

**The Annual Report**  
of the  
**Congregation and Corporation**  
Of  
**Cross Roads Presbyterian Church**  
**For the Year 2023**



**Annual Meeting: February 25, 2024**

**Cross Roads Mission Statement:**

**To Praise God,  
Build Faith,  
Spread the Word,  
and Care for Others**

# TABLE OF CONTENTS

## Table of Contents

### Staff Reports

Pastor Lindsay White .....	3-5
Director of Christian Education, Ben Little .....	6
Director Of Music/Organist, Debbie Broker.....	7
Clerk of Session Report.....	9
Session Report.....	8

### Congregational Reports

Board of Deacons.....	22/23
Christian Education.....	10/11
Congregational Life.....	21
Head of Staff.....	18/19
Journey to Bethlehem.....	14
Mission and Outreach.....	12/13
Personnel Team.....	17
Presbyterian Women.....	15/16
Worship and Music.....	20

### Organizations of the Church

Cemetery.....	30/31
Food Pantry.....	28/29
Preschool.....	25-27

### Corporate Reports

Finance.....	32
Finance Report – Please see separate Report.	
Trustees.....	24

# Staff Reports

## Pastor's Report

### Annual Report 2023

Dear Family of God at Cross Roads,

As I reflect on the ministry and mission of Jesus Christ at Cross Roads in 2023, I continue to go back to the concept of "journey." It is often hard to consider the church on a journey, as for many of us the church is this building, this space, with its familiar smells, sights, and sounds, with its fixed location on Haymaker Rd, its permanent residency in our lives. But churches, just like humans, are on a constant journey, and my job as a pastor is to help you all write this chapter of our journey together in the annals of this congregation. I am proud and grateful to write that journey together with all of you, the family of God in this corner of the world.

Journeys are not uncommon in scripture. In fact, most stories in scripture are in some way about a journey a person is making: Abram journeying to "the land that God will show him," the Israelites journeying through the desert to the Promised Land, Ruth and Naomi making the journey back to Israel to find solace with their long-distance family, the Magi journeying to meet baby Jesus, Jesus himself journeying throughout the Holy Land (he's always on his way somewhere), eventually journeying into Jerusalem to face the cross. This is not an accident: journey is possibly the best way to describe our relationship with God. There are ups, there are downs, there are days when we rely entirely on God, and there are days when we get completely lost.

The journey of Cross Roads Presbyterian Church in 2023 has been really unique. This year is one that I believe we should be proud of, that we should celebrate with joy, and that perhaps may inspire us for the future. In 2023, we had phenomenal children's programming: a VBS program that made a fabulous impact on the community around us, a Youth Sunday led by great youth who have grown up here or who are new to our community, a Family Fall Festival Sunday attended by over 170 people, our usual crowd for Trunk or Treat, a new Christmas event complete with a pageant, and a wildly successful Family Christmas Eve service. This is no simple feat; it's taken the effort, time, and diligence of many people, and for that I am deeply grateful.

The journey of 2023 has also included some ways that we have learned to respond to the world around us. In March, we responded to the fire that occurred at the Cambridge Square Apartments by working with our community to coordinate financial and material resources for the victims. We also responded to a Hurricane Freddie which devastated the lives of members of our partner church in Malawi. And we have continued to work with other food pantries to meet the needs of our community, as needs increase and resources become scarce. It hasn't been easy, and the road hasn't always been clear, but we are doing the work of Jesus in Monroeville. And that is something to celebrate.

So, as we embark on the next page of the chapter in 2024, I encourage us to continue to reflect on the greatness of 2023, the work that we are building, to discern where God is moving and what God is calling us to do in our community. We are on an incredible journey, and I am looking forward to where God will lead us next!

Pastor Lindsay

## Pastor Lindsay's Accomplishments in 2023

### *Administrative*

- Had in-depth training on our phone system with staff, volunteers, and the preschool.
- Worked with others to create the Emergency Preparedness Plan for our congregation and building to respond to emergency and potentially threatening situations
- Continued to improve communication with staff

### *Worship*

- Continued to provide regular worship on Sunday mornings, worship throughout Lent and Advent, and special worship services.
- Summer Vespers worship services once a month
- Led worship at Redstone Highlands on Sunday afternoons on occasion (where some of our members are residents)
- Preaching series: on Matthew during Lent, on hymns during the summer, and on the Fruits of the Spirit during Stewardship
- Created giant felt board worship services for Family Fall Festival and Christmas Eve.

### *Pastoral Care and Education*

- Continued to visit our homebound members and bring communion when available
- Provide end of life care to several dying members this year
- Offered an event in conjunction with Temple David to learn about Passover and Holy Week
- Offered a Lenten Bible Study on the Psalms
- Offered an event in conjunction with Temple David to learn about Chanukah and Advent
- Concluded our Confirmation Class in spring of 2023

### *Community and Higher Councils of the Church*

- Continued to serve our larger Monroeville community through the Monroeville Interfaith Ministerium and the Community Network
- Continued to serve on the Commission for Preparation for Ministry of Pittsburgh Presbytery
- Served as a reader to grade ordination exams for the national Presbyterian Church
- Was elected in December to serve as the Senior Vice Moderator of Pittsburgh Presbytery for 2024 (Moderator in 2025)

## **Pastor Lindsay's Goals for 2024**

### *Administrative*

- In the wake of Chrissy's departure, to readjust the position descriptions for an administrative assistant and financial assistant to take her place and to better meet the administrative needs of our office and volunteers
- To finalize administrative projects like the Building Use Application and an update of the Safe Place Policy
- To continue to work with teams to establish an organized system for our accounting and membership information

- To host new member classes for the many visitors we've been having.

### *Worship*

- To continue our worship services this year and continue to try some experiments to bring new people in
- Sermon series in Lent about the words and important teachings of Jesus; others to come
- To try another vespers type service in the summer
- To host a special event for elementary aged children for age-appropriate education about the sacrament of Communion

### *Pastoral Care and Education*

- Continued care for our shut-ins, including regular calls and visits and communion
- Upcoming Lenten Bible Study on the words and teachings of Jesus; others to come
- Pursue my own Continuing Education, namely with the Festival of Homiletics taking place in Pittsburgh in May

### *Community and Higher Councils of the Church*

- Continued development in relationship with the Preschool and Food Pantry, especially during the Food Pantry leadership transition
- Continued support for the Community Network and Monroeville Interfaith Ministerium, especially with regard to mutual support for hunger in our community
- Continue to serve as Senior Vice Moderator of Pittsburgh Presbytery
- In June, I will serve as a delegate from Pittsburgh Presbytery to General Assembly (the national meeting of the Presbyterian Church USA)

# Director of Christian Education's Report

Have we traveled around the Sun once again? This year, aside from maintaining and growing our programs, I set the goal of building a deeper relationship with the adults in our congregation. With that in mind, we hosted and added some events that allowed for the students and adults to be in fellowship together. We added a Family Festival, a Youth Sunday where the upcoming yearly schedule was presented and explained, and a Christmas Program for which the whole congregation was invited.

