

Southern Heights Presbyterian Church

2021 Annual Report



**5750 S. 40TH
Lincoln, Nebraska 68516
www.southernheights.org**

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Pastor's Narrative

The Annual Report is a great opportunity for us to take a step back and look at the year that has past, the work that we have done, what we have accomplished.

Over the course of the last year, we as a church family have continued to adapt and evolve in how we gather, worship, meet and work as a community.

- We have navigated a hybrid world, seeking to be present both online and in person, and worked to find ways to maintain community in the midst of it all.
- We returned to the sanctuary for worship in Lent of 2021, after a year of worship online and in the parking lot, and we continue to provide for a virtual worship experience for those who are not yet comfortable worshipping in person.
- We continue to seek ways to gather and connect with each other, working to develop and maintain that sense of community and strengthen the love that binds us together.
- We have explored new and reimagined ministries and programs, rethinking how “we’ve always done it” to think about how to connect and share the Good News and Love of God with the world.
- We have sponsored educational opportunities and partnered with new community groups to provide space for their programming.
- We are thinking, deeply, about who we are and what we are called to be and to do in the world, ever seeking God’s guidance and call in our lives and our world together.
- While we have had the pain of saying goodbye to a number of the beloved saints who have joined that great cloud of witnesses, we have responded in love and walked with each other in our griefs and sorrows.
- We have celebrated weddings and baptisms and welcomed new members in our church family.
- And we have rallied together, to love and support each other, in our times of trial and need.

As we move into 2022, we as a congregation continue to seek God’s guidance in who we are called to be and what we are called to do together.

As we do so, we will be continuing to evaluate and adapt not just what we do, but *how* we do it. We will be looking for ways that we can become and remain adaptive and responsive to the needs of our community and the world. We will be looking for ways to enable and empower each other to do the work that we are called to, and grow and be grown in our gifts, talents and skills.

For all of these things, I am thankful to be in ministry with and alongside you. It has been, and continues to be a blessing.

Grace and Peace,

Pastor Leanne

Clerk of Session

The year 2021 began and ended with many questions, many shaking heads and changing attitudes. The Corona Virus touched the lives of every member. We either contracted the virus or our daily lives were affected by its persistence.

The Session met monthly during the year and held special called meetings to discuss urgent issues. Meetings were held in person or via Zoom to allow for good discussions among members and thoughtful decisions regarding our church. Congregational meetings were held for church information and business requiring action of the members of the congregation.

This year was a year of welcoming new members and friends to our church family and a year of saying farewell to long-standing friendships. Members of the Confirmation Class were greeted, weddings celebrated, infants baptized, and funerals held for loved ones.

Celebration of the Lord's Supper was scheduled for the first Sunday of each month and for Maundy Thursday and Easter. Because of Covid-19, the church found new and unusual ways for us to share this Sacrament. It was shared by Zoom (even on Wednesday Fellowship nights) when Worship Services were suspended. With the approach of Spring and improving Covid-19 statistics, SHPC resumed Sunday Worship and Communion was served with individual packets of bread and juice. We were all so thankful to greet friends and worship our God as a family of believers.

The fall Congregational meeting was held in October. Members of the Session and Deacons were elected and Congregational members elected for 2022 Nominating Committee.

The 2021 Session was not only diligent but very flexible regarding meetings, whether in person or via Facetime or Zoom. Elders serving on the Session for 2021 are:

Dick Campbell	Dave Anderson	Mary Bell
Julie Haberman	Bob Bryan	Andy Pool
Felicia Nelsen	Suzie Harder	Leland Stege
Joyce Schmeeckle	Sam Phillips	Amber Weyer

Thank you to Felicia Nelsen for her work as she completes her term and to each member of the Session for their faithfulness and diligence.

<u>2021 Membership Roll Statistics</u>	
Active Membership as of January 1, 2021	134
▶ New Members:	10
Confirmands	6
Others	4
▶ Total Losses:	(6)
Deaths	6
Transfers/other	0
Active Membership as of December 31, 2021	138

Mary Bell
Clerk of Session

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 2021 in the area of congregational service and outreach: the deacons' ministries included:

Card Ministry

2000+ 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. This ministry will undergo some revisions in 2022 to assist with reducing the cost of this ministry. These days of separation have increased the need for contact with our congregation and have brought many some needed support and love.

