



2019 ANNUAL REPORT

Published February, 2020

Lakeside Presbyterian Church

2690 Dixie Highway
Lakeside Park, Kentucky 41017

www.lakesidechurch.org



*Thank you to everyone who participated in our shared ministry during the past year!
Special thanks to those who contributed reports to be included in this celebration of our ministry!*

Long-Time Members and Newest Members

50+ Years

Mary Lou Blount
Alice Barber Brock
Wayne Clark
John Deye
Sherry Dickson
Anne Edmiston

Lucille Hall
Glenna Hughes
Joann Kwozalla
Denny Lierman
Judy Macklin
Irene & Milt McCracken

Janne & John Morlidge
Rose Ellen & Dave Murphy
Barbara Powers
Phil Schiffer
Joanne Shearer

40-49 Years

Larry & Nancy Allen
Pat & Ralph Bailey
Toni Brishaber
Betty & Orville Bryant
Matthew Carey
Tom Clark
Clint & Martha Davis
Karen Delaney
Dale Dickson

Zan Edmiston
Willogene Ervin
Nancy Faulconer
Frank Garamy
Pat Griffin
Sherry Hahn
Cathy Hawes
John Hughes
Gary Jennings

Betsy John-Jennings
Charlotte Laird
Mary Lu Mauer
Jo McCracken
Emily Oslica
Dick Rankin
Nona Rhodes
Carol Willman

30-39 Years

Darlene & John Alden
Richard Backus
Desma Borland
Carol Bredemeyer
Eric Bredemeyer
Larry Brishaber
Tracy Clark
Linda & Tom Crutchfield
Clay Deye
Kent Dickson
Jeanne & Leo Dolan

Evelyn & Jim Eck
Jim Eck (Son)
Sarah Harvie
Patti Haughey
Kim & Pam Houseman
Rene' Howard
Sheri Kanarek
James Laird
Debbie Langguth
Kent & Pam Marcum
David & Linda May

Fred Padgett
Brenda & Ken Palmer
Ward Rice
Jeff & Susan Sands
Becky Scheitz
Gayle Siber
Leslie White
Glenn Willman
Tiffany Wolff

Newest Members

(Received since Congregational Meeting Jan. 2019)

Karen & Kevin Albrecht
Dan & Stacy Archie
Jack Archie
Sharon Blick
Donna & Ted Fettig
Jim & Karen Groneck

Kierra Guttadauro
Valerya Hyrne
Stan Justice
Beverley & John Kiefer
Gary & Mary Lee
Renee & Steve Minium

Bill Mitchell
Gaylene Murphy
Scott Smith
Vell Snyder
Janet Stadtmiller
Craig Zimmerman

Table of Contents

Why an Annual Report?	1
Reports of the Pastors	2
Report of the Pastor.....	2
Report of the Associate Pastor	4
Reports of Staff Members.....	5
Report of the Director of Music.....	5
Report of the Youth Director	8
Report of the Nursery Supervisor	9
Reports of the Session, Board of Deacons, and Church Finances.....	10
Report of the Session	10
Report of the Board of Deacons	11
Report of the Finance Committee	13
Audit Process	14
Report of the Church Treasurer	15
Report of the Stewardship Committee.....	18
Report of the Endowment Committee	19
Programs of the Church: Worship Learn Serve	21
Report of the Worship Committee	21
Report of the Children’s Ministry Committee	23
Report of the Church School Committee.....	24
Report of the Youth Council.....	26
Report of the Adult Education Committee	28
Report from the Elderberries.....	29
Report of the Congregational Life Committee.....	30
Report of the Presbyterian Women.....	32
Report of the Mission Committee	33
Administration	38
Report of the Personnel Committee.....	38
Report of the Buildings & Grounds Committee	39
Report of the Lakeside Presbyterian Preschool.....	41
Report of Boy Scout Troop 820.....	43
The By-Laws of Lakeside Presbyterian Church	44
Elected Officers.....	47

Why an Annual Report?

Some of you may be leafing through this at the Congregational Meeting when these reports are first available. Others may be considering membership in Lakeside Presbyterian Church and looking for a comprehensive summary of the ministry and mission of this congregation.

Those who wrote these reports were wanting to celebrate what our hard work has contributed this past year. Some of us were looking for an appropriate and public way to say Thank You! to volunteers and staff who make this church so wonderful!

We're not required by anyone to create this report. It goes no further than distribution at church and through the website. But it's remarkable how often someone at some point will ask a question or cite a reference which clearly came from this document.

We have in the church office Annual Reports going back over 20 years now, and then some from various points in the 20th Century. A church Annual Report not only cites statistics and dollars, but tells you quite a bit about the feel of the ministry and the tone of the congregation!