My hope was that we could start to bridge the gap that sometimes grows between the older congregation members and the younger attendees. In youth group, we have extended our deep dive into the Old Testament foundational stories, and we are still answering the question of why Jesus, and Jesus' sacrifice, was necessary. The goal is to understand the history of the broken relationship between God and God's people (A relationship WE broke), and then from there, look at the ways in which God continues to offer temporary fixes to that relationship. This understanding will hopefully lead to a better sense of why the perfect sacrifice was necessary, to truly bring us back to a right relationship with God.

This year we also provided many options for trips of many different kinds. We had a camp option for youth from third grade all the way through young adulthood and we took a mission trip to downtown Pittsburgh where we worked with multiple missions throughout the city. The goal for this local trip was about more than learning about the importance of service. It was also to introduce our students to some of the local options for serving others. The hope is that we would all take the initiative to help others whether it is part of a planned trip with our group or not. We also went on one retreat to Ligonier where we partnered with other youth groups from around the Pittsburgh area.

We have continued to be involved with the Trinity Youth Conference, which is a camp for high school and college-aged young people. We hope to bring a few more students this year as more have reached the age for attendance. We have continued to offer options for our elementary and preschool aged students on Sunday morning at Kingdom Kids as well as continuing a nursery option for the young families in the congregation. Both groups have involved the assistance of volunteers from the congregation, and I have received great feedback about how much they have all enjoyed working together in these capacities. I have continued to take a Sunday School approach to Kingdom Kids and have been teaching them the foundational, Old Testament stories, but in a simpler way than with the youth group. It has been a joy to watch these young students begin to connect Biblical dots as we travel from story to story in our journey together.

I have also maintained the partnership with our amazing preschool teachers on a few events throughout the year. We saw great successes with our Easter Egg Hunt and the Trunk or Treat events. Pastor Lindsay and I also join with the preschool classes once a month to do a story time and sing along which has been more fun than I can explain. Each of these opportunities has shown me how blessed we are to have such a great program for young children running out of our own building and also how lucky we are to have the teachers and directors that run that program. I look forward to continuing to partner with them moving forward.

I hope that this has given you all a positive but brief look at what this year has looked like from the perspective of the Director of Christian Education. With that said, there is so much more to share and more work to do! Please come and see me and we can discuss what the future looks like for youth at Cross Roads Presbyterian Church!

Prayerfully Submitted,

Benjamin Little, Director of Christian Education  
(W) 412-373-6199  
(C) 412-721-1525

# Director of Music/Organist's Report

2023 MUSIC REPORT 1/30/24

**BELL CHOIR** – Throughout the year of 2023 the bell choir contributed monthly to the services, as well as special services. There were 9 regular members. Julia Schirm added percussion to several pieces this fall and advent season. Kerry Broker additionally contributed her talents to the choir. With the addition of Julia and Kerry we could have the option of ringing 3 octave arrangements currently in our library. We would not be able to add additional ringers since we currently have 3 octaves of bells and limited space.

**SANCTUARY CHOIR** – Consisting of only 5 members, the Sanctuary Choir has continued to thrive. These 5 women are dedicated and serious about presenting music every Sunday. They should realize it is appropriate for them to take time off, especially since there are only 5 of them. It takes time to find appropriate music they enjoy.

**CHIRLDRENS CHOIR** – The Children's Choir consists of 4 members, 1st grade-5th. Attendance is inconsistent, but they were able to sing approximately 6 times in 2023, plus special services. The program has changed to meet the needs of the

In Christ's Service,

Debbie Broker

# Session 2023 Annual Report

The session has the responsibility for governing the congregation and guiding our activities in relation with God in the world. Toward this end, session has taken actions to provide a suitable place for the congregation to meet for worship, education, and spiritual growth. Session has planned and lead regular efforts to reach the community in some specific and meaningful ways.

In support of this general mission, session, has taken action to maintain a stable congregation with 2 confirmations, 5 new members, 4 baptisms, 6 dismissals, and 6 deaths. Current active membership stands at 267.

Session approved an Emergency Preparedness Plan, and approved COLA wage increases for the staff as a way of minimizing the effects of inflation. Session initiated an effort to create a Technology Committee which will be responsible for the design and updates of the church website. A new hire was accepted to support the nursery on Sundays. Various study gatherings were accepted, including a Lenten Study in 2023, and more recently a study of the “Words of Jesus” to begin 2024. Several Fundraising efforts were approved. Meeting and uses of church facilities were approved. A proposal from VBS to collect a special offering to “Malawi Kids” was approved. An effort to revise and update the church directory was completed in December.

The session considered participation in the Matthew 25 Movement and entertained a visit by Reverend Ralph Lowe. Reverend Lowe from the Presbytery explained the program and how it is aimed at enhancing some of the community service activities already taking place within our congregation. Lively discussion occurred without a consensus to pursue involvement at this time. However, in keeping with the concepts of the Matthew 25 Movement, the Session did approve some plans to expand on our involvement in the Lazurus Fund.

The old, but reliable riding mower finally failed in 2023 and session approved the purchase of new lawn maintenance equipment. Finally, Session continues to monitor the financial health and condition of the congregation. While many financial trends are positive, there are some concerns. The various responsible committees involved with governance and planning are working hard and are trusted to take appropriate and conscientious steps to sustain the life of the church.



# Clerk of Session Report

## Membership Changes in 2023

Marriages	1
Baptisms	4
<u>Beginning total</u>	<u>269</u>

Deaths	6
Dismissals	4
Confirmation	2
New Members	5
<u>Ending total</u>	<u>266</u>

## Youth in Congregation

Age 4 and under	1
Grades K-5	10
Grades 5-8	4
Grades 9-12	9
<u>Total</u>	<u>37</u>

# Congregational Reports - Ministries

## CHRISTIAN EDUCATION MINISTRY TEAM

ANNUAL REPORT 2023

**Members:** Peter Carras; Betsy Hughes; Kelley Rupchak (Preschool); Dean Sommer (E); and Martha Wintersgill (S). Staff: Ben Little (DCE)

**Members Jan-July 2023:** Lisa Caprara (Preschool) and Denise Graham (D).

**Purpose:** The purpose of the Christian Education Committee is to provide opportunities for adults, youth, and children to develop their relationships with God and to help them to cultivate a living faith so they can share God's love and serve others. We hope to accomplish this by offering varied experiences that are both local and far-reaching.