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. In December we had greeting cards available for our congregational members to write a note of care and love to some of our members who have been in long term care and unable to connect with our church family directly. These cards were delivered by our deacons to those individuals or to them through their care facility.

The deacons have been helped by other congregational members who have assisted in contacting and supporting our fellow members.

Prayer Shawl / Cross Ministry / Stitches Ministry

Our prayer shawl and cross ministry has continued throughout this year. In addition, masks, fiddle muffs, walker totes and lap blankets made are just some of the items given through this ministry.

Our stitchers continue to dedicate their time and efforts for others. In conjunction with Mission funding and some private donations, the stitchers outreach to the community has been inspiring. Hundreds of hand knitted and crocheted dishcloths with detergent were distributed through The Gathering Place, the Eastridge food pantry, and our veterans living at the Victory Park Apartments. Many hats, mittens, scarves and other outerwear items are among the most recent projects donated over the holiday period to our community. (Among them: the Malone Center & Gathering Place.)

(Deacons, continued)

This year many prayer shawls were given to members of our congregation as well as to hospice clients of AseraCare. Many members of our church family helped in the effort of completing 21+ fleece blankets for the comfort of children in the foster care system.

The dedication of the busy hands of these talented members are not stopping and are continuing to “do for others” for which we are most grateful. Marcia Bryan has been the selfless leader of these talented volunteers.

Deacon/ Mission Emergency Fund

Emergency funding provided to the deacons through the Mission Committee was available and given to members in need this past year. Our entire \$2,000 budget amount was used, as well as another \$1,250 of the deacon’s savings to extend help this year.

Activities, Projects and Support Efforts

Communion preparation has continued to be offered through individual lidded cups and small bags for the bread. One deacon is doing the preparation and distribution to the congregation as they enter the building.

Sadly, we lost several members of our church family this year and the deacons have been flexible to offer service to the families as we followed the safety recommendations of our church.

Meals were purchased and delivered to members throughout the year. We have tried to continue this ministry to those in need while keeping the distancing and precautions at the forefront to help everyone remain safe and as healthy as possible. Gift cards to local eating establishments has been one effective way of supporting our members and those local businesses who may be struggling.

Prior to Thanksgiving the deacons assembled and delivered treat bags to every member home of our church. The November card ministry note was attached to each and extended a reminder of the care we have for our entire church family. Extra beverage mixes and popcorn were left at the church to be used by anyone who would enjoy them.

We deacons appreciate the 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 2021 annual report,

Marcia Bryan
Fred Weyer
Connie Rucker
Connie Meyer

Chris Read
Dave Barnes
Sheryl Springer
Donna Swoboda

Carolyn Nickel
Candy McLearn
Pat Wing
Carolyn Daniels

Building and Grounds Committee

(a sub-committee of Financial Stewardship & Property)

The past year was another busy one for the Building and Grounds Committee. We 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, 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 Occupancy Expenses in 2021 included:

- Heating and air conditioning maintenance and repair- \$6678 (64% of 2021 Building Maintenance expense)
- Safety equipment Inspections and monitoring and pest control- \$1,953 (19% of 2021 Building Maintenance budget expense)
- Snow removal, \$4,275 in 2021
- Lawn maintenance expense, \$810 in 2021
- Custodial services, \$6,463
- Utilities, 15,000

Some of the projects done this year include:

- Removed snow and ice on sidewalks as needed
- Maintained emergency exit light signs
- Purchased sanitation supplies for Covid-19 safety plan needs.
- Represented the committee providing information about getting electricity to proposed new signage at 40th street entry area.
- Represented the committee on Zoom meeting with Community Crops staff.
- Performed maintenance on door and locks
- Bob repaired John Deere snow thrower
- Organized conversion of marquee entry sign lights to LED
- Helped prepare sanctuary for in person worship seating
- Placed large cross at Corner of 40th & Old Cheney before Holy Week at the request of the Worship & Music Comm.
- Installed Easter window inserts in sanctuary after Maundy Thursday
- Met with Community Crops and Food Forest personnel about vegetation management concerns
- A group met for a big outside cleanup day on Saturday, April 3
- Sprayed and removed weeds in various areas
- Lawn mowing around the church and Food Forest/Nature Explore area, done weekly by Bob Bryan and Roger Meyer
- Removed trash
- Neil built another education supply cabinet for the Nature Explore area in the Food Forest
- Spread additional mulch where needed
- Bob and I met with Jay Tussing to discuss Building Superintendent job description.
- Made a recommendation to the Personnel Committee about Building Superintendent duties
- Fellowship Hall furniture arranged to accommodate use as a polling location for two precincts on May 4 and then rearranged after the election.
- Replaced water-stained ceiling panels in basement.
- Built a new door to replace broken door for the Garden shed.

