

Southern Heights Presbyterian Church

2020 Annual Report



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Table of Contents

Pastor’s Narrative	3
Clerk of Session Report	4
Deacons’ Report	6
Building & Grounds Committee Report	8
Financial Stewardship & Property Committee Rpt.	9
Life Long Learning Committee Report	11
Membership Committee Report	14
Memorial Committee Report	15
Mission Committee Report	16
Personnel & Administration Committee Report	18
Presbyterian Women’s Report	19
Safety Committee Report	20
Worship & Music Committee Report	21
<u>Treasurer’s Reports</u>	
Assets	23
Balance Sheet	24
2020 Income & Expense Report and 2021 Operating Budget	25
2021 Proposed Pastoral Terms of Call	26

Pastor's Narrative

We all know the challenges of the last year brought on by the Covid-19 pandemic. The worry and the anxiety, the isolation and the loneliness, the frustrations and the anger. Things are not as they should be. Things are not as we *want* them to be. But, in the midst of all of that, as a people of hope, we find that there is good. In this past year, as a church family:

- We have learned how to communicate in new ways.
- We have relearned the value of simply being with one another.
- We have begun to reevaluate what we do and how we do it.
- We have sought to be responsive to the needs of our community.
- We have figured out how to be and do church, to worship and serve God in the midst of it all.
- We have cared for one another, showing up and showing out in new and fun ways.

But, most of all, we have witnessed to the world that the Church is not a building, but it is the people of God, joining together for fellowship, worship, love, service, and care.

Southern Heights is and will continue to be a witness to God's Love in this world. Southern Heights is and will continue to be an agent of God's Kingdom in this world. Southern Heights is and will continue to be **Church**, being God's hands and feet in this world.

I am thankful to be in ministry and community with you, as we figure all of this out, and seek God's guidance in how and who we are to be into the future.

Grace and Peace,

Pastor Leanne

Clerk of Session

Looking back at the year 2020, Southern Heights, as with almost all other churches, has gone through a tremendous year of changes and new directions. We, as a church, continue to share the work of God through our actions and contributions (both time, talent and financial) throughout the Lincoln and worldwide community.

Pastor Leanne Masters continues to lead our congregation, opening connections to keep our congregation involved in community projects and mission contributions that fit our Mission: **Inwardly Strong: Outwardly Focused.**

The Southern Heights Food Forest/Community Garden, Nature Explore Center areas continue to grow and expand and as the plants mature and start to bear fruit adds a unique mission outreach from our Congregation to the Lincoln Community.

The year 2020 started out in a normal fashion with our Congregation stepping forward and providing sufficient financial support to allow all of our present staff and activities to remain in place. When Covid-19 started to hit Nebraska hard, our Lancaster County Health Department started placing restrictions on all community activities including asking all Churches to go to virtual worship. Several special Session meetings occurred which moved our normal Sunday services on line and sent Adult and Youth Sunday Schools to remote learning, with younger kids receiving a packet of materials to complete each week and other groups meeting via Zoom. Our sponsored Boy Scout troop moved to remote learning with no meetings on Church property. Our Vacation Bible School was cancelled for 2020.

Once good warmer weather appeared, the Session voted to move to holding parking lot worship services which although separated from each other, remaining in our cars, gave members a chance to talk to people on either side of them and to visibly see many of the Congregation members as we attended services, with those unable to attend still watching the service on our Website.

While the Session and all committees continued to meet via Zoom, our safety committee took on greater responsibilities writing and bringing to Session (which also approved) meetings and worship changes brought on by Lancaster Health Department revised restrictions which caused our Session to also make changes in Church activities.

As we entered the late Fall worship services, the Health Department moved the county into the red zone (or most severe) and where we had been looking at relaxing some of Southern Heights requirements, the Session quickly moved to continuing to keeping the Church building closed to all activity and also adding that there could not be any church or non-church activities held on church properties and that all committee and church programs could only be held via Zoom or other remote connections. We have remained at that level through the remainder of 2020.

The church committees have all adapted and have created ways to keep members connected and engaged be it the flamingo program, special life long learning opportunities, Deacons and the membership committee initiated connections to all members between personal phone calls and special greeting cards. The church newsletter provided more information on possibilities for connections between members which included a Wednesday night Zoom fellowship time. For a very unusual year, the members, Session, Pastor and

(Clerk's report, continued)

committees have worked hard to keep as many people connected as possible and Church activities and services moving forward.

Hopefully, with vaccines now starting to be given, later in 2021, we will be able to return to most of our normal activities of meetings, worship and fellowship.

As the Session continues to lead us with what programs and activities we can hold during the pandemic, the mission of working towards inviting everyone to worship our Savior with us will continue. The acting elders serving on the Session in 2020 are:

Stan Fortkamp
Neil Kolder
Margaret Minary
Deb Ryckman

Dick Campbell
Julie Haberman
Felicia Nelsen
Joyce Schmeeckle

Bob Bryan
Dave Anderson
Suzie Harder
Sam Phillips

<u>2020 Membership Roll Statistics</u>	
Active Membership as of January 1, 2020	140
▶ New Members	2
▶ Total Losses: (Deaths)	(3)
(Transfers/other)	(5)
Active Membership as of December 31, 2020	134

Respectfully submitted,

Dick Campbell

Deacons

The ministry of deacon as set forth in Scripture is one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ...(Book of Order, G-2.0201). The service of the SHPC Deacons was evident in many ways in 2020. In the area of congregational service and outreach, the deacons' ministries included:

January – March

During these first 3 months of 2020, our church was operating as per usual with in house services, fellowship, and meetings held on sight. The deacons prepared communion and supported fellowship during this time.