We know better than to think that the whole congregation will read these reports, but we're glad for those who do and hope you learn about ministry and missions you didn't even know existed! The texture of committee leadership, groups participating, and accomplishments celebrated is a rich tapestry.

Most of all, we hope you discern the presence of God guiding and shaping the work we do. We gather to worship, we organize ourselves to learn, and through so many different means we serve together. Why do we do this? What motivates our making the time, sharing the resources, and setting the goals we set?

Some of you who "speak Presbyterian" will see patterns and understandings long-honored in our tradition. The church is led by the Session; pastors are accompanied by a Board of Deacons in their ministry. You'll find references to the church beyond these walls: places such as Montreat and gatherings such as Presbytery. But you'll also recognize that this church is moving beyond ways of the past and seeking new opportunities to be faithful and effective.

Most of all, we hope these reports feel to you like an invitation. There are so many places open to additional volunteers, new ideas, and fresh vision for what God is calling us to do and to be. If you have questions about any report, you can certainly contact the church office and pastoral staff: we'll provide answers! But even better is to reach out to the identified leaders, those named in each report, or to groups and committees involved in something which interests you!



Reports of the Pastors

Report of the Pastor

Luke's description of the earliest church in Acts 2 documents the ordinariness of life as a follower of Christ – ordinary and yet, profoundly transformational... Extra-ordinary!

Acts 2: 42-47 They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. ⁴⁴ All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.

2019 was a year to be remembered around the world as a year of uncertainty, hostility, and rapid change. It is said, "When there is a change in the pace of change in so many realms at once, as we're now experiencing, it is easy to get overwhelmed by it all." And yet, beloved, Lakeside managed to weather the challenges of many changes: a long transition between pastors, and then welcoming and installing a new Head of Staff Pastor, without becoming overwhelmed. Thanks be to God, for throughout the transition, Lakeside's gifted and dedicated staff, elected leaders, and volunteers continued to do the 'ordinary' work of Jesus-followers in Lakeside Park: providing meaningful Christ-centered worship, discipleship opportunities for all ages, hands-on mission work in our neighborhoods and in Puerto Rico, and care and fellowship for the entire congregation. Extraordinarily well done, my friends!

Since my arrival at Lakeside on May 6 (unfortunately, with three broken ribs!), I have been touched by the care and love you have shared not only with me and my family, but also the love and care you show in a variety of ways for one another and for God's creation. As the early church is described in Acts 2, our Lakeside congregation continues to grow as a family of believers. Together we have welcomed new members and rejoiced when members have returned 'home.' As a family, you linked arms and worked together in the Outrageous Hope Campaign to resolve the \$37,000 shortfall of 2018 which was carried into 2019. You faithfully chipped in each week, September through December, and together successfully wiped out that debt. Extraordinary!

The Lakeside family responded with hope and excitement to the Joel Committee discernment report in November. Your voices and deep desires for Lakeside's ongoing direction were captured in the Joel statement: "Lakeside Presbyterian Church longs to be about Feeding Body and Soul, Engaging Friends and Strangers, Growing Deep and Wide in Christ." I have great appreciation to the members of the Joel Committee who met each week, August through November, and who did the slow work of discerning the will of God through the ordinariness of listening for God through the congregation, scriptures and prayer. Many thanks to Gary Davis, Jentry Eck, Charlotte Laird, Bob Lee, Chris Miller, Pepper Peale and Marc Zumhagen.

We still have work to do, my friends, but I feel the Spirit's presence with us and have no doubt that as a 'ordinary' family of Christ's followers, we will be empowered to touch lives in extraordinary ways, even in the uncertain seasons ahead. My heart is full of gratitude for you and for the ways God continues to knit us together in ministry. I look forward to seeing the extraordinarily good that God will accomplish in and through us in 2020.

Lakeside Presbyterian Church 2019 Annual Report

“For surely I know the plans I have for you, says the **LORD**, plans for your welfare and not for harm, to give you a future with hope.” - Jeremiah 29: 11

Below are some ‘ordinary’ moments from 2019.



Cheers in Christ,
Nancy Ross-Zimmerman

Report of the Associate Pastor

In our Adult Education class this January, we have been studying the Wisdom literature of the Old Testament. Unlike the “history books,” the wisdom literature does not recount momentous moments in the life of Israel. Instead of recounting sweeping events or major shifts in power, they offer insights into the day to day life of a people. They speak to the daily ways that lead to faithfulness and understanding.