(Building & Grounds, continued)

- Renovated plants by steps to the church.
- Consulted with Athey Painting about how long we can expect protection from exterior south and north wall sealer applied five years ago.
- Removed and then reset tables and chairs in Fellowship Hall as needed
- Burnished most of the tile floors
- Removed and reset furniture on the chancel area as needed
- Put out exterior signage for VBS and other events
- Represented the committee at Food Forest Steering Committee meetings
- Watered some patches where grass was exceptionally dry.
- Helped get Shoemaker columbarium niche door engraved.
- Cleaned drains in exterior stairway and cooling tower pit
- Helped install new sanctuary monitors and cabling run.
- Installed two new exterior LED lights above east door and east wall.
- Installed new awning above east door.
- Edged sidewalks along 40th Street and Old Cheney.
- Installed curtain rods at west coat rack as requested.
- Painted electrical conduit installed above coat racks for sanctuary monitor power supply.
- Trimmed trees and removed fallen and broken branches
- Removed sandburs found in the Nature Explore area and along Old Cheney
- Patch leaking roof flashing
- Maintenance of Meditation Garden area, pruning roses and evergreen hedge
- Raked and removed leaves
- Replenish mulch beds
- Jim Harder represented the Committee on the Safety Committee
- Helped bring some Christmas decorations down from the attic.
- Installed Christmas window inserts in sanctuary
- 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

Major projects planned for 2022 are:

Get replacement heating and air-conditioning for sanctuary installed

Jim Harder,
for the Building and Grounds 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 several taped spots discussing the work of various areas of our church's ministry not only throughout our community but to the greater ministry throughout the world through our Zoom feeds and noted in our Stewardship letters.

- Upcoming components of our HVAC system 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 monthly basis via our monthly newsletter.
- Discussed 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 Psalm 100, verse 4—"Enter His gates with thanksgiving and His courts with praise: give thanks to Him and praise His name".
- 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 on an as needed basis.
- Renegotiated a lower interest rate on the remaining balance of the parking lot loan in 2020. The loan will be paid off in a little over 3 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.
- We also sought additional financial assistance through an outside source:
 - In April we applied for a CARES PPP loan provided under the COVID financial stimulus package and were awarded the forgivable small business loan in the amount of \$33,887 to cover three months of wages.

(Financial Stewardship, continued)

At the time this report is written, the 2021 year-end books are being closed out and it appears that we will have an operating budget surplus of approximately \$20,000. 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 held in our STFIT account for potential additional needed funds in 2022 and some may 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 projected financial giving commitments in this most uncertain time.
- We want to thank Stan Fortkamp as Treasurer and the new ideas he has brought to our committee's work.
- We also want to thank Dave Barnhouse, who faithfully serves as Financial Secretary and records 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 2021 Financial Stewardship Committee,

Dick Campbell (Chair), Jim Harder, Sam Phillips and Neil Kolder

Ex-officio members: Pastor Leanne Masters, Treasurer Stan Fortkamp, and Administrator Pam Laws

Life-Long Learning Committee

Throughout 2021 as Southern Heights Presbyterian Church adjusted to the COVID protocols, so did the Life Long Learning Committee. With safety being a top priority, we adjusted and adapted to the changes needed to keep the youth and adults safe as we continued with spiritual learning programs and growth.

2021 Programs & Activities:

- **Sunday School for all Ages** – We began the year continuing to mail out lesson packets to the youth. Each packet contained activities, stories, coloring pages, craft projects and even some with recipes for the youth to do at home. We thank Kelli Niedbalski for her exceptional service to the children as Sunday School came to an end on May 16, 2021.

This Fall we began Sunday School on September 12, 2021 in-person inside the church with safety protocols in place. The youth were divided into two groups, 3 year olds to 5th grade taught by Erin, Will & Jenna Pool with Janette Shaver-Malick substituting and Candy & Mike McLearn teaching the older youth (6th grade and up) with Deb Ryckman filling in.

