker from the Centerville library who spoke about Norman Rockwell's America. Hilda Strange from the Washington Township History spoke about the Underground Railroad, Jeff Gray with the Washington Township STAR program, and then Kaylynn Clark and her dog in training, Ginsoon, from 4 Paw's for Ability in Xenia. We ended the year with desserts, singing, and a movie, "The Snowman" in the Lang theater.

Thank you to the Fellowship team for a consistent effort of food, fun and fellowship, including members Sandy Stevens, Darlene Irwin, Mel Kelley, Linda Wiggers, Jean Clements, Art Nitsch and Pastor Steve Schumm.

DEACON'S PRAYER AND PRESENCE

Prayer and Presence has oversight for many ministries. Our team is comprised of a small, but awesome group of dedicated Christians striving to serve in the ministries of member care, love, compassion, prayer, and community service. Our work is not without its challenges, and we must identify those challenges and together find ways to make our work more meaningful.

Care Connection Callers

This ministry extends the love, care and hospitality of Christ to those connected with Southminster Church, through regular phone calls. Special prayer requests or needs are noted and confidentially relayed upon request to the intercessory prayer group and the pastors.

Care Calls are being made from home since the COVID crisis. This has worked out very well. Many people who do not answer when called from an unfamiliar number do call their caller at home with their prayer requests, which has been a blessing because it means that more people are successfully reached. Two care connection callers who stepped down from their position during the year were very grateful that we were able to find two new callers to replace them. The new callers have worked out well.

Final Care Connection Statistics for 2022 are:

Calls Made – 1,302

Call Connections Made – 578

Requests for Prayer – 343

Post Cards sent – 18.

Care Notes

This ministry offers care, resources and support for children, teens and adults of Southminster through professionally written small pamphlets/care notes available on a wide variety of topics and provided free of charge.

There are still some booklets/brochures available in the racks but the decision was made to not replace these when they are all gone.

Follow-up Calls and Communication

This ministry offers spiritual support and encouragement to individuals recently discharged from the hospital or rehabilitation services, who face life challenges or have lost a loved one. *In 2022*, Southminster Prayer and Presence team made extra effort to reach the homebound members of our congregation with snail mail cards. Approximately 40 members received at least one card per month with the addition of the fabulous Advent Devotional after Thanksgiving. With age and life circumstances, we feel this media has been the best way to connect with these individuals. We welcome suggestions for individuals to be added to our list.

Hello, Good Morning

This ministry pairs individuals who live alone; asking them to call each other daily to be certain their partner is up and in no need of assistance. *At the end of 2022* there are 18 men and women involved in this ministry, including (4 new members (2 pairs) this year.) The ministry is going very well.

Home Communion

2022 marked a milestone with the resumption of the Home Communion Ministry after a two-year hiatus during the COVID pandemic. Every month, 10 teams of 2 volunteer Elders and Deacons reach out to

serve Communion to and share Christian love and fellowship with 18-20 homebound or nursing home recipients. Both servers and recipients are enriched by this visible demonstration of God's continuing care and grace. Challenges for the upcoming year include recruiting and training new servers and continuing to identify members who are in need of Home Communion service. Home Communion is open to any member who is unable to attend worship in person as the result of illness, age or disability.

Homebound, Hospital and Rehab visitation

This ministry coordinates visitation opportunities to those connected with Southminster Church who are homebound or live in care facilities. Visits, and in some cases phone calls, are typically made monthly. *Unfortunately, due the COVID restrictions in hospitals and rehabilitation facilities these visitations have been limited to Pastoral visits. Many visits have occurred as extended time together when Home Communion is delivered. Our visits are well received and so rewarding. Being able to contact these members by phone before visits continues to be a challenge. Our team has created a Microsoft Teams database to track member contact information and visits/contact with our members confined to home or facility.*

Intercessory Prayer Group

This ministry consists of a group of dedicated and discreet individuals who meet weekly to pray for the needs of members of Southminster Church, their families and loved ones. Prayers are lifted for, but not limited to, needs identified through Care Connection calls; as well as for those living with serious illness, job loss, death of loved ones, those in the military and needs identified via Prayer Chain.

The Prayer Group is open to anyone who wishes to join us, even if only now & then. We are faithful and dedicated to meeting the prayer needs of our Congregation.

Prayer Chain

The ministry relays special prayer request to members, who pray for each request. Prayer chains exist via email and phone call. There were *276 Prayer Requests & Updates in 2022.*

Stephen Ministry

This ministry provides one-on-one confidential, Pastoral care by trained lay people who companion people who are facing with difficult life events.