### 2023 Programs:

- Children – Easter Egg Hunt, Family Fall Festival, Kingdom Kids, Nursery Care, Stellar Christmas, Trunk or Treat, Vacation Bible School, and VBS Carnival.
- Youth – Bible Study, Mission trips, and retreats.
- Adult programs – Bible studies, and guest speakers.

### 2024 Goals:

- Children – Continue and offer Children's program during Advent, Easter Egg Hunt, Family Fall Festival Program Kick-off, Kingdom Kids, Nursery Care, Trunk or Treat, Vacation Bible School, and VBS Carnival.
- Youth – Continue with Bible Study, Mission Trips, and retreats.
- Adult Education – Continue with Bible Studies, guest speakers, and Women's Retreat. Have more congregational speakers.
- Grow Adult, Children, and Youth programming.
- Divide Nursery into two age groups. Reopen God's Kids for children potty trained through 5 years old.
- Monthly Christian Education Informational page in the Connections.
- Invite new members to the Christian Education Committee.

### 2024 Dreams:

- Spring Family Sunday
- Woman's Retreat
- Explore interest of an evening Bible Study

### Vacation Bible School – Stellar:

We had 41 + volunteers to welcome the 60 + children that came and experienced VBS for a week. The children would start with opening learning their Bible point and meet their Bible buddy for the day. Then they would move station to station learning the Bible story, doing a fun craft, playing games and science. During our week they collected food for the Cross Roads Food Pantry and then on Friday they took a monetary donation for

Malawi and collected \$588.77. It was an amazing week of children learning about God's love for the whole world.

VBS 2024 coming this July is Hometown Nazareth – Where Jesus was a Kid!

### **Vacation Bible School Carnival:**

The Carnival on Friday night was well attended by volunteers from VBS, children that attended for the week and their families. We sold cotton candy, and the total raised that evening was \$189.00.

### **Stellar Christmas:**

On a very warm Saturday in December over 40 children and 16 + volunteers came together for a morning of making crafts, playing games, singing Christmas songs, and having lunch before practicing the Stellar Christmas play where we told the story of Christmas. Each child had a part to play. So, after lunch, all the children put on a hat, mask or costume of some sort and headed to the sanctuary where they put on the Stellar Christmas play for their families and relatives. Then we all gather for a time of cookies and fellowship in Fellowship Hall. It was a very enjoyable time for all.

### **Adult Education:**

There were 263 individuals that attended over 21 Sunday classes in 2023. Faith Works classes averaged between 7-11 people per Sunday. During the Lenten Bible Studies there were between 7-10 folks in attendance.

- Dr. Steven Tuell – Reading Jonah as a Comedy (3 Sessions)
- Rev. Ralph Lowe – What about the Matthew 25 Initiative? (1 Session)
- Rennie Rhodes – Bible Study – Matthew's Gospel (6 Sessions)
- Dr. Bill Markus – China, Taiwan, and Russia (2 Sessions)
- Rev. Ellie Johns-Kelley – Endowing Your Legacy (1 Session)
- Rev. Graham Standish – Doubt, Division, & Faith/Doubt & Human Nature/Forming a Healing Faith & Life (3 Sessions)
- Rennie Rhodes – Bible Study – The Gospel of Mark (5 Sessions)

### **Children/Youth:**

- Youth: Bible study was held during youth group meetings and fellowship activities, and two retreats were offered. There were also summer opportunities such as the mission trip, Trinity Youth Conference and a week at Crestfield.
- Children: Kingdom's Kids and the Nursery ran through the year, and special events including an Easter Egg Hunt, Vacation Bible School, Trunk or Treat, The Family Festival and a Christmas Program were presented.

# **MISSION AND OUTREACH MINISTRY TEAM**

**Members:** Ashley Duncan, Jen Junker, Linda Kelley, Sue Lomeo, Beverly Reinhart, Emily Sommer, Martha Wintersgill, Caroline Zappa

**Purpose:** Our purpose is to promote the full mission of the Church through local, national and worldwide involvement; oversee fundraising mission and fellowship activities within the church and community; promote a welcoming atmosphere for visitors and our community.

## **2023 Accomplishments:**

- Spring Bingo in March.
- Special offering in March for the Thundu Church in Malawi.
- Palm Sunday Brunch with the Worship and Music Committee in April.
- A successful season of bocce with a kick-off picnic, year-end picnic, and upgrades to the bocce courts.
- Pentecost Picnic in May.
- Picnic in the Park in August.
- Family Festival in September with the Christian Education Committee.
- Annual Baby Shower with the Women's Association in September.
- Journey to Bethlehem in December.
- Holiday Cookie Sale in December.
- Judi Figel performances in April and December.
- Coordinated special offerings (One Great Hour of Sharing, Lazarus, Blanket Sunday, Tools of Hope, Christmas Joy, etc.).
- Hosted fellowship hours and oversee fellowship hour sign-up list.

## **2024 Goals:**

- Plan outreach and fundraising events that are appealing to congregants and community members of all ages.
- Partner with ministry teams of the church to organize and host longstanding events that are important to the life of the Church, including fellowship hours, Pentecost Picnic, Baby Shower, Worship in the Park, etc.
- Focus on relationships between new members and our church family.
- Promote involvement through social media advertising, our church website, The Connections, etc.
- Update the Mission and Outreach Ministry Team section of the Administration Manual.
- Coordinate fellowship hours.
- Stock kitchen with supplies.
- Support the Bocce League.