Adult Sunday School, taught by Suzie Harder, met virtually at the beginning of the year and started October 3, 2021 meeting in-person using an Engage Curriculum series-3 parts: Gospel, Discipleship & Mission with a change in December doing an Advent Study: Names for the Messiah.

- **Children's Christmas Program** – Due to continued safety protocols and minimal youth engagement in Sunday School, there was not a Children's Christmas Program this year.
- **Vacation Bible School** – We pushed back VBS this year hoping for better COVID Risk dial numbers. We were lucky enough to have a VBS Creative Arts Camp on August 1-5, 2021 before the dial changed. We had music, drum instrumental, unique art creations, tie-dye t-shirts and a mural completed by the kids for the church, which is currently hanging in the fellowship hall. We had 30+ kids attend and so many wonderful volunteers to help. We hope that next year, we will be able to incorporate back in the meal prior to VBS if COVID numbers improve.
- **Youth Mission Trip** – Due to COVID, no youth mission trip scheduled through SHPC this year.
- **SHYP (Southern Heights Youth Program)** – The SHYP youth had several opportunities to meet both virtually and in-person this year. They had a Zoom scavenger hunt, went ice skating, had a picnic and disc golf/kite flying, a BBQ, a Salt Dogs game, pool party & pizza, a trip to the pumpkin patch, and ending the year with a Burger King/Bingo/Cookie exchange. We had a great turnout for all activities.

(Life Long Learning, continued)

- **Confirmation Class** - Confirmation Class which began in the fall of 2020, completed in-person in February of this year with 6 youth becoming members: Brinley Falkinburg, Kiera Weyer, Kaylie Phillips, Will Pool, Anthony Niedbalski and Nick Niedbalski.
- **SCRIP** – With no fundraisers scheduled again this year due to COVID, 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.
- **Presbyterian Youth Triennium**-The Triennium is scheduled for July 24-27, 2022 in Indianapolis. We will continue to inform families and youth of this opportunity.

We have discussed the possibility of having an evening program at the church, incorporating Sunday School, Church Service, art activity and a pot luck instead of weekly youth Sunday School and replacing one of the Sunday morning services. LLL, Membership and Worship & Music will form a small committee to look into this possibility.

We have certainly thought outside the box this year in order to continue to learn and grow. We could not have done it without some creative planning, great volunteers and financial support. Thank you to all that made this year possible and we look forward to seeing what 2022 will bring.

Respectfully submitted,

Felicia Nelsen, Chair

THE LIFE LONG LEARNING COMMITTEE:

Felicia Nelsen (Chair), Deb Ryckman, Andy Anderson, Rachael Phillips, Suzie Harder, Pastor Leanne Masters, Leland Stege, Mike & Candy McLearn, and Janette Shaver-Malick

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 in 2021. However, the committee still provided coordination and leadership 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 sent holiday text greetings to all members for a total of seven times during the year (New Years, Valentine's Day, St. Patrick's Day, Easter, Memorial Day (early June), July 4th, Thanksgiving). And in the summer and fall, yard ornament Flamingos found their way to selected members' yards with, "You Have Been Flocked by Southern Heights Presbyterian Church!" signs or "You are loved by SHPC" for those experiencing illness or loss.
- **Living Nativity – Community Outreach Event:** With safety precautions in place, the Living Nativity was held on December 16 and 17 from 6:00-8:00 p.m. Church members signed up/recruited for 40-minute session with Runza chili and runzas provided by membership committee. Building and Safety provided usual support with constructing the stable, installing lighting, and providing traffic guidance. Sound and lights were managed by Erik Anderson. In total for the two nights, 174 vehicles (63 on Thursday and 111 on Friday) drove through to witness the Living Nativity (172 vehicles in 2020 and 170 participated in 2019). Donations of \$218.25 were also collected for the Food Bank. No live animals participated in the event.
- **Ambassador:** When services were held again beginning February 28th, church members served as ambassadors and greeted prior to worship services. Two greeter volunteers serve for one month.
- **Fellowship:** Weekly before and after church refreshments are typically coordinated by the committee through various church groups. No food was available in fellowship hall except for after services during the summer months. Simple prepackaged food was provided.
- **Marquee:** The message on the marquee were regularly changed to promote online services, or special events, or the Living Nativity. It also shared encouraging messages suggested by the community in the spring and summer.