2019 was a momentous year in the life of Lakeside. Welcoming a new pastor is no small thing. Nancy’s call has come with important milestones: a congregational vote electing a new head of staff, those first sermons, those first meetings, a joyous installation service, and more. Surely this year will make it into our church “history books.”

Even so, throughout the transition of these past three years I have been moved by the less-than-momentous, day in day out, behind the scenes wisdom of Lakeside. Our weekly Monday staff meetings probably won’t make any timelines, but your staff has steadily gathered for prayer and planning week in and week out. Those session budget conversations may not have felt momentous, but your leadership has faithfully worked into the wee hours to be good and hopeful stewards of the congregation. That Sunday School class where only a couple of kids showed up may not have been red-letter, but your teachers and children have continued to grow deeper in relationship with God and one another. I could go on. (Just read through this report to see all of the great, ongoing ministries you’ve been up to!)

As we begin to live into new visions and possibilities for 2020 and beyond, I trust that the rhythms and heartbeats of Lakeside will remain. Those larger momentous changes and touchstones are important. But for any of them to lead us in the direction God calls us, we must maintain those deeper patters of trust, transparency, faith, and love.

Especially over our transition, I have often noted that Lakeside does have its share of difficult conversations and even controversies. At times, we disagree – sometimes deeply. But at the heart of all of the disagreements or difficulties is always a deep desire to serve God and this congregation. That is no small gift. Indeed, there is a true wisdom at Lakeside that is worth celebrating and continuing.

I look forward to seeing what kind of momentous events will happen in the life of our church in 2020. I know that living into feeding body and soul will bring inspiring ministries and challenging change. I also know that the everyday fabric of our community – the regular worshiping, learning, and serving – will keep us in the way of wisdom and point us toward the light of Christ.

In Christ,
Louisa

Reports of Staff Members

Report of the Director of Music

I thank all the singers, ringers and instrumentalists that we have at Lakeside. It is your continued dedication that enriches our worship services and glorifies God.

The music program at Lakeside Presbyterian Church continues to be strong. We had full choir support in services from January-May and then again from September-December. The members of these choirs serve our congregation each week by diligently attending rehearsals and participating in our services.

I finished serving as the Ohio State Chair on the board of Area 5 Handbell Musicians of America in October. This board position has allowed me to expand our handbell program and bring more attention to our church. I was the site chair for the Area 5 Spring Festival in March 2019 in Dayton, OH.

Celebration Choir & Children's Handbells

Claire Miller plans and directs these ensembles and I assist her. Celebration Choir rehearses weekly on Sunday mornings at 9:30 am Thank you to the parents of our children. By making the commitment to come to church early on Sunday mornings, you make it possible for them to experience a more complete participation in worship services.



Kyrie Choir

I conduct and Claire accompanies this ensemble that rehearses on Sunday mornings at 10:00 am. The singers in Kyrie Choir are dedicated to attend rehearsals and participate in worship services. They sing both on their own, as a youth choir, and combined with Chancel Choir for the seasonal services of Lessons and Carols and Easter. It is amazing how much talent we have in our youth.

Lakeside Ringers

In 2019 we had the following ringers: Dottie Caster, Ginny Clark, Tracy Clark, Linda Crutchfield, Brenda Fauber, Denise Hanser, MJ Hayman, Rick Marquardt, Mary Ulmer, Blair Williams, Debbie Williams, Drew White and Leslie White. (Claire Miller is our "super sub", when needed!) In May 2019, we had to say good-bye to Dottie Caster, as she decided it was time to retire from playing. They will participate in the upcoming Spring Festival in Louisville, KY in March 2020.

In 2019 the Worship Committee made a request of the Memorial Funds. We were able to purchase a bell tree stand, a bass chime rack, complete our chimes to 5 octaves and buy the upper half octave of handbells. Not only has this been fun to use these items and learn new techniques, but now we are playing ALL the notes on the page.





Chancel Choir

Chancel Choir rehearses on Thursday nights and sings in the 11 am service from September through May. They then function as the core of Summer Choir for another ten weeks. We currently have 34 members. The Chancel Choir sings introits, anthems, and service music. Not only do they provide music for the Sunday morning service, but also for Ash Wednesday, Maundy Thursday, Good Friday and Christmas Eve. Their largest service during the year is our traditional Lessons and Carols Service during Advent. On September 29th our Chancel Choir joined forces with choirs from Anderson Hills UMC, Epiphany UMC, Loveland Presbyterian and Newtown UMC for a concert, "Together in Song". Chancel Choir also provided the music for Nancy's installation service in October.