# Mission & Outreach Ministry Team Financial Report 2023

## Mission Distribution

Lazarus Fund	\$2,132.00	
One Great Hour of Sharing	\$2,626.77	
Blanket Fund	\$ 365.00	

## Outreach Fundraising Events

### Bingo

Gross income	\$ 750.00	
Expenses	\$ 164.94	
Net Income		\$ 585.06

### Judi Figel Performances

Gross Income	\$3,287.37	
Expenses	\$1,600.00	
Net Income		\$1,687.37

### Holiday Cookie Sale

Gross Income	\$1,560.00	
Expenses	\$ 596.46	
Net Income		\$ 963.34

### Bocce Picnic

Gross Income (Free will offering)	\$ 99.00	
Expenses	\$ 96.38	
Net Income		\$ 2.62

### Journey to Bethlehem

Total Income		\$ 485.00
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Total Net Event Income		\$3,723.39
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## Outreach Expenses

Fundraising	\$2,411.35	
General Expenses	\$ 864.66	
Funeral Expenses	\$ 0	
Fellowship/Church Picnic	\$ 615.17	
Total Expenses		\$3,891.18

# **Journey to Bethlehem**

The Journey to Bethlehem, Cross Roads gift to the community and families of Cross Roads, was on Friday, December 1, and Saturday, December 2, 2023.

There were 60+ volunteers who helped set up and take down the scenery for the production. This entailed over 40 hours of labor. There were 68 actors and entertainers in the production.

This was truly a “labor of love” for all of us. In a year of COVID restrictions, there were over 350 visitors for the Journey. We had many comments on the attractiveness of the scenes, the realism of the Marketplace, and the professionalism of the actors.

The members and friends of Cross Roads Presbyterian Church presented a memorable gift to the Monroeville community. We thank everyone who participated for your dedication, valuable time and your immense talents.

Rennie Rhodes and Kelley Rupchak,  
Co-Directors

# Presbyterian Women

**Officers:** Ilona Beatty (Co-Chairperson), Lucille Jenkins (Co-Chairperson), Caroline Zappa (Treasurer)

**Purpose:** Our purpose is to respond to mission needs in our community and worldwide, and to encourage women to grow spiritually by offering programs of worship, prayer and Bible Study.

## 2023 Programs and Accomplishments:

- The Presbyterian Women's Association Lydia Circle meets monthly on the second Monday in the parlor at 10:00 am for our business meeting and Bible study, "Armor of God" by Priscilla Shirer. Our Bible study is led by Pastor Lindsay.
- Monies from our Circle offerings and fundraisers were distributed to various mission projects.
- We sewed/crocheted 22 baby quilts and 13 baby hats in weekly sewing workshops for our annual baby shower, which was held in conjunction with the Mission & Outreach Committee on September 17. The quilts, hats, and donated baby supplies were distributed to the East Liberty Family Health Care Center.
- We purchased a new table for fellowship hall and installed an ADA railing at the side entrance.
- In May, we held our 20<sup>th</sup> annual flower fundraiser, which was a wonderful success and generated \$641.70.
- On May 12<sup>th</sup>, our 95<sup>th</sup> Annual Mother-Daughter Banquet was held; entertainment was provided by The Humane Animal Rescue of Pittsburgh. We sincerely thank our committee of Ilona Beatty, Gail Doege, Linda Kelly, Rhonda Schultz, and Caroline Zappa for all their hard work.
- Thank Offering Sunday was held on November 19<sup>th</sup>, with Barbara Manner as our speaker. Monies collected were donated to the Presbyterian Women in the Presbytery of Pittsburgh (PWPP).

**2024 Dreams:** Our dream is to have more women involved in our work for the Lord and to continue raising money to support our various missions.



Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves:

- to nurture our faith through prayer and Bible study,
- to support the mission of the church worldwide,
- to work for justice and peace, and
- to build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's kingdom.

# Presbyterian Women's Treasurer's Report

Beginning Balance (January 1, 2023) \$1,123.90

Income:

Monthly Lydia Circle Offerings	\$ 560.00
Thank Offering Donations	765.00
Mother-Daughter Banquet Ticket Sales	1,270.00
Bible Study Books	96.00
Donations	190.00
Flower Fundraiser Sales	<u>3,373.70</u>

Total Income \$6,254.70

Disbursements:

PWPP (Pittsburgh Mission)	\$ 200.00
Cross Roads (Food Pantry)	100.00
Office Supplies	25.20
PWPP (National/International Mission)	50.00
Mother-Daughter Banquet	1,163.36
PitCare	100.00
CRPC (FH table, ADA railing)	159.98
Bethlehem Haven	100.00
JE Mussig Greenhouse	2,732.50
CRPC (General Fund)	400.00
Caribbean Youth Network (Weightman Ministry)	100.00
Thundu Church Women's Guild	200.00
C. Zappa (Sewing Supplies)	58.36
Marshall's (Baby Shower Supplies)	89.57
The PC(USA) Store (Bible Study Books)	317.88
Cross Roads (Staff Christmas Love Gifts)	50.00
Samaritan's Purse	100.00
Pittsburgh Project	100.00
PWPP (Thank Offering Donations)	<u>765.00</u>

Total Disbursements \$6,811.85

Ending Balance (December 31, 2023) \$566.75

Our cash balance at year end is in our checking account.



# Personnel Ministry Team

Committee members as of December 31, 2023:

Lucille Jenkins (chair)

Chris Kyle (T)

Betsy Hughes

Robert Kendig

In 2023, the Personnel Committee continued to support and encourage the staff of Cross Roads to strive toward improving their job performance; to engage in regular communication with the congregation, the community and each other; and to experience and feel more and more the embracing concern and care from the Cross Roads church family.

Actions:

- A task force was created and successfully hired Ellie Kyle as our Nursery Caregiver for Sunday mornings.
- Nicholas Amity was hired under a one-year contract to do office tasks. A Presbytery grant covers his salary.
- Annual evaluation forms were changed to reflect the specific job of the staff member.
- Employee counseling and job performance warning procedures were established.
- A recommendation was sent to the Finance Committee for a 2% cost-of-living raise for the staff and a 3% cost-of-living raise for Pastor Lindsay White. These were approved by session.

# Head of Staff Report

## Cross Roads Staff:

Rev. Lindsay White, Pastor/Head of Staff

Benjamin Little, Director of Christian Education

Debbie Broker, Director of Music and Organist

Christina Newmyer, Communications and Finance Assistant (resigned as of February 2024)

Mark Guyton, Custodian

Ellie Kyle, Nursery Coordinator

Nicholas Amity, Office Assistant

It has been my honor to serve as the head of staff and direct supervisor for our staff here at Cross Roads. Our staff continues to work hard and work as a team to provide wonderful worship, a safe and clean building, direct and clear communication, healthy financial overview, education and nurturing of our children and youth, and kind relationships with our congregation. In 2023, our staff had continuous meetings to try to improve our communication with each other and with the congregation. We worked to create a better system for organizing and completing tasks, using technology we have available, for maintaining an accurate calendar, and for making sure doors are locked or unlocked as is appropriate. We will continue to work on these goals in 2024. If anyone has any questions or concerns about the staff or their positions, they should speak with Pastor Lindsay directly as the Head of Staff.