New Members: While Inquirer/New Member orientation classes were not held this year, Pastor Leanne met individually with potential new members. Ten new members joined in 2021 - (six of the ten were confirmands). Visitor pads and church brochures were not used this year, but optional contact informational sheets were available for visitors to complete if they were interested in more information about the church.

Membership Committee: The committee meets on the 1st Thursday evening of every month. Members include: Joyce Schmeeckle (Moderator, Session Member, and Living Nativity), Elaine Nelson (Living Nativity), Shelly Falkenburg (Secretary and Flamingos), Denise Hockamier (Fellowship and Promotion), Jan Obst (Visitors/New Members), Bob Obst (Marquee). Marci Elam joined the committee in December.

Respectfully submitted,

Joyce Schmeeckle

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 related to the SHPC columbarium and meditation garden and procedures
- The following members served on the Memorial Committee in 2021: Julie Haberman, Chair; Marj Jeambey; Janice Kriha, Secretary; LeAnn Reeds; and Val Ryckman. Pastor Leanne Masters served as an Ex-officio member. Janice resigned from the Committee during the year, and we thank her for her past involvement and for serving as our secretary.
- The Memorial Committee did not hold any meetings in 2021 due to a lack of business need.

Respectfully submitted,

Julie Haberman, Chair

Mission Committee

The Mission Committee is responsible for developing Mission programs to encourage mission work and giving, bring awareness and education to the congregation, provide mission opportunities/service and manage the allocation of 10% of actual giving budget.

For 2021, the Mission Committee continued to meet regularly to discuss current and future opportunities for Southern Heights. **With Southern Heights’ continued generosity, we were able to help distribute funds for an overall amount of \$25,714.19.**

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

Quarterly Mission Focuses

2 Corinthians 4:6 was 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.”

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

1st Quarter Theme: Shine the light in darkness of winter and shelter from the cold

January: Houses of Hope	\$1,000
February: Good Neighbor Community Center	\$1,000
March: Habitat for Humanity	\$1,000
Gathering Place (donation in lieu of serving in March)	\$100

2nd Quarter Theme: Shine the light of spring on hope

April: Lincoln Literacy	\$500
May: Food Forest	\$500
June: Missionary-Kurt Esslinger	\$500
Camp Calvin Crest	\$500
Missionary Kristin Hamner from Foundation for Peace	\$500
Gathering Place (donation for food, able to serve)	\$100

3rd Quarter – Shine the light of fall on health

July: Boy Scouts	\$500
August: Lincoln Food Bank (Backpack Program)	\$500
September: TeamMates Program	\$500
Boy Scouts (trailer improvements)	\$500
Bryan School Wellness Garden	\$500
Gathering Place (donation for food, able to serve)	\$100

4th Quarter – Shine the light of fall on health

October: SHPC Stitches	\$500
November: Mental Health Association of Nebraska	\$500
December: Nebraska Rural Response Hotline	\$500
Deacon Card Ministry	\$200
Eagle Scout Project	\$300
Lincoln Literacy	\$1,070
Lutheran Family Services (Afghan Refugees)	\$1,070
Friendship Home	\$1,070
Gathering Place (donation for food, able to serve)	\$100

(Mission Committee, continued)

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 March 2021 due to restrictions but for June, August & November (the months with a 5th Tuesday) we were able to serve food but not prepare it. We sent in a monetary donation to cover the cost of food for the nights we served (\$400).
- 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 collected on the mitten tree to The Gathering Place
- The Mission Committee continued to help our neighbors and community by having a Little Free Pantry. It turned back into a children's library starting July 1, 2021. We had a sign made to notify people of the change (\$25.84).
- Mission provided sponsorship toward t-shirts for the Crop Walk (\$100).
- Provided funds in support of the water and garbage service for the Southern Heights Food Forest in the amount of \$834.35 & \$144 respectively.