The funeral for Dennis Ross was held at SHPC and the deacons prepared and served the reception afterwards since we were still able to be active within the building. We had two other losses among our congregational members this year, George Douglas and Phyllis Speidel, but neither had services at our church due to the COVID health situation.

Deacon Activities After Shut Down mid-March - December

Parking Lot Services

When we were not able to gather in fellowship within our church building, the deacons distributed individually wrapped snacks on several occasions from car to car before our services.

For World Communion Sunday, we gave out themed bookmarks to everyone as they were greeted upon arrival and the Sunday School children were given beach ball type globes and an activity kit given to them during their outdoor classes.

Card Ministry

800 + greeting cards expressing care and concern as well as recognizing celebration moments to members and friends of our congregation. Donna Swoboda is our dedicated deacon who creates cards and has helped tremendously to encourage our entire membership during this extended time of isolation. Our SHPC veterans and active military were honored in November with individual notes of gratitude for their service to our country.

Homebound/Shut-in Ministry

Because we have been limited in ways we normally would visit with our members in their homes and care facilities, we made special efforts to not only connect with those individuals but also with many other members who live alone and may feel the added impact of isolation from their family and friends. The deacons have been helped by other congregational members who have assisted in contacting and supporting our fellow members.

Prayer Shawl / Cross Ministry/Stitchers Ministry

Our stitchers have been very active in several projects and continue to dedicate their time and efforts for others. In conjunction with Mission funding, masks have been made and shared with both local and out of state groups in need. Many

(Deacons, continued)

knitted hats, mittens, scarves and other outerwear items are among the most recent projects donated. The busy hands of these talented members are not stopping and are continuing to “do for others” for which we are most grateful.

Deacon/ Mission Emergency Fund

Emergency funding provided to the deacons through the Mission Committee was available and given to folks in need this past year.

Activities, projects and support of other Committee Efforts

The deacons put together and delivered surprise 4th of July treat bags to every household in our congregation.

The deacons organized and managed The Deacons’ Dash in Sept. and did so in order to give families and individuals a chance to participate in a fun activity. This scavenger hunt style game was enjoyed by many and prizes were awarded and delivered to all those who participated.

Meals were purchased and delivered to members throughout the year. We’ve tried to continue this ministry while keeping the distancing and precautions at the forefront to help everyone remain safe and as healthy as possible.

The deacons supported the Worship and Music Committee by helping to deliver Advent wreath kits to members.

The deacons supported the Sunday School Children’s Program by delivering Christmas boxes to members to have in hand for the streamed program.

RAK (Random Act of Kindness) dollars were given from the deacons’ fund to each deacon so that they could spread our love and caring to church family members. These funds were used to purchase a special coffee or treat, a bouquet of flowers, a special meal, cards of friendship, gift cards and many other creative surprises. The individual recognition and attention given to our brothers and sisters through this program was an incredible blessing both for those giving and those receiving.

We deacons appreciate your support of our ministry efforts. We are blessed by a church family that is so generous with their time and talents to help us in our caring for our brothers and sisters in Christ.

We respectfully submit this, our 2020 annual report,

Marcia Bryan
Fred Weyer
Connie Rucker
Connie Meyer

Chris Read
Dave Barnes
Sheryl Springer
Sherry Kolder

Carolyn Nickel
Candy McLearn
Pat Wing
Donna Swoboda

Building and Grounds Committee

(a sub-committee of Financial Stewardship & Property)

The past year was another busy one for the Building and Grounds Committee. This was a most unusual year. Because of the COVID-19 pandemic we were not able to meet inside the church building for most of the year. We still needed to, and were able to, regularly help with the various projects mostly outside but some inside the church: Andy Anderson, Erik Anderson, Bob Bryan (Moderator), Jim Harder, Craig Horn, Neil Kolder, Roger Meyer, Ken Murphy, Wayne Strickler and Fred Weyer. We also had help from Jim Minary, Stan Hatcher, Dave Barnhouse, Dave Barnes, Gary Rucker, Leland Stege and others. As the church ages there are the normal things that need repair or replacement. Significant Building and Grounds Occupancy Expenses in 2020 included:

- Heating & air conditioning maintenance & repair- \$1,947 (35% of our Bldg. Maint. Budget)
- Safety equipment Inspections & monitoring and pest control- \$1,971 (35% of Bldg. Maint. Budget)
- Snow removal was a significant expense- \$1,195
- Lawn maintenance expense- \$810
- Crack filling in asphalt parking lot- \$650
- Replace a large area of concrete in the driveway- \$850

Some of the projects done this year include:

- Installed additional pole lighting on east fence line
- Defective windows in entry doors replaced
- Weekly lawn mowing around the church and Food Forest/Nature Explore area
- Removed trash from grounds
- Trimmed trees and removed fallen and broken branches
- Removed sandburs found in the Nature Explore area
- Patch leaking rain gutters
- Managed parking for Parking Lot worship services
- Installed sanitary door openers on main floor restrooms
- Met with Community Crops & Food Forest personnel about vegetation management concerns
- Cleaned kitchen water faucet heads
- Cleaned edges of sidewalks
- Maintenance of Meditation Garden area, pruning roses and evergreen hedge
- Raked and removed leaves
- Replenished mulch beds
- Jim Harder represented the Committee on the Safety Committee
- Helped remove Bibles and Hymnals from the sanctuary for storage
- Erected then removed the Living Nativity stable and signage, directed traffic during the event
- Put up exterior lights for Christmas season
- Erik Anderson set up lighting and sound for the Live Nativity, and managed the audio-visual equipment and set up for parking lot worship services with help from Jim Minary and others

Major projects planned for 2021 are:

- Install cover over east entry door

Jim Harder,
For the Building and Grounds Sub-Committee

Financial Stewardship & Property Committee

Objective:

To monitor and support the gathering and disbursement of financial resources to carry out the faith life and ministry of Southern Heights Presbyterian Church.