Summer Music

Last summer our intergenerational Summer Choir of 44 members sang eight times, with an average choir size of 20. We also had vocal and instrumental music provided by: Tom Clark, Betsy John Jennings, Rick Marquardt, Chris Miller, Claire Miller, Andrew Nash, Peter Teremi and two Sundays played by the Children's Bells.

Music Concert Series

Lakeside's concert schedule was full and well attended in 2019.

February 16th: PB&J concerts, "It's a Sting Thing!"

March 15th: Bowling Green State University Men's Chorus from Bowling Green, OH

April 7th: Northern Kentucky Community Chorus, "Passion"

May 4th: PB&J concerts with MadCap Puppets, "The Story of the Ugly Duckling"

May 5th: Alluring Handbell Ensemble of Central KY

June 22nd: Forté Handbell Quartet from Denver, CO

September 29th: "Together in Song" – 5 choirs at Anderson Hills UMC, Cincinnati

November 22nd & 24th: Northern Kentucky Community Chorus, "A Season of Thanks"

There is something for everyone in our series. Please "like" our Facebook page (Lakeside Music Concert Series), share our posts, plan to attend one of our events and invite others!



Montreat Worship & Music Conference

We had seven people in our house June 23rd-29th to attend the conference "Peace: Not as the World Gives". It was a marvelous week and we will never hear the word "peace" the same way again. We will once again attend the conference on June 27th-July 4th, 2020. We have 8 people going. This year's theme is "A Great Cloud of Witnesses".

Outside Choirs & Individuals

Lakeside is recognized by people outside of our church family as a place for music. The Northern Kentucky Community Chorus and the Vocal Arts Ensemble use our sanctuary for rehearsals throughout the year. The University of Cincinnati organ department at CCM also uses our instrument for a scholarship competition and for master's and doctoral degree recitals.

Lakeside Presbyterian Church 2019 Annual Report

Future Plans

There are several events in our near future for 2020 – add the concerts to your calendar and pray for safe travels of our members to events away from Lakeside:

February 1st: PB&J concerts, “High-Low, Fast-Slow, Let’s Go!”

March 6th-7th: Lakeside Ringers attend the Area 5 Spring Festival in Louisville, KY

April 26th: Northern Kentucky Community Chorus, “Worthy is the Lamb”

May 9th: PB&J concerts with MadCap Puppets, “The Gingerbread Man”

I look forward to another wonderful year of music-making in 2020. Please consider joining one of the ensembles and bring a friend with you to one of our concerts. There are many opportunities for you here.

Let’s keep making a joyful noise!

Stephanie Nash
Director of Music



Report of the Youth Director

“Here’s my heart, Lord, take and seal it...” This phrase comes from one of my favorite hymns, Come Thou Fount of Every Blessing. In this hymn, Robert Robinson tells the story of giving himself to Christ. The hymn is representative of our desire to be nearer to Christ and to be part of something larger than ourselves.

This simple notion of surrendering ourselves to Christ through the words, “Here’s My Heart”, was the theme for the Presbyterian Youth Triennium of 2019. It was my distinct pleasure to accompany youth from our church and the Cincinnati presbytery to share in a week with them of fellowship, worship, serving, and learning. Through this conference, our youth were able to meet people from all over the world and experience Christ’s abundant love with one another.

Over the course of the week, we were asked several questions that were derived from this hymn. One notable question that struck a chord with me was: “Where’s your heart? What are you passionate about?” When we reflected on this question, we were reminded how God transforms our lives and how we are called to love the Lord with all of our heart, soul, mind, and strength. How powerful to witness thousands of youth confess this with such earnest!

Our youth have the ability to put what they are passionate about into action—which is no easy feat, considering that, when it comes to God, they are passionate in all sorts of ways! An example of this passion is beautifully illustrated in their mission trip to Puerto Rico over the summer. Through the coordination of Pastor Louisa, many volunteers, and the financial support of our church community, the senior high youth of Lakeside did great mission work in Puerto Rico.

As I said in last year’s annual report, I could write about a million words about these youth. Their love for Christ and one another is evident when you meet them. I am thankful to have the opportunity to work with this church community and I am excited for the work that we will be able to do with this church family in 2020!

In Christ,

Nathanael Larwa

Director of Youth Ministries

Report of the Nursery Supervisor

The church nursery and childcare program located at the front of the preschool continued to serve our youngest church members this year including infants-preschoolers during Sunday morning church services, church school, and assorted church committees and programs.

As a member of the church staff, the Nursery Supervisor is employed by the Session and is accountable to the Head of Staff. The Associate Pastor of Christian Education normally coordinates her activities.