Four Special Offerings were collected during 2021, as follows:

- | | |
|-----------------------------|-------|
| • Christmas Joy Offering | \$455 |
| • One Great Hour of Sharing | \$285 |
| • Peacemaking | \$710 |
| • Pentecost | \$685 |

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 and making an impact. 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 1:4 as the Mission Theme for 2022. The verse reads:

“He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

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

- Quarter 1: Comfort those affected by abuse
- Quarter 2: Comfort those with health issues
- Quarter 3: Comfort those imprisoned
- Quarter 4: Comfort those in need

Respectfully submitted,

Felicia Nelsen

COMMITTEE MEMBERS:

Felicia Nelsen (Chair), Dave Barnhouse, Christine Read, Leland Stege, Iris Wells, Carolyn Murphy, Joyce Schmeckle, and Pastor Leanne Masters

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 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 2021 were Dave Anderson (Co-chair), Bob Bryan, Julie Haberman (Co-chair), Amber Weyer, and Eydie Weyer. Pastor Leanne served as an Ex-officio member. Stan Fortkamp resigned from the committee as he assumed the role of Treasurer for the church. We thank Stan for serving as a liaison to the Financial Stewardship Committee.

The Committee held meetings in 2021 as required to address ordinary business and challenges presented by the pandemic.

- These job descriptions were updated and approved by Session: Director of Music, Accompanist (not currently in use), Organist/Pianist (duties are currently assumed by the Director of Music), Nursery Child Care Provider, and Church Administrator. Updates to the Pastor's job description are in progress and anticipated to be completed in early 2022.
- In consultation with the Building and Grounds Committee, the Church Superintendent job description was inactivated after the retirement of Jay Tussing. We are grateful to Jay for his many years of service and, particularly, for his ability to care for our aging HVAC system. The Buildings and Grounds Committee assumed Fellowship Hall set-up and tear-down duties, and building cleaning and HVAC maintenance and repair were outsourced to contractors.
- With the return to the building from COVID, the Committee requested establishment of consistent office hours to be shared with the congregation.
- The Committee discussed the possibility of hiring a part-time audio/visual technical person to assist with Sunday services, maintain the church's website, and handle copyright renewals and reporting. This conversation is ongoing.
- Performance reviews were conducted as part of job description updates, and 2022 goals were discussed. Salary recommendations were forwarded to the Financial Stewardship Committee.

The Personnel and Administration Committee expresses its thanks to the devoted staff of Southern Heights: Pam Laws, Church Administrator; Anita Elliott, Director of Music; and Caron Ostgaard and Heidi Prenosil, Nursery Child Care Providers. 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

Safety Committee

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

The main responsibility of the Safety Committee this past year was to create a Safety Plan related to the Covid-19 pandemic issues. This was completed.

Throughout the year, as situations related to Covid have arisen, the committee has met via Zoom or by text to determine any changes related to worship and gatherings in the church building.

We continue to monitor the status of the pandemic and are on the alert to make any changes as they arise. This is all to maintain a safe environment for all who worship and gather in our building.

Respectfully submitted,

Suzie Harder, Chair

Stitchers

(a sub-committee of Deacons)

The Stitchers prayerfully made and gave 16 prayer shawls to our church family and friends; and another 54 shawls were given to AseraCare Hospice, for a total of 70.

We also made and gave to other organizations: 3 lap blankets, 30 walker totes, 13 fiddle muffs or fiddle pads, 275 dishcloths, 19 bibs for children, and we did not count the number of hats and scarves we added to the Mitten Tree.

We purchased blanket fleece and, with the help of others from our congregation, we made 27 blankets; most were given to foster care children and a few to the Gathering Place.

We also have been giving out Ken Murphy's wooden palm crosses to AseraCare, so far 34. Their chaplain really appreciates having them to give their people.

We have a busy group, but always have room for more hands if you'd like to join us. We also are open to project ideas, you can share them with us and we'll see if it is something we can do.

Present members of the group are:

Carol Ann Anderson, Sue Anderson, Marti Barnhouse, Chris Read, Suzie Harder, Rachael Phillips, Janette Shaver-Malick, Margaret Minary, and Marcia Bryan

Respectfully submitted,

Marcia Bryan

Worship and Music Committee

The Session of Southern Heights, through the Worship and Music Committee, is responsible for the logistics necessary for worship. The Committee works closely with the Pastor, who is responsible for Scripture, sermons, prayers, music to be sung, and use of other art forms in worship. The Committee also collaborates with the Director of Music to ensure that anthems and other musical offerings are appropriate for services. The Committee encourages members and friends of SHPC to participate fully and regularly in worship.

Committee members for 2021 were Sue Babovec, Mary Bell, Julie Haberman (chair), Andy Pool, Amber Weyer, Anita Elliott (ex-officio), and Pastor Leanne Masters (ex-officio). The Committee thanks Susan Dahm, Sherry Kolder, and Carolyn Nickel, who stepped away from their Committee involvement during or at the end of the year.