Overview:

Although we did not have our annual stewardship luncheon, we did have a skit brought to you via Zoom. In it we outlined where we stand on the replacement of the various components of the building heating, ventilating and air conditioning (HVAC) systems:

- In 2020 we replaced the heat pump system that services the fellowship hall for \$21,000. Funding was provided from the HVAC contingency fund, the building fund and the bell tower fund.
- Upcoming components that will need to be replaced, by priority, are the sanctuary HVAC unit at a cost of \$40,000 and the boiler system for \$70,000-\$80,000.

Accomplishments:

- Reviewed financial reports prepared by the Treasurer at the end of each month. These reports provide the Financial Stewardship Committee data to monitor income and expenditures as they relate to the budget. Approved reports are forwarded to be received by the session. The reports also provide a transparent, up-to-date snapshot of the financial health of our church. A summary of these reports is presented to the congregation on a quarterly basis.
- Met with Andy Pool, our financial advisor, on a quarterly basis to assess the performance of our endowment funds invested with TD Ameritrade. Adjustments dictated by changes in the financial markets are made when necessary. Dividend and interest payments from these funds provide income to supplement the operating fund.
- Conducted the Fall Stewardship Campaign. The theme for this year's campaign was "For if the willingness is there, the gift is acceptable according to what one has, not according to what one does not have."
- Worked with Pam and Pastor Leanne to develop an emergency facility shut down plan.
- Received reports from the Building and Grounds sub-committee and approved necessary repairs to our church property as requested by the sub-committee.
- Received reports from the Memorial sub-committee.
- The financial review for 2016-2019 is substantially complete and will be presented to session in February.
- Renegotiated a lower interest rate on the remaining balance of the parking lot loan. The loan will be paid off in a little over 4 years.
- Implemented a new online giving option for the congregation through the SHPC website. Other options include: donations through electronic banking, sending donations through the mail, or directly delivering your donation to the church.

(Financial Stewardship, continued)

- We also sought additional financial assistance through outside sources:
 - In April the PCUSA Board of Pensions approved our request to waive 3 months of dues for Pastor Leanne's retirement and medical expenses for a total of \$5,133.
 - In July we applied for a CARES PPP loan provided under the COVID financial stimulus package, and in August were awarded the forgivable small business loan in the amount of \$33,886 to cover three months of wages.
 - In September we applied to Homestead Presbytery for a grant. We were awarded a technology grant in the amount of \$1,000 which was used to purchase recording equipment to record worship services for our web site.
 - In November we were awarded a \$1,500 grant from Lincoln Health and Human Services for COVID-19 sanitary cleaning services and supplies.

At the time this report is written, the 2020 year-end books are being closed out and it appears that we will have an operating budget surplus of \$12,759. In this difficult time with all the uncertainty created by the COVID virus, our income remained less than budgeted. We have been fortunate that expenses were also less than budgeted, which allowed us to end the year with a favorable outcome. The surplus will be allocated to the HVAC contingency fund to help with the upcoming needs such as the sanctuary HVAC unit replacement, as well as the boiler replacement.

Special Acknowledgments:

- The Committee appreciates our SHPC family for your continued financial support, especially to all those members who faithfully kept up with their pledge commitments in this most uncertain time.
- We especially want to recognize and thank Dave Barnhouse who retired as Treasurer on December 31st. Dave has served as Treasurer for almost 15 years. Dave's leadership, integrity, honesty and expertise in handling the financial affairs of SHPC have served as a corner stone of our church and this committee.
- We are pleased to announce that Stan Fortkamp has agreed to accept the position of Treasurer in the new year, and we look forward to working with him.
- We appreciate the financial secretaries, Dave Barnhouse, Craig Horn, Joe Onstad and Neil Kolder who faithfully count and record the offerings, tithes and gifts each Sunday.
- We also wish to thank Pam Laws and the members of the sub-committees for the countless hours they have spent and given so freely.

Respectfully submitted,

The 2020 Financial Stewardship Committee,

Jim Harder, Dick Campbell, Stan Fortkamp, Steve Nickel, Sam Phillips and Neil Kolder
Ex-officio members: Pastor Leanne Masters and Treasurer, Dave Barnhouse

Life-Long Learning Committee

Committee Members: Deb Ryckman (Chair), Felicia Nelsen (Co-Chair), Andy Anderson, Rachael Phillips, Suzie Harder, Pastor Leanne, Leland Stege, Megan Watson, Kelli Niedbalski, Mike McLearn, and Candy McLearn

The committee is responsible for the educational programs at Southern Heights Presbyterian Church. Our purpose for all age groups is to encourage and enable spiritual learning and growth.

2020 was a year like we have never experienced before. We needed to continue educational and fellowship efforts while not being able to always gather in person. Safety was our primary concern with the second focusing on continuing our relationships and sharing God's Word with members of all ages.

The year began as any other; we had our calendar all "figured out" – but indeed, we are not the ones in control, because in March everything changed. This year we learned to take a step back, think out-side the box, be flexible and try new things. (Maybe later in 2021 we can go back to a few of our favorite activities and fund raisers.)

2020 Programs & Activities:

- **Sunday School for all Ages** – When the Covid 19 Pandemic reached a level where the church ceased all in-person activities, we switched our Sunday School to mailing the lessons to the families. Each child receiving their own packet. (These packets are being designed by Kelli Niedbalski & Deb Ryckman. Felicia Nelsen helped with packets for the Middle & High School in the Spring.) Last Spring the packets focused on Easter, then on Noah, and Daniel. The packets contained the stories as well as coloring pages, activities they could do and craft projects.