Here are a few things we've accomplished this year:

**Ben Little, DCE:** In July of 2023, we celebrated 2 years of having Ben as our Director of Christian Education. Ben is responsible for Christian Education opportunities for children birth through 12 th grade. The evidence of Ben's deep relationships with our teenagers and magnetic energy with our children is evident: he can't go anywhere in Monroeville without being recognized! In 2024, Ben will be continuing to develop our great programming, including thoughtful ways for elementary aged children to be involved. Ben will also be participating in a coaching cohort which will be a great asset to his professional development. Please pray for our children and youth and prayerfully consider how you might volunteer to help.

**Debbie Broker, DOM:** Debbie serves us at 16 hours per week, and in that 16 hours, she serves as organist, directs the sanctuary choir, bell choir, and children's choir. She prepares the hymns and special music for Sunday mornings and special services as needed. In 2023, we welcomed new members to the sanctuary choir and continued to be creative in bringing in special musicians for special occasions. In 2024, Debbie will continue to work with these choirs, recruit new members and make a joyful noise to the Lord. Please pray for our music program, that all that we do would be pleasing to God.

**Chrissy Newmyer, CFA:** In 2023, Chrissy served as the anchor to our Communications and Financial programming. She did a wonderful job balancing the many parts of her job for us. At the end of January 2024, Chrissy tendered her resignation for the position. While we were very sad to see her go, the Personnel Committee has utilized this as an opportunity to reevaluate our needs in the office. We will be hiring a part time Administrative Assistant (20 hrs. per week) who will be

responsible for the bulletin, calendar/building organization, Newsletter, E-pistle, and other office and administrative tasks. We will also be hiring a very part time Financial Assistant (5 hours per week), who will be responsible for entering contributions, issuing checks, and handling financial reports. Search teams are already at work looking for these positions.

**Mark Guyton, C:** Mark serves us 25 hours per week during the school year and 16 hours per week in the summertime. Mark is responsible for the general cleaning and maintenance of the church and preschool. Although Mark is usually here Monday through Friday from 3-8 p.m., those hours may vary according to our event schedules. In 2024, Mark will continue to find efficient and cost-effective ways of maintaining the cleanliness of our building. Please pray for our building and for Mark as he makes it possible for us to use it on a daily basis.

**Ellie Kyle, N:** Ellie serves us just 2 hours per week as the primary nursery caregiver during worship on Sunday mornings. She does not work every Sunday, but she does organize volunteers to be there and fill the needed areas of support. Ellie has also provided nursery care during Vacation Bible School and other events. In 2024, Ellie will continue to provide this excellent service for us and our very busy nursery! Please pray for our littlest ones and the many parents who appreciate and love our nursery.

**Nicholas Amity, OA:** Nicholas serves us 6 hours per week as an office assistant. Through a grant through Pittsburgh Presbytery, we were able to hire Nicholas for a year to provide assistance to our office area and continue a process for organizing our information in the front office so that it can be accessible for our officers. Nicholas helped in the creation of our church directory, has organized bulletins and sermons, and has provided support in making copies and cutting postcards when they are needed. Please pray for Nicholas and our office staff as we seek to make a transparent and faithful system that will help us in the future.

# Worship and Music Ministry Team

Worship at Cross Roads has almost returned to pre-Covid practices and attendance. Our average weekly attendance is 85. As the number of Elders has been reduced, returning to Elders passing the trays during communion is no longer feasible to coordinate. But we have a modified method of communion where people come forward to receive the elements and return to their seats to consume them together. In addition, this has reduced our cost and is greener as we are no longer pre-packing the bread and juice.

Thank you to Molly Kysliger for providing artwork for the bulletins to elevate the special days in the liturgical calendar. The music has been wonderful and the three choirs sound beautiful. A special thanks to the hand bell choir, youth choir and sanctuary choir members for your time and your talent! Thank you, thank you to Debbie for your patience and coaching.

For members who can't make it to church at 10AM, we continue to offer the worship online. Dave Falvo has been recording the worship services and has trained Kolin Ditter to share this responsibility with him. But we are still looking for other to train and add to the schedule. We also have a new usher, Chris Kyle! If you are interested in volunteering for these positions, please see Dave (video recording) or Larry Mayhue (ushering). We are also looking for liturgists, so please sign up on the board in the office hallway.

In September, we had a family-friendly service to which the preschool and VBS families were invited. This was well attended (174 people) and Pastor Lindsay made the service interactive with her large felt board. This was also used during the family-friendly Christmas eve service with smaller felt kits for children and this worship had 100 that attended.

This year Christmas Eve occurred on a Sunday, so it was the fourth Sunday of Advent (until noon) and then the family-friendly and traditional Christmas eve services. Attendance in order was 75, 100 and 130.

Looking forward towards 2024, we will need to replace a few more of the Christmas decorations as they are falling apart as an expense. We will see you in the pews!

Patty Kysliger  
Chairperson-Elder

## Congregational Life

### Baptisms

Enter the number of infants and children presented for Baptism by parent(s) or others in 2022.

Presented by Others

3

Enter the number of persons who presented themselves for Baptism in 2022 at the time of their confirmation.

At Confirmation

Enter the number of all others who presented themselves for Baptism in 2022.

All Other

0

Enter the weekly average of all regularly-scheduled worship services.

Average Weekly Worship Attendance

62

Persons who are not members of the Presbyterian Church (U.S.A) who participate in the life and worship of this congregation.

Friends of the Congregation

6

Enter the number of ruling elders serving on session as of 12/31/2022.

Number of Ruling Elders on Session

9

Do you have deacons?

Yes

### Gender Distribution of Members

Enter the number of active members in each category. This figure needs to be equal to or less than Ending Active Membership.

Women

151

Men

118

Non-binary | Genderqueer

**Total**

269 / 269

### Age Distribution of Members

Enter the number of active members in each category. This figure needs to be equal to or less than Ending Active Membership.

17 and under

0

18 - 25

30

26 - 40

46

41 - 55

68

56 - 70

46

71 and Over

79

**Total**

269 / 269

### Youth in your congregation

Enter the number of youth in your congregation.