The Committee selected these goals for 2021.

- Investigating the possibility of live-streaming worship services
- Involving all generations of the congregation in worship services
- Suggesting topics for sermon series outside of the regular lectionary
- Researching addition of artistic elements and liturgical art in worship
- Adding movement to worship (e.g., sign language, dance)
- Encouraging Session members to lead worship occasionally, especially in Pastor's absence

Here is a summary of responsibilities handled by the Committee in 2021.

- Collaborated with the Safety Committee to ensure a safe environment in regard to COVID, especially as it impacted seating during worship, communion, singing, and leading worship
- Planned for special services or church seasons such as Lent, Palm Sunday, Maundy Thursday, Easter, Pentecost, World Communion Sunday, All Saints Day, Advent, and Christmas
- Purchased a digital version of the *Glory to God* hymnal for use in worship
- Collaborated on a Blue Christmas service held on December 21
- Arranged for pulpit supply to cover for pastoral vacations and other absences
- Investigated alternative worship services to meet the needs of members and friends of SHPC
- Prepared the communion schedule for 2022

The year began with recorded services available online and transitioned to in-person services beginning February 28, 2021. Live services are recorded and posted on the church's website, and occasional Zoom or Facebook services fill in when needed. This summer we celebrated the return of congregational singing and the addition of monitors to facilitate worship without bulletins and hymnals.

(Worship & Music, continued)

Challenges faced were the limited pool of volunteers due to the slow return of in-person worshippers, restrictions presented by copyrights, and availability of pulpit supply. The Committee continues to look for innovative ways to offer worship experiences to members and friends of SHPC who participate virtually and in person.

The Committee offers its profound appreciation and gratitude to Pastor Leanne Masters, Pastor Sue Babovec, Anita Elliott, Pam Laws, the audio/visual team, ushers, worship leaders, the Buildings and Grounds Committee, and others who assisted in big and small ways to support our ability to worship in meaningful ways, both virtually and in person over the past year. Though often faced with new and demanding circumstances, they worked collaboratively and cheerfully to accomplish what needed to be done.

Respectfully submitted,

Julie Haberman, Chair

STFIT Report – YTD 2021

STFIT Fund Description	Beginning Balance 01/01/2021	+	-	Interest	Ending Balance 12/31/2021
Bell Tower	8,972.78			0.08	8,972.86
Building Fund	4,898.51	5,861.00		0.05	10,759.56
Clergy Scholarship	10,089.78	1,200.00		0.09	11,289.87
Columbarium	1,281.05	3,275.00		0.01	4,556.06
Contingency Fund for HVAC	16,097.64	35,000.00	(9,362.00)	0.15	41,735.79
Deacons Fund	4,221.81	1,972.31	(4,232.04)	0.04	1,962.12
Elevator Fund	6,624.41	1,805.88		0.06	8,430.35
Enchanted Forest	1,471.89		(1,471.90)	0.01	0.00
Food Forest	1,023.92			0.01	1,023.93
Memorial	55,894.11	4,950.00	(1,576.07)	0.53	59,268.57
Mission for Deacons Fund	1,530.40	519.59	(1,987.58)	0.01	62.42
Pastor's Continuing Ed Fund	1,939.15				1,939.15
Phillips Camp Scholarship	4,945.82			0.05	4,945.87
Staff Continuing Ed Fund - 3 yr	-1,157.08				-1,157.08
Stained Glass	2,016.16			0.02	2,016.18
Youth Account	11,849.99	1,775.83	(1,404.38)	0.11	12,221.55
Presbyterian Grant (Signage)		10,000.00			10,000.00
Worship & Music/Technology Fund		14,600.00	(6,617.32)		7,982.68
Stitchers		1,335.57	(368.41)		967.16
Designated Funds Total	131,700.34	82,295.18	(27,019.70)	1.22	186,977.04
Savings Balance (Borrowed)	(14,335.72)	12,704.82	22,019.70	32.01	20,420.81
STFIT Balance	117,364.62	95,000.00	(5,000.00)	33.23	207,397.85