A special delivery was made to all the families with Sunday School children – they received a set of "Resurrection Eggs" just in time for Easter. The eggs tell the story of Holy Week.

This Fall, when we began meeting again, we did meet in person OUTSIDE on the church lawn. Our lessons for the younger children focused on the life of Moses. This worked well until it got too cold. At that time, we were about to move inside with safety precautions in place, but things took a turn for the worse in Lincoln regarding the Pandemic. So, we went back to the packets for the preschool through 5th graders. Our first couple lessons were on Giving Thanks, then we had lessons leading up to Christmas. (Mary and Joseph, The Shepherds and the Angels, Jesus' Birth, The Wisemen and A New Year's lesson on How to be More Christ-like in the New Year). The children in 6th – 12th grade have gone to Zoom Sunday School Lessons that focus on what is the message in the music we listen to. We will continue with the packets and Zoom until it is safe to meet indoors OR when the weather improves and we can once again meet outside.

(Life Long Learning, continued)

- The adult Sunday School was taught by Suzie Harder and looked at the life of Job. In July Suzie conducted a Zoom book study on “How to be an Antiracist” by Ibram X Kendi.
- **Children’s Christmas Program** – This year the Children shared a message about “12 Symbols of Christmas”. We were planning it as a part of our Parking Lot Service but when the Covid numbers got worse and we went back to online worship we decided to find a way to do the program online. Each participating child was emailed their lines; the parents did a video recording of them reading their lines; then those videos were sent to Pastor Leanne who “stitched” them all together to create our Program. Along with the children’s program and with the help of the Deacons and the Membership Committee, each Southern Heights Family was given (delivered to them) a “Giff” with the 12 symbols in it. They were to open the box while watching the children’s program on December 20th. EVERYONE involved with the program did a fantastic job and a very meaningful message was presented!
- **Vacation Bible School** – Due to Covid 19 the VBS that was being planned was not able to happen. We were going to hold a Creative Arts & Music Camp with the focus on Creation. We were planning on Professional Artists and Musicians instructing the children. (Maybe it can happen in 2021.)
- **Youth Mission Trip** – We were all set to go to the Black Hills area – Camp Pioneer and Rim Rock. Many were registered and looking forward to a great trip. Again, due to the Pandemic, it was cancelled.
- **SHYP (Southern Heights Youth Program)** – Before the Pandemic hit, we got a few activities in, namely the Annual Bingo Bash and the Lock In. Little did we know that it would be the last time we would gather for quite some time. Many events were cancelled – bowling, craft & vendor fair, miniature golf, Easter activities, and our year end trip to Great Wolf Lodge in Kansas City. HOWEVER, we started thinking outside the box and when conditions improved, in August about 25 of us got to go outdoor Miniature Golfing (masks were worn). In September, about 17 of us helped clean up the yard of a SHPC member. In November we were going to have our first Annual Flag Football game. The teams were selected and we were ready to play, BUT again we had to “Postpone” due to the pandemic. Maybe there can be a Spring Game?? In December we were not able to go caroling or have our annual get together in person but we all got together online for a ZOOM Nativity Escape Room. We had 17 youth and 5 adults trying to escape. Most were successful!

(Life Long Learning, continued)

- **Confirmation Class** - Confirmation Class began this Fall, first meeting outside but has moved to online Zoom classes due to circumstances around Covid 19. Classes began October 14th with Pastor Leanne leading the class and 6 youth participating (Brinley Falkinburg, Kiera Weyer, Kaylie Phillips, Will Pool, Anthony and Nicholas Niedbalski). The focus of the weekly classes are as follows:
 - The scope, structure, and meaning of the Bible
 - God's creation and how we fit into that story
 - The Nature of Sin
 - The nature of the Triune God, and the identity and person of Jesus
 - Jesus' teachings
 - The salvation Story
 - Church, Community, and what we do together
 - What it means to be Presbyterians
 - Our place as individuals in this story

- **SCRIP** – Since February we have not been able to have any fundraisers where we gather BUT we continue to use the SCRIP program as a way of raising funds for the youth. This helps fund SHYP activities as well as the Youth Mission Trip.

One other exciting event that happened this year is that the church bylaws were changed to allow for youth, high school age, to serve as elders and deacons. Although none are currently serving in this capacity it allows for those who are interested to do so in the future. Maybe in 2021!!

Once again, we would like to take the opportunity to thank everyone for your continued support! Our programs and activities would not be possible without your financial backing and your personal participation. Now, on to 2021!!

Membership Committee

With the primary mission of welcoming visitors and new members to the church, as well as supporting members in numerous ways that include encouraging leadership for programs and activities in the church, the membership committee takes on many responsibilities. In a typical year, the membership committee communicates with visitors, tracks attendance, coordinates fellowship, conducts new member classes, welcomes new members to the congregation and coordinates the Living Nativity.

With the challenges of COVID, many typical events were not held after March. However, the committee was still active with the following activities:

- **Flamingos and other Membership Outreach:** The membership committee engaged in numerous outreach methods to members after the church building closed. The committee called, texted, emailed, and wrote cards to members. And in the summer and fall, yard ornament Flamingos found their way to each of the members' yards with a sign that stated, "You Have Been Flocked by Southern Heights Presbyterian Church!" It was well received by church members. The committee also helped support the Life-long Learning Committee Christmas "gift" project to members.
- **Living Nativity – Community Outreach Event:** With safety precautions in place, the Living Nativity was held on December 17 and 18 from 6:30-8:30 p.m. Six family units came dressed for their 40-minute session and then returned home. Building and Safety provided usual support with constructing the stable, installing lighting, and providing traffic guidance. Sound and lights were managed by Erik Anderson, and music was recorded by Anita Elliott. In total for the two nights, 172 vehicles drove through to witness the Living Nativity (170 participated in 2019). Donations were also collected for the Food Bank with over \$800 collected. This year, no live animals participated in the event.
- **Ambassador:** During the first months when church was held in the building, church members served as ambassadors and greeted prior to worship services. Ambassadors also greeted and collected donations during the parking lot services.
- **Fellowship:** Weekly before and after church refreshments were coordinated by the committee through various church groups, as usual, during the first months of the year. After closing the church building, two parking lot gatherings were held in the summer as an opportunity for members to gather outside and visit. No other in-person fellowship events were held during the year. Instead, fellowship time took place every Wednesday night via zoom.
- **Marquee:** The messages on the marquee were regularly changed to promote online services or parking lot services, or the Living Nativity. It also shared encouraging messages suggested by the community in the spring and summer.