The pandemic has greatly affected this ministry. There are only two Stephen Ministers left and unfortunately there has not been any activity in 2022.

Prayerfully submitted,
Linda Wiggers, chair

PERSONNEL TEAM

2022 was another year of transition and change in the staff of Southminster and the Personnel team. In March we were fortunate to rehire through Stated Supply Appointment, Pastor Steve Schumm to fill the role of Associate Pastor. In August, we sadly had to say goodbye to Caroline Adkins, a cheerful face in our nursery for several years both as a volunteer and then as a paid staff as she headed off to college. We were thrilled to welcome Sarah Reynolds to the Nursery staff in September. December brought us the challenge of needing to hire a new Property Technician after accepting the resignation of Jimmie HoShue. Personnel, with assistance from Buildings and Grounds, has begun the search process. Jerry Stahley has once again agreed to fill the role on an interim basis until a qualified candidate can be found. We are grateful for his knowledge of the building's workings, and his willingness to help us through this period.

I wish to personally thank all the members of the Personnel Team for their efforts this year and a special thanks to Wes Cleaves for his past years of service as he rotated off the team at the end of December.

Additional thanks to Pastor Nancy and all the wonderful staff of Southminster for their teamwork and efforts through another year of change.

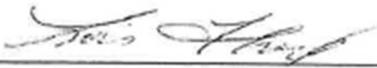
Liz Ferguson, Chair of Personnel

**REPORT ON COMPENSATION – INSTALLED PASTORS
Presbytery of Miami Valley – Year 2022**

City/Location: Dayton Church: Southminster Presbyterian Church
Pastor: Dr. Nancy Birdsong

	2021	2022
Annual Cash Salary	\$ 48,638	\$ 50,097
Housing/Utility Allowance	\$ 48,637	\$ 50,097
Medical/Dental Supplement Reimb..	\$ 521	\$ 536
SECA (portion more than half only)	\$	\$
Deferred Income	\$	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, dental insurance, etc.)		
Other (please specify):	\$	\$
Sub Total	\$ 97,796	\$ 100,730
Free Use of Manse	yes / X	yes / X
If yes – not less than 30% of above	\$	\$
EFFECTIVE SALARY (total above)	\$ 97,796	\$ 100,730
ESTIMATED PENSION/MEDICAL DUES	\$ 36,185	\$ 37,270
SECA (portion half or less only)	\$ 7,482	\$ 7,665
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. \$1,750 for 2022)	\$ 1,220	\$ 1,750
Professional Expenses/Books	\$ 1,500	\$ 1,500
Other (please specify):	\$ 425(BWC)	\$ 425 (BWC)
Voluntary contribution to Fidelity 403b		
From professional Expenses	\$ 1,000	\$ 1,000
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 February 13, 2022



2-13-2022

2023 CHURCH OFFICERS

SESSION

CLASS OF 2023

Shailendra Dwyer	Marcom
Jill Matteson	Mission*
Andrew McKenzie	Building & Grounds
Cyndi Platt	Christian Education
Ginny Suarez	Worship
Marie Sutton	Personnel

CLASS OF 2024

Gay Amos	Invitation
John Breed	Finance
Mary Baez	Christian Education
Joan Johnson	Mission
Lois Thorp	Worship*
John Woods	Buildings and Grounds*

CLASS OF 2025

Gretchen Cleaves	Nominating*
Jean Gaffney	Invitation *
Jason Schenck	Mission
Todd Hall	Marketing and Communications *
Peter Garland	Stewardship
Liz Ferguson	Personnel*
Ryan Battelle	Finance*

(Not currently serving as an Elder)

BOARD OF DEACONS

Moderator: Britt Platt

CLASS OF 2023

Darlene Irwin	Fellowship
Marilyn Kemper	Prayer & Presence
Gretchen Locke	Compassion & Assistance

CLASS OF 2024

Steve Davis	Prayer & Presence
Mel Kelley	Fellowship
Shirley Oglesbee	Compassion & Assistance
Britt Platt	Prayer & Presence
Linda Wiggers	Prayer & Presence*

CLASS OF 2025

Kim Catchpole Patton	Prayer & Presence
Art Nitsch	Fellowship
Sharon Boyko	Prayer & Presence
Sandy Stevens	Fellowship
Joanne Yost	Compassion & Assistance*

Team Chair = *