Balance Sheet
as of December 31, 2021

	<u>Dec 31, 2021</u>
ASSETS	
Current Assets	
Checking/Savings	
1100 · CURRENT OPERATING ASSETS	
1110 · General Checking	11,277.74
1180 · Union Bank STFIT Fund	<u>207,397.85</u>
Total 1100 · CURRENT OPERATING ASSETS	<u>218,675.59</u>
Total Checking/Savings	218,675.59
Other Current Assets	
1030 · Endowments	
1023 · Mohrhoff Endowment	29,038.05
1021 · CM - Endowment	<u>191,481.28</u>
Total 1030 · Endowments	<u>220,519.33</u>
Total Other Current Assets	<u>220,519.33</u>
Total Current Assets	<u>439,194.92</u>
Fixed Assets	
1000 · Building	
1002 · Parking Lot	99,286.49
1001 · Building Addition	<u>151,223.31</u>
Total 1000 · Building	<u>250,509.80</u>
Total Fixed Assets	<u>250,509.80</u>
TOTAL ASSETS	<u>689,704.72</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2310 Bell Tower rent deferred	15,000.00
2100 · Payroll Liabilities	<u>2,603.59</u>
Total Other Current Liabilities	<u>17,603.59</u>
Total Current Liabilities	17,603.59
Long Term Liabilities	
2401 · Union Bank Loan	<u>38,495.25</u>
Total Long Term Liabilities	<u>38,495.25</u>
Total Liabilities	56,098.84
Equity	
4150 Restricted Funds	186,977.04
2050 · Market Adjustment	78,335.23
1500 · Opening Bal Equity	3,433.93
4000 · Retained Earnings	332,846.11
Net Income	<u>32,013.57</u>
Total Equity	<u>633,605.88</u>
TOTAL LIABILITIES & EQUITY	<u>689,704.72</u>

2021 Financial Statement and 2022 Operating Budget

	<u>Actual</u> <u>2021</u>	<u>Budget</u> <u>2021</u>	<u>Budget</u> <u>2022</u>
Ordinary Income	285,038.23	293,015.00	294,575.00
Program Expense			
Session	8,001.21	10,671.00	7,640.00
Mission	25,714.19	26,401.00	26,530.00
Life Long Learning	3,210.26	5,825.00	5,825.00
Worship & Music	1,444.24	2,055.00	2,830.00
Membership	821.44	1,270.00	1,020.00
Total Program	39,191.34	46,222.00	43,845.00
Staff Expense			
Contract Personnel	850.00	1,150.00	1,150.00
Salaries	105,539.01	115,473.00	107,966.00
Benefits & Allowances	52,828.53	55,342.00	57,090.00
Employer Payroll Expense	4,503.03	5,778.00	5,068.00
Total Staff Expenses	163,720.57	177,743.00	171,274.00
Occupancy Expense			
Custodial Supplies & Services	7,250.12	5,900.00	11,700.00
Grounds Maintenance	5,085.25	6,000.00	6,000.00
Building & Elevator Maintenance	18,416.27	12,100.00	12,280.00
Utilities	13,970.09	17,220.00	19,550.00
Insurance	8,152.70	7,975.00	8,376.00
Total Occupancy Expenses	52,874.43	49,195.00	57,906.00
Office Expense			
Office Supplies & Postage	2,687.24	1,730.00	2,750.00
Other Office Expenses	1,732.49	3,300.00	3,800.00
Total Office Expenses	4,419.73	5,030.00	6,550.00
HVAC Expense			15,000.00
Loan principle & Interest Expense	13,633.99	14,825.00	
Total Expenses	273,840.06	293,015.00	294,575.00
Net Ordinary Income	11,198.17	-	-
Other Income	38,639.03		
Less: Other Expenses	17,823.63		
Net Income	32,013.57		

2022 Proposed Pastoral Terms of Call

	<u>2021</u>	<u>2022</u>
Effective Salary	\$56,958.74	\$59,710.37
<i>Salary</i>	\$41,958.74	\$44,710.37
<i>Housing</i>	\$15,000.00	\$15,000.00
Social Security Offset	\$4,271.91	\$4,478.28
Board of Pensions	\$21,074.73	\$22,092.83
Reimbursable Expenses		
<i>Mileage</i>	\$1,500.00	\$1,500.00
<i>Professional Expenses</i>	\$2,396.00	\$2,400.00
<i>Books</i>	\$250.00	\$250.00
<i>Continuing Education</i>	\$1,000.00	\$1,000.00
Proposed Increase		5%