New Members: While New Member orientation classes were not held this year, two new members did join the church in the summer during a parking lot service. During the months when church was meeting in the building earlier in the year, the committee was responsible for ensuring the church information brochures are available in the church pews. Also, the information from the pew pads was collected and visitors contacted.

Membership Committee: The committee meets on the 1st Thursday evening of every month. Members include: Joyce Schmeackle (Moderator and Session Member), Elaine Nelson (Secretary), Shelly Falkenburg (Flamingos), Denise Hockamier (Fellowship and Promotion), Jan Obst (Visitors/New Members), Bob Obst (Marquee), Connie and Gary Rucker.

Memorial Committee

(a sub-committee of Financial Stewardship & Property)

The Memorial Committee is charged by the Financial Stewardship & Property Committee to oversee issues involved with memorial funds and stewardship of memorial matters.

- Report memorial activities to the Financial Stewardship & Property Committee
- Account for funds with the assistance of the Church Administrator and the Treasurer
- Account for designated funds when donated for specific use
- Recommend and approve disbursement of memorial funds when requested by Session or other committees
- Oversee policies and procedures related to the SHPC columbarium and meditation garden

The following members served on the Memorial Committee in 2020: Stan Fortkamp, Financial Stewardship & Property Committee liaison; Julie Haberman, Chair; Marj Jeambey; Janice Kriha, Secretary; LeAnn Reeds; and Val Ryckman. Pastor Leanne Masters served as an Ex-officio member.

The Memorial Committee held one meeting on August 24, 2020.

- SHPC received \$90 in memorials for George Douglas, to be used for the children's ministry. The Committee voted to give the funds to the Sunday school and Lifelong Learning to use at their discretion.
- A request was made to add motorized projector screens in the sanctuary that can be controlled from the audio-visual booth. The screens will add convenience, reduce visual barriers, and encourage their use during services and other occasions. They will also be useful when in-person activities return and bulletins and hymnals are not used to reduce transmission of COVID-19. The Committee approved the recommendation to the Financial Stewardship & Property Committee to use \$1,060 in designated memorial funds and \$966.15 in undesignated memorial funds toward the purchase of the screens.

Respectfully submitted,

Julie Haberman, Chair

Mission Committee

For 2020, the Mission Committee continued to meet regularly despite the pandemic to discuss current and future opportunities for Southern Heights. Most of 2020 the meetings were held by zoom. **With Southern Heights' continued generosity, we were able to help distribute funds for an overall amount of \$23,781.95.**

Presbyterian Church USA		\$11,000
• General Mission	\$ 8,000	
• Theological Education Fund	\$ 3,000	

Quarterly Mission Focuses

Hebrews 13: 1-3 was the Mission Theme for 2020. The verse reads:

Keep loving each other like family. ² Don't neglect to open up your homes to guests, because by doing this some have been hosts to angels without knowing it. ³ Remember prisoners as if you were in prison with them, and people who are mistreated as if you were in their place.

Each quarter's focus and mission giving is detailed below:

1st Quarter Theme: Love Each Other Like Family

January: Family Services Association (Grandparents Raising...)	\$500
February: Christian Heritage (Destination Dad Program)	\$500
March: City Impact (Reading Program)	\$500
Young Life (Scholarship Program)	\$500
Hope Spoke (Formerly Child Guidance)	\$500
Gathering Place (donation for quarterly food)	\$100

2nd Quarter Theme: Host to Angels Without Knowing It (Hospitality)

April: League of Human Dignity	\$500
May: Youth Mission-due to COVID, no mission trip	\$0
June: Yazidi Community	\$500
Clyde Malone Community Center	\$250
Fort Thompson Head Start (Marcia Bryan for mask supplies)	\$100
Gathering Place (donation for quarterly food & a weekend meal)	\$200

3rd Quarter Theme: Remember Prisoners

July: Rise Program	\$500
August: Bridges to Hope	\$500
September: I've Got a Name	\$500
Gathering Place (donation for quarterly food & a weekend meal)	\$200

4th Quarter Theme: Remember People Who Are Mistreated

October: Friendship Home & Foster Haven	\$350 (each)
November: People City Mission (use toward food)	\$500
December: Saint Monica's & Child Advocacy Center	\$350 (each)
Gathering Place	\$300
Lincoln Literacy	\$400

In addition to the Quarterly Mission Focuses and mission support to Presbyterian Church USA, the following are additional SHPC Mission activities:

- Southern Heights was unable to serve at the Gathering Place in the months with a 5th Tuesday due to COVID restrictions (March, June, September and December). In lieu of

(Mission Committee, continued)

preparing food, we sent a monetary donation to cover the cost of food for the nights we were originally scheduled. In April they added in weekend meals so the committee agreed to help for a weekend meal for each of the remaining quarters this year. Because of COVID, there has been an increase in number of meals served.