Age 4 and under

6

Elementary School (K-5th grade)

4

Middle School (6th – 8th grade)

3

High School (9th – 12th grade)

6

**Total**

19

# Boards of the Church

## Board of Deacons Report

Class of 2024

Nick Hughes

Ciara Rhea

Denise Ponzcak (Secretary)

Class of 2025

Kelley Smithula

Sue Lomeo (Moderator)

Class of 2026

Joyce Hall (Vice-Moderator)

Vera McBride

Gail Doege (Treasurer)

### The Deacon Care and Concern List

Throughout the year the Deacons make visits, phone calls, send cards, deliver soup and other care packages to our church family and friends of the congregation. We currently have 27 folks on our care and concern list- this list includes homebound members, sick or recovering from illness or injury, as well as those experiencing hardships. Pastor Lindsay helps to keep us abreast of those in need through our prayer chain which is then passed along to the Prayer Warriors- who meet weekly for a special time of collective prayer. Prayer Warriors have a Deacon representative (Vera McBride). It is a joy to reach out and brighten someone's day with a visit, to provide a smile from a card, or to hold another in prayer.

### Soup Kitchen Ministry

The Deacons hosted one soup making day and a Fellowship hour which invited the congregation to provide soup for fellowship as well as supply our soup ministry. Soup is delivered to our care and concern folks as well as anyone that maybe going through a surgery, illness or could just use a warm cup of soup to brighten their day. It is a joy to deliver homemade soup and other treats to our members in need and have a supply of soup on hand when the need arises.

### The Gift of the Fourth Wiseman

In collaboration with the Cross Roads Food Pantry, the Deacons sponsor the Gift of the Fourth Wiseman. This year we had 34 families participate, 80 children and 160 gifts donated (newborn- 16 years old). It is a joy to brighten the Christmas season for families right here in our community- a mission that the whole congregation looks forward to each year.

### Greeting Card Ministry

This year the Greeting Card Ministry was revamped to include help from the congregation. Joyce Hall oversees this ministry and was able to recruit some non-deacons to assist in sending out cards. We were able to lighten the Deacon load while still sending out cards ranging from birthday, sympathy, get well, praying for you, support, thinking of you, we miss you, anniversary and general support cards.

### Miscellaneous

The Deacons also send a representative to sit on the Food Pantry Board (Sue Lomeo). The Food Pantry is a strong link to the community and help the Deacons to stay informed, as well as provide assistance when needed.

# Board of Deacons 2023

## Current Serving Deacons

### Class of 2024

Nick Hughes  
Ciara Rhea  
Denise Ponzcak

### Class of 2025

Sue Lomeo  
Kelley Smithula

### Class of 2026

Joyce Hall  
Vera McBride  
Gail Doege

Moderator: Sue Lomeo  
Secretary: Denise Ponzcak

Vice Moderator: Joyce Hall  
Treasurer: Gail Doege

Purpose: The ministry of the Board of Deacons as set forth in Scripture is one of compassion, witness, and service sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress.

2023 Goals: The Deacons will continue to service through existing programs and keep our congregation aware of how they can help with these programs. We will communicate opportunities of giving through service in all our programs through the weekly bulletin, epistle and monthly newsletter.

### 2023 Accomplishments:

- Gift of the 4<sup>th</sup> Wiseman
- Greeting Cards
- Prayer Ministry
- Soup Ministry
- Monthly Card Ministry- we now have a team consisting of the Deacons and members of the congregation to help. (currently- 4-5 congregants)
- Visiting Ministry
- Liaison to Food Pantry
- Greeting and Flower Delivery

### 2024 Board of Deacon Goals (a continuation of 2023 goals)

- Doing visitation as a team
- Offering meals to new parents
- Serving community needs as the need arises- continue to look for ways to serve.
- Provide fellowship hour at least 4 times a year.
- Update Gift of the 4<sup>th</sup> Wiseman Program

### 2024 Upcoming Activities:

- Valentine Care Packages
- Deacon Brunch
- Berry Festival Fellowship Hour
- \* Soup Making Fellowship Hour
- \* Gift of the 4<sup>th</sup> Wiseman
- \* Summer Care Packages

# Corporate Reports

## Board of Trustees Report

### Class of 2024

Jay Race  
Steve Schultz  
Elizabeth Sommer

### Class of 2025

Carole Byers  
Jon Junker  
Warren Junker

### Class of 2026

Chris Kyle  
Jean Zappa  
Don Ditter

Purpose: As per the Administration Manual of Cross Roads Presbyterian Church, "A Trustee receives, holds, manages, encumbers and transfers property of the church." All powers and responsibilities of the Board is "subject to the authority of the Session and are under the provisions of the Constitution of the Presbyterian Church (USA)." (The Book of Order G-7.0402)

### 2023 Accomplishments:

- Replacement of the Yard Bird's Mower
- Seal Coating and Line Painting of the Driveway
- Office Roof Maintenance
- Renegotiation of Electric and Gas Contracts
- Repair of the Dishwasher
- Successful Workdays, which Included Blowing Leaves, Trimming Shrubs, and Repair of Church Grounds

### 2024 Project Goals:

- Replacement of Broken Panes of Glass in the Preschool Classrooms
- Bocce Court Repairs prior to Season
- Insulation Above the Drop Ceiling Along Office Side Hallway
- New Capital Campaign to Replace the Boiler Control System and Retrofit of Front Doors

The Trustees would like to thank the congregation for their continued support of the lighting campaign. We face daily challenges maintaining our building and grounds. Without our committed volunteers and support of the congregation, we could not accomplish the work needed.



# Organizations of the Church



## Preschool Annual Report - 2023

### Preschool Board

- Chair: Rennie Rhodes
- Vice-Chair: Lucille Jenkins
- Secretary: Alison Race
- Personnel Liaison: Denise Ponczak
- Staff Appreciation Coordinator: Jane Fraelich
- Registrar: Alex White
- Directors' Support Coordinator: Rick Kline

### Preschool Staff

Kelley Rupchak, Director

Jessica Tuck-Perhac, Assistant to the Director

Bridget Steele, KDO Director

9 preschool staff

7 KDO staff

Cross Roads Preschool offers a high-quality program for the children of Cross Roads, Monroeville and the surrounding communities. We are committed to Christian nurturing. Our aim is to help children from infancy to five years of age develop emotionally, socially and cognitively, and to provide support to their families. We have established a loving and caring atmosphere in which each child is respected as a unique gift of God.