- Maintained the Mission Wall in the Fellowship Hall at the beginning of the year to provide an organized, central place to learn more about mission opportunities and to leave donations.
- Provided mittens, scarfs & hats (normally on the mitten tree) to Center for People in Need
- Provided food for the Food Pantry at the beginning of the year.
- We had a SHPC Volunteer Opportunity that we combined with the LLL Youth Group to help clean-up yard work for a family of SHPC.
- The Mission Committee wanted to help our neighbors and community by having a Little Free Pantry. With a donation of a little library, decorated by a local artist and help from LLL and Buildings and Grounds, it was up by fall with many donations of food by the congregation and others. It was to turn back into a children's library come winter but with the continued need, we have kept it a pantry at this time.
- Suggested Living Nativity monetary donations to go to the Food Bank for a total of \$827.
- Collected funds for the Food Pantry & Give Thanks offering in the amount of \$952.00.
- Provided funds in support of the water and garbage service for the Southern Heights Food Forest in the amount of \$793.21.
- Collected food items and additional monetary donations (\$450) for the food baskets for the Peoples City Mission Thanksgiving Food Baskets.

Four Special Offerings were collected during 2020, as follows:

- | | |
|-----------------------------|-------|
| • Christmas Joy Offering | \$475 |
| • One Great Hour of Sharing | \$150 |
| • Peacemaking | \$240 |
| • Pentecost | \$150 |

The local share of the Pentecost and Peacemaking offerings went to Lincoln Food Bank.

Even with all the changes due to COVID, SHPC continues to be mission focused. SHPC came together and continued their offerings, tithes and services. The Mission Committee thanks you for supporting and actively being a part of the Mission Ministry of Southern Heights Presbyterian Church.

The Mission Committee has chosen 2 Corinthians 4:6 as the Mission Theme for 2021. The verse reads:

“For God, who said, ‘Let there be light in the darkness,’ has made this light shine in our hearts so we could know the glory of God that is seen in the face of Jesus Christ.”

The theme for each quarter of the coming year is as follows:

- Quarter 1: Shine the light in the darkness of winter and shelter from the cold
- Quarter 2: Shine the light of spring on hope
- Quarter 3: Shine the light on youth
- Quarter 4: Shine the light of fall on health

COMMITTEE MEMBERS:

Dave Barnhouse, Christine Read, Leland Stege, Iris Wells, Carolyn Murphy, Joyce Schmeackle, Felicia Nelsen (chair) and Pastor Leanne

Personnel and Administration Committee

The Personnel and Administration Committee reports to the Session and is responsible for all employee matters, including the following.

- Develop job descriptions for all staff
- Review staff performance, at least annually, and recommend compensation to the Financial Stewardship Committee
- Recommend personnel policies to Session
- Encourage professional growth and development of staff
- Resolve personnel issues
- Implement a plan of Equal Employment Opportunity
- Provide support to the Pastor and staff
- Confer with Pastor on important issues of concern

Members serving on the Committee in 2020 were Dave Anderson (Co-chair), Bob Bryan, Stan Forkamp, Julie Haberman (Co-chair), Marj Jeambey, and Eydie Weyer. Pastor Leanne served as an Ex-officio member.

The Committee held meetings in 2020 as required to address ordinary business and challenges presented by the pandemic.

- The search for an accompanist was suspended, and a portion of the budgeted funds were redirected to the purchase of copyright licenses for music used during the pandemic.
- The Committee requested consistent office hours to be shared with the congregation (prior to the pandemic).
- Pastor Leanne was encouraged to pull back from involvement in Committee meetings, when possible, to provide her with more work-life balance and allow needed time for pastoral care, study, and sermon preparation.
- A review of the Building Superintendent job description was performed due to increased activities at the church.
- The Committee recommended to the Financial Stewardship Committee to continue paying staff who were unable to work during the pandemic.
- Annual performance reviews were completed for Pastor and staff members, soliciting input from two members of Session and one Deacon who were randomly selected.
- Development of a job description for the Treasurer was initiated to provide future Treasurer candidates a realistic view of the expectations and duties of the position.

The Personnel and Administration Committee expresses its thanks to the devoted staff of Southern Heights: Pam Laws, Administrator; Anita Elliott, Director of Music; Caron Ostgaard and Heidi Prenosil, Nursery Attendants; and Jay Tussing, Building Superintendent. The Committee also extends its appreciation to Marj Jeambey, who is rotating off the Committee. The Committee is grateful for the efforts of all who offer their time and talents in support of the Church's mission.

Respectfully submitted,

Dave Anderson and Julie Haberman, Co-chairs

Presbyterian Women

This past year PW has offered some opportunities for learning, fellowship, and mission. PW supported the missions with \$200.

During the year the two circles, a day circle and an evening circle, met for bible study and fellowship. Our study was “Into the Light.” The study focused on finding hope through prayers of lament. It reminds us that God’s reign has not yet come. We enjoyed fellowship as we learned to focus on God’s promises in daily life. Due to the corona virus we weren’t able to meet most of the year.

All women are encouraged to join a circle and take advantage of the opportunities the circles offer. Our activities are open to everyone to join us for these unique opportunities. The circles were scheduled to host Sunday fellowship in March and April but due to the virus no services were held in the church. Also due to the virus the Christmas Salad Luncheon was cancelled.

PW offers a wonderful, professionally-compiled reading list for anyone to use. Serving as Area Reading Coordinator is Suzie Harder.

Our quilters completed one quilt before the building was closed to the virus. There are seven faithful stitchers. We continue our prayer chain, which is available for anyone. Prayers are requested through the church office and are relayed by e-mail or phone.