### **GOALS FOR 2023**

- Update the current Employee Handbook
- Update position descriptions for the Preschool Director and the KDO Director – to be completed by May 31, 2023
- The 4-Year-Old Three Day Extended Class will begin September, 2023
- A new security camera will be placed on the second floor
- The new playground fence will be installed by September 2023

## **GOALS FOR 2023 – Accomplished**

- Updated position descriptions for the Preschool Director and the KDO Director –
- to be completed by May 31, 2023
- The 4-Year-Old Three Day Extended Class began September, 2023
- A new security camera was placed on the second floor
- The new playground fence was installed.

## **GOALS FOR 2023 – Not Accomplished**

- Update the current Employee Handbook
- A Task Force will be formed to study the issue of access to the second floor for those unable to use the stairs.

## **GOALS FOR 2024**

To place a keypad on the second floor in order to make it easier for staff access to the Silver Room (4-year-old all day class).

To start in September 2024, the Enrichment Classes will be adjusted to keep the classes on a similar schedule. This will allow parents of Enrichment Class students to have more options.

To have the four new windows (approved by the Trustees) installed before the end of the school year.

To add more family events that are cooperatively planned between the Cross Roads Preschool and Cross Roads Presbyterian Church.

To continue addressing and improving staff retention.

To work diligently to offer more competitive wages in order to keep our excellent staff.

To meet and determine priority of rooms needing painted/refreshed.

## **Preschool Parents Testimonials**

- It's making me so sad every time I read these emails about registration and knowing Coop will not be with you next year, You're all the absolute best!
- Just wanted to let you know, during our prayer tonight before dinner Graham said "Thank you God for Mrs. Helman, thank you God for school..."
- We had a wonderful experience with Cross Roads. I started my son there during Covid and was very scared to let him go because of his special needs. The Director and Teacher met me on an off day, gave me a tour and spent a lot of time answering my questions. It was the best decision I ever made to send my child here! They were able to work with his "abilities" and were able to guide me into making sure my son had all the services he needed to succeed. They cared for him as if he was their own son. I was amazed at the loving, caring attitude they showed to everyone at pick up and all the family events. My son was lost at first and with all their guidance he was able to start

kindergarten with everything he needed to succeed. My son has vision problems, and his teacher went out of her way to convert all lessons into an iPad that he could use to follow along. She worked hand and hand with his vision specialist so that he had what he needed. They were willing to learn about his condition and never made him stand out. He still has friends from his preschool class! The professionalism that had guided us both during his informative years will never go forgotten! Highly recommend! It's like a family!!

# Cross Roads Food Pantry 2023

**Board Members:** Peg Sinback (Director), Barb Manner (Fund Raiser Coordinator), Tim Sinback (Food Bank Liaison & Local Food Purchaser), Peg Sinback & Maureen McGowan (Volunteer Coordinators), Peg Sinback & Maureen McGowan (Holiday Meal Coordinators), Ginny Cochenour (secretary), Diane Taylor, Kathy Fagan, (past Deacon liaison) and Sue Lomeo (current Deacon Liaison)

**Purpose:** The Cross Roads Food Pantry houses a community outreach program uniting people of all faiths to serve Monroeville residents who are in need of food and other necessities, providing them with nutritional food, personal care items, and information on available social services.

**Volunteers:** The food pantry runs exclusively on volunteers – 40 of them - of which 40% are not affiliated with this church but have a desire to serve our community. Weekly, our volunteers order and pick up food from the Greater Pittsburgh Community Food Bank, pick up donations from Aldi (10,180 lb. this year), shop at local stores, stock shelves, schedule appointments, pack groceries for distribution, load food into client vehicles, manage client paperwork, and manage the many administrative tasks needed to run the pantry. We are so grateful to have a very dedicated team.

- We are open every Friday (unless Thursday or Friday falls on a Holiday) and our Monroeville clients receive food every 8 weeks (the amount of food they receive reflects the distribution practice we have always done).

**Community:** We continue to reach out to the community to serve those in need, and the community is also a great source of donations and volunteers. Donations come from the scouting community, other faith-based communities, the US Post Office, businesses, and individuals.

- Both the Boy Scouts and the Girl Scouts are so energetic and happy to participate in food drives
- The preschool continues to do a food drive to help in our Christmas distribution. As each classroom brings down their donations, they are given a tour of the pantry.
- We received 176 lb. of produce from the Cross Roads Garden.
- We finished funding our lighting at the beginning of this past year. However, with client numbers and expenses continuing to climb through the year, we had to decrease the number of vouchers we handed out and have finally stopped giving out vouchers. We will continue to add them to the Holiday meal distributions as there is no protein in those bags.

**Clients:** This past year we served 177 families (8% increase): 170 children, 245 adults and 95 seniors (481 different people and averaging 287 people each month throughout the year). We continue to receive calls from new clients almost every week.

- Our Easter Dinner distribution served 88 families (↑10%).
- Christmas Dinner supplies went to 110 families (↑20%). Our congregation & the Preschool families supplied us with 40% of the 132 bags we distributed (the largest donation yet). In the 12<sup>th</sup> year of the Gift of the 4<sup>th</sup> Wiseman serving our pantry's clients, 34 families (80 children) participated. We continue to get feedback from families of how wonderful their childrens' Christmas was due to all our efforts.
- Our Senior Box program completed its 20th year and currently serves 17 clients.

**Goals:**

- Re-evaluating the structure of the pantry leadership volunteers. There have been volunteers who have moved on or passed without people filling those roles. Moreover, the current leaders are retiring.
- Re-evaluate our shopping/distribution practices with the current state of our economy and the ever-increasing number of families reaching out for assistance.

## Food Pantry 2023 Treasurer's Report

	2023	2022	2021	2020	2019
Income		17,101.13	46,637.77	54,221.97	39,426.75
		3,747.17	3,005.28	3,698.92	2,655.98
Food Pantry Contributions	\$ 34,134.03	<u>120.77</u>	<u>6,882.67</u>	<u>425.67</u>	<u>          </u>
		20,969.07	56,526.32	58,346.56	42,082.73
United Way	\$ 6,313.38	50.00	50.00	50.00	50.00
		13,500.03	7,474.46	16,015.90	18,584.92
		13,483.40	8,806.27	6,583.65	3,472.36
Pittsburgh Foundation	\$ <u>1,729.14</u>	1,800.00	3,557.68		669.10
		<u>23,750.00</u>	<u>19,000.00</u>	<u>9,500.00</u>	<u>9,500.00</u>
		52,583.43	39,284.26	33,099.55	39,600.15
	\$ 42,176.55	60,686.04	92,300.40	79,426.56	53,179.55
Expenses:		-31,614	12,874	26,247	2,483
Food Bank Membership	\$ 50.00				
GPCFB Purchases					
\$ 29,508.66					
Local Food Purchases	\$				
14,684.50					
Misc.	\$ 1,700.00				
Vouchers	\$ <u>14,250.00</u>				
	\$ 59,732.57				
Ending Balance	\$ 41,690.25				
Net Gain/Loss Balance	- \$18,996				

Greater Pittsburgh Community Food Bank Grant Monies gifted and spent was \$500.00.