Serving as officers in 2020:

Elaine Nelson, Moderator	Carolyn Nickel, Secretary
Sherry Kolder, Vice Moderator	Candy McLearn, Treasurer

Ruth Circle leader:

Kay Jacoby

Deborah Circle:

Elaine Nelson, Leader
Iris Wells, Assistant Leader

Thank you to the people who made each of these opportunities available and worked to raise the financial resources to support our projects. Your support is deeply appreciated.

Blessings and peace,

Elaine Nelson, Moderator

Safety Committee

Committee Members: Pat Wing, Mary Bell, Andy Anderson, Jim Harder, Suzie Harder, Ex-officio: Pastor Leanne

In 2020 the Safety Committee was tasked with writing a Covid-19 Policy for the church. It is designed to provide guidance for safely conducting services, meetings, and classes for the duration of the Covid-19 pandemic. The committee has convened periodically, as data has changed, to determine how the church should respond.

Currently, we continue to have virtual church services, adult Bible study and youth Sunday school. The younger children continue to receive materials via email or dropped off at their homes. As the Covid-19 risk dial in Lincoln changes the committee will continue to advise the session as to how to proceed.

Respectfully submitted,

Suzie Harder, Chair

Worship and Music Committee

The Worship and Music Committee met on the second Thursday of each month at 1:00 p.m. From March through the end of the year the meetings were via ZOOM due to the COVID-19 restrictions.

Members for 2020 were Margaret Minary, Moderator; Carolyn Nickel, Sherry Kolder, Susan Dahm, Mary Bell, and Sue Babovec. Ex-officio members were Pastor Leanne Masters and Choir Director Anita Elliott. Pam Laws was a guest at the majority of our meetings. Suzie Harder, Safety Committee Chair, attended several of our meetings as we discussed COVID safety measures.

Communion was celebrated on the first Sunday of most months and for Maundy Thursday, and Easter. Instead of being served on the first Sunday of December and on Christmas Eve, we celebrated Communion on Sunday November 29, which was the first Sunday of Advent. Communion was also served to shut-ins throughout the year. Pastor Leanne began a Zoom Fellowship hour on Wednesday evenings and included a time for Communion on the first Wednesday of the month. Congregants supplied their own communion elements whether they were worshipping in their cars on Sunday morning or in their homes during the online service or the Zoom Fellowship time.

A special thank you goes out this year to Pastor Leanne, Anita Elliott, Erik Anderson, James Minary and the Membership Committee and Buildings and Grounds for all of the extra service they provided to make our online and Parking Lot Services successful.

This was an interesting and challenging year for everyone in our church, but also provided an opportunity to learn and try new things and develop new visions for the future. Pastor Leanne and Mike Masters made the online services happen and continually tweaked them with improvements. Pam Laws helped keep us all on track and moving forward.

The Parking Lot Services, which we started having in July, were a huge success and reached congregants who would not have been able to attend if we had opened up for in-person church services. Anita Elliott braved the weather to provide us with wonderful music during the services and recruited individuals to lead the hymns. Erik Anderson and James Minary worked together to provide the audio services needed in order to broadcast our Parking Lot Services over the FM radio to attendees in their cars and record the services for those who couldn't attend.

Prior to the first Sunday in Advent Susan Dahm, from our committee, assembled an advent gift for each household in our congregation. The gift consisted of a weekly Advent devotional and five small votive candles. These gifts were distributed to each household by our committee and with some help from the Deacons. Congregants were encouraged to create their own Advent Wreath in their home so they could participate in the lighting of the candles during the Advent season.

In spite of not being able to meet in person at the church, our committee has continued its work in reorganizing the choir music into newer and sturdier folders. This work is being accomplished remotely.

(Worship & Music, continued)

Due to the special circumstances of this year, Pastor Leanne never got a vacation. Our only pulpit supply this year was Reverend Sue Babovec, who volunteered to lead the December 27 Online Worship Service to give Leanne a break. Sue also volunteered to lead a special worship service on Christmas morning. This was a wonderful experience, especially for those separated from their families this year, and a service we have not provided before.

The Worship and Music Committee sponsored the Zoom Wednesday Fellowship gatherings during December. Our committee felt that our congregation really needed to hear and be able to sing Christmas Carols even though we were not able to gather in person. Each Wednesday night in December we incorporated different Christmas Carols as well as a different Christmas theme for discussion. We had a fun time with this and thank Anita for playing the piano for this activity.

New screens have been ordered for the sanctuary which will be remote controlled. When we return to in-person church services these screens will provide many advantages to the quality of our regular worship services and funeral services.

We look forward to the time when we can meet again in person for worship and fellowship.

Assets
as of December 31, 2020

ASSETS	today is: 01/27/2021	change since 12/31/2018	as of: 12/31/2018	month ending: 12/31/20
STFIT				
Bell Tower (property)		-55.37%	\$ 20,102.64	\$ 8,972.78
Building Fund		-57.23%	\$ 11,454.21	\$ 4,898.51
Cash Flow (was Savings)		-240.92%	\$ 10,173.31	\$ (14,335.72)
Clergy Scholarship		36.22%	\$ 7,407.08	\$ 10,089.78
Columbarium		-79.17%	\$ 6,150.16	\$ 1,281.05
Contingency Fund for HVAC			\$ (0.00)	\$ 16,097.64
Deacons Fund		-30.69%	\$ 6,091.18	\$ 4,221.81
Elevator Fund		81.77%	\$ 3,644.49	\$ 6,624.41
Enchanted Forest		0.55%	\$ 1,463.90	\$ 1,471.89
Food Forest		2.23%	\$ 1,001.61	\$ 1,023.92
Memorial		0.62%	\$ 55,549.41	\$ 55,894.11
Mission for Deacons Fund		129.25%	\$ 667.56	\$ 1,530.40
Music Ministry		-100.00%	\$ 742.37	\$ (0.00)
Pastor's Continuing Ed Fd				\$ 1,939.15
Phillips Camp Scholarship		2.23%	\$ 4,838.06	\$ 4,945.82
Staff Continuing Education Fd - 3 yr				\$ (1,157.08)
Stained Glass		2.23%	\$ 1,972.23	\$ 2,016.16
Youth Acct			\$ 9,840.91	\$ 11,849.99
Total			\$ 141,099.12	\$ 117,364.62
Endowments				
CM Endowment (was FSC)	opened	06/14/2010		\$ 114,394
	as of =	11/30/2020		\$ 168,638
change in value				\$ 54,244
Mohrhoff Estate fund	opened	01/01/2013		\$ 11,500
JP Morgan Income Builder Fund	addition	10/28/2013		\$ 13,876
	as of =	11/30/2020		\$ 27,069
change in value				\$ 1,692
Total Ameritrade =			\$ 195,707.11	
Union Bank Checking	as of =	12/31/2019		\$ 36,685
per bank statement	as of =	12/31/2020		\$ 35,147
Total Current Assets				\$ 332,650

Balance Sheet
as of December 31, 2020

Dec 31, 2020

ASSETS	
Current Assets	
Checking/Savings	
1100 · CURRENT OPERATING ASSETS	
1110 · General Checking	21,700.19
1180 · Union Bank STFIT Fund	<u>117,364.62</u>
Total 1100 · CURRENT OPERATING ASSETS	<u>139,064.81</u>
Total Checking/Savings	139,064.81
Other Current Assets	
1030 · Endowments	
1023 · Mohrhoff Endowment	27,068.65
1021 · CM - Endowment	<u>168,638.46</u>
Total 1030 · Endowments	<u>195,707.11</u>
Total Other Current Assets	<u>195,707.11</u>
Total Current Assets	<u>334,771.92</u>
Fixed Assets	
1000 · Building	
1002 · Parking Lot	109,780.10
1001 · Building Addition	<u>169,431.78</u>
Total 1000 · Building	<u>279,211.88</u>
Total Fixed Assets	<u>279,211.88</u>
TOTAL ASSETS	<u>613,983.80</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2250 · CARES loan	33,886.75
2100 · Payroll Liabilities	<u>3,893.38</u>
Total Other Current Liabilities	<u>37,780.13</u>
Total Current Liabilities	37,780.13
Long Term Liabilities	
2401 · Union Bank Loan	<u>50,495.25</u>
Total Long Term Liabilities	<u>50,495.25</u>
Total Liabilities	88,275.38
Equity	
2050 · Market Adjustment	53,523.01
1500 · Opening Bal Equity	3,433.93
4000 · Retained Earnings	470,132.12
Net Income	<u>-1,380.64</u>
Total Equity	<u>525,708.42</u>
TOTAL LIABILITIES & EQUITY	<u>613,983.80</u>

2020 Income & Expenses and 2021 Operating Budget

	<u>12/31/20</u>	<u>2020 Budget</u>	<u>2021 Budget</u>
Ordinary Income	\$ 278,441	\$ 300,607	\$ 300,607
Ordinary Expenses			
Program Expense			
Session	\$ 8,473	\$ 10,671	10,671
Mission	\$ 24,450	\$ 27,162	27,162
Life Long Learning	\$ 2,366	\$ 5,825	5,825
Worship & Music	\$ 1,753	\$ 2,055	2,055
Membership	\$ 767	\$ 1,270	1,270
Total Program	\$ 37,809	\$ 46,983	46,983
Staff Expense			
Contract Personnel	\$ -	\$ 1,150	1,150
Salaries	\$ 118,424	\$ 120,273	120,273
Benefits & Allowances	\$ 47,344	\$ 55,618	55,618
Employer Payroll Expense	\$ 5,309	\$ 5,553	5,553
Personnel	\$ 200	\$ 225	225
Total Staff Expenses	\$ 171,277	\$ 182,819	182,819
Occupancy Expense			
Custodial Supplies & Services	\$ 3,238	\$ 5,900	5,900
Grounds Maintenance	\$ 1,975	\$ 6,000	6,000
Building & Elevator Maintenance	\$ 7,764	\$ 12,100	12,100
Utilities	\$ 13,740	\$ 17,220	17,220
Insurance	\$ 7,155	\$ 6,744	6,744
Total Occupancy Expenses	\$ 33,872	\$ 47,964	47,964
Office Expense			
Furniture & Equipment	\$ 1,772	\$ 2,570	2,570
Office Supplies	\$ 992	\$ 1,400	1,400
Postage	\$ 613	\$ 650	650
Other Office Expenses	\$ 1,096	\$ 410	410
Total Office Expenses	\$ 4,473	\$ 5,030	5,030
HVAC Contingence Fund	\$ 15,759	\$ 3,000	3,000
Loan principle & Interest expense	\$ 15,251	\$ 14,825	14,825
Total Expenses	\$ 278,441	\$ 300,621	300,621
Net Ordinary Income	\$ (0)	\$ (14)	\$ (14)
Other Income	\$ 20,687	\$ -	0
Other Expenses	\$ 22,068	\$ -	0
Net Other Income	\$ (1,380)	\$ -	0
Net Income	\$ (1,381)	\$ -	0

2021 Proposed Pastoral Terms of Call

Effective Salary	\$56,958.74
<i>Salary</i>	\$41,958.74
<i>Housing</i>	\$15,000.00
Social Security Offset	\$4,271.91
Board of Pensions	\$21,074.73
Reimbursable Expenses	
<i>Mileage</i>	\$1,500.00
<i>Professional Expenses</i>	\$2,396.00
<i>Books</i>	\$250.00
<i>Continuing Education</i>	\$1,000.00