In the past years, this has ranged between \$3,000-\$6,000.

This money does not come through the church but is deducted from the Food Bank invoices.

# Cross Roads Cemetery

## 2023 Annual Report - Cross Roads Cemetery

**Members:** Don Ditter (President, Trustee), Josh Phillips (class of 2024), Zane Rhea, (class of 2027), Dean Sommer (Elder), Nicole Smith (class of 2025, treasurer), Eric Swenson (class of 2026), Martha Wintersgill, business manager

### Accomplishments for 2023

- The Board of Directors continues to provide for the care and maintenance of the oldest Cemetery in Monroeville. Groundskeeping, trash removal, and monument maintenance and repair continue to be our largest expenses as we work to preserve this historic location.
- Prices were increased in July 2023 for all services
- In advance of the price increase, discounted prices were offered to Cross Roads members and friends for the purchase of lots. Four lots were purchased at the discounted price.
- We have partnered with Ellis Michaels to replace 10 historic veterans' markers through a grant program.

### Goals for 2024

- We plan to move our checking/savings accounts from Huntington Bank to S&T Bank to give us access to additional banking hours.
- We will continue to repair and replace historic markers with the assistance of Ellis Michaels.
- We will contract with our caretaker to invest up to \$5,000 to repair and right modern monuments that have fallen.
- We will complete long-term landscaping projects to beautify the Cemetery as funds permit.

	<u>2022</u>	<u>2023</u>
<b>Burials</b>	16	15
<b>Lot Sales</b>	7	7

### 2023 Financial Summary:

#### Income:

Tax overpayment refund	225
Burials	14,825
Lot Sales	3,835
Foundations	1,397
<u>Investments</u>	<u>37,100</u>
	<b>57,383</b>

#### Expenses:

Groundskeeping	29,953
Burials/Monument repair	12,262
Trash removal	587
<u>Administrative Staff salary and taxes</u>	<u>12,871</u>
	<b>55,674</b>

- Checking account balance 12/31/2023: 4,080.84
- Savings account balance 12/31/2023: 987.63
- Total in Huntingdon Bank Accounts: **5,068.44**

- Assets in investment accounts (Perpetual Care) 12/31/2023

	<u>1/1/2023</u>	<u>12/31/2022</u>
○ Mellon Trust	273,192	279,680
○ Prudential	496,344	547,870
<b>Total investment value</b>	<b>769,536</b>	<b>827,550</b>

- Net increase in investment of 58,014
- Approximate value of unsold graves: \$1,111,160
- Total Assets: \$1,943,778

A more detailed report of our finances is available upon request.

**Available Lots:**

**1. The Historical Section – 1,250**

At the top of the hill, the oldest section of cemetery. A part of the old original cemetery.

**2. Standard Burial Plot- 875**

A standard burial plot is appropriate for one full casket burial or two cremation burials. Above and below the access road.

**3. Cremation Sites -550**

These are in the lowest section of the cemetery, in the newer area near the memorial bench.

**Other Fees: Cost of Burial Services**

Price of Standard burial: \$1,500

Price of Cremation burial: \$800

Saturday Standard burial: \$1,600

Saturday Cremation burial: \$900

Sunday or Holiday Standard Burial: \$1,800

Sunday or Holiday Cremation Burial: \$1,100

**Veterans' Discount for Veteran and spouse:** \$200 discount on lots and burial services.

# FINANCE COMMITTEE

## 2023

Jon Junker, Trustee Representative  
Steve Schultz, At-Large Member  
Michael Smithula, At-Large Member

Dominic Zappa, Treasurer

Rennie Rhodes, Chair and Session Representative  
Carl Schwartz, At-Large Member  
Elizabeth Sommer, Trustee Representative and  
Assistant Treasurer  
Pastor Lindsay White, Ad Hoc Member

The Finance Committee is charged with the oversight of all financial actions and records of Cross Roads Presbyterian Church. We take our fiduciary responsibilities to Cross Roads Presbyterian Church very seriously and work to do the best we can. During 2023, the committee acted on many items, some of which are:

**Endowments:** Accounts with the Presbyterian Foundation have been set up. The Foundation provides quarterly updates on all the endowment funds. All endowment funds that were in various banking institutions, have now been transferred to the Foundation.

**Capital Campaign:** Payments are being made on the \$39,000 loan financed over 60 months at a rate of 2.5% per annum with payments commencing July 2022. Cross Roads Presbyterian Church started repayments of \$675 to the loan. The loan is scheduled to be paid in full by July 2027. Any and all donations made directly to the Capital Campaign Fund has been used to decrease the amount of the loan. As of December 31, 2023, the balance on the loan is \$8,000 and should be paid in full by the end of 2024!

The Rev. Ellie Johns-Kelly preached on Legacy Giving Sunday – May 7, 2023. She also spoke to the Faith Works Class on legacy giving.

The trustees approved new Toshiba copiers for the church office and the preschool. This has resulted in lower costs for copying for both offices.

Pastor Lindsay applied for a grant of \$5,000 through the Presbytery to hire someone for a few hours a week to update our front space where the office administrator office. The church must raise funds to match. \$5,000 would obligate us to raise \$1,000.

The committee formed a Task Force to research new accounting software. The committee first met on Sunday, September 17. Pastor Lindsay is seeking input from churches about the software they use. The Task Force: Rhonda Moyer-Schultz, Chrissy Newmyer, Rennie Rhodes, Nicole Sloboda Smith, Dominic Zappa, and Pastor Lindsay White.

Last of all, we are always working to reduce the deficit in the General Fund. This year our deficit grew due to circumstances beyond our control – repaving the parking lot, increase in utilities, unexpected repairs to the roof and leaking toilets. (The leaking toilets alone added \$1,000 to our water bill.) As a committee, we have set a goal to keep the deficit under \$50,000! We will introduce a plan at the annual meeting on one way we hope to address this.

Respectfully submitted,

Rennie Rhodes  
Finance Chair