The function of the supervisor is to provide adequate childcare during times of need: Sundays, church meetings, and other special events as needed. In addition, this year the supervisor was responsible for:

- Creating and maintaining childcare schedule for Sunday mornings and special events
- Confirming schedule regularly with church administrative staff and nursery staff
- Overseeing cleaning and maintaining childcare rooms and supplies
- Recommending purchases of toys and equipment as needed

We had several adult staff members who continued to provide childcare in 2019 including Sarah Eppen and Chris Michels, and we were excited to welcome back Claire Wurtenberger who was a member of our nursery staff previously when she was in high school. We are fortunate to have such enthusiastic staff members who enjoy interacting and engaging with children. They thoroughly love working with the children by directing age-appropriate play on a consistent basis. While a few of our older preschoolers graduated to attending the church service with their parents on Sunday mornings, we have welcomed new families to the church nursery.

I would like to thank our new Pastor, Nancy Ross-Zimmerman, and Associate Pastor, Louisa Umphres, for maintaining a vision of church as a place for families which enables our childcare program to continue and grow. I would also like to thank everyone who has helped in the nursery, especially the parents of our children, Denise Hanser who connects us with the preschool, and the personnel committee. Your continual support, encouragement, and assistance is key to the success of our church nursery program.

Elizabeth Koch
Nursery Supervisor

Reports of the Session, Board of Deacons, and Church Finances

Report of the Session

Membership	January 1, 2019	400
Membership	December 31, 2019	389

The Session is responsible for the mission and governance of Lakeside Presbyterian Church. The business of the church is conducted at regular monthly meetings on the third Wednesday of each month and at special called meetings. The Session endeavors to be open and transparent regarding its management of the church: our Session meetings are always open to anyone who is interested in attending.

Through the functioning and coordination of our various church committees and groups, the Elders help maintain Lakeside's strong education programs and excellent music program, support our far-reaching mission work, and celebrate our dedicated staff.

2019 was another **transitional year** for Lakeside: We welcomed Nancy Ross-Zimmerman as our new Senior Pastor and said goodbye to Ewen Holmes, who had been our Transitional Pastor for seven months. We're grateful to the Pastor Nominating Committee (PNC) for their dedication and diligence in their successful search for our new pastor. The following church members served on the PNC: Carol Bredemeyer, Lora Davis, Beth Dieter, Jentry Eck (chair), Denise Hanser, Matt Johnson, Bob Lee, Sterling Pratt, John Sprague, Peter Teremi and Tiffany Wolff.

In 2019, the Session **welcomed 8 new members**: Sharon Blick, Ted and Donna Fettig, Stan Justice, John and Beverley Kiefer, Bill Mitchell and Craig Zimmerman, and **1 confirmand**: Kierra Guttadauro.

By transfer, we **lost 1**: Tracie Spencer.

To death we **lost 7**: Ron Diehl, Brigitte Gerdes, Marilyn Hagenseker, Russ Letsinger, Bob Scott, Shelby Sebastian and Dan Springer.

We **removed 12** from the Active Member Roll: Brad and Dana Hungler, Tracy Owens, Stephen and Debbie Roush, Andrew Sherman, Meg Spencer, Keith Torrey, Marissa Torrey, Joey White, Greg and Jill Wood.

My personal thanks: to our Elders and Deacons for their faithful service during this past year and to our dedicated church staff: Susan Goodhart (our Church Administrative Assistant), who helps coordinate the day-to-day operation of the church; Emily Butler for her outstanding work with Lakeside Life, our church website and social media; Desma Borland (our Accounting Assistant) and Don Ulmer (our Treasurer), who have capably managed the church's Finances and financial reporting; Beth Koch, our Nursery Supervisor; Nathanael Larwa, our Youth Director; and most especially our Pastors, Nancy Ross-Zimmerman (our new Senior Pastor), Louisa Umphres (our Associate Pastor) and Ewen Holmes (our former Transitional Pastor) for all they have done in the service of our Lord and our congregation, and our Music Staff, Stephanie Nash, Thom Miles and Claire Miller, for their devotion and the continuous inspiration they provide to all of us.

Tom Hanser
Clerk of Session

Report of the Board of Deacons

The *Book of Order* calls ordained deacons to a ministry 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". At Lakeside Presbyterian Church our Board of Deacons sees our ministry as caring for the congregation and the world immediately around our congregation. Our charge is to assist our pastors in pastoral care, to reach out to those in need, and to help encourage the congregation in a culture of caring.

The Board of Deacons meets monthly to share in family ministry responsibilities. This allows us to build a relationship with individual church members or families, and to respond to needs – some obvious and some not so obvious. The members of the congregation who served on the Board of Deacons this past year were Lynne Baker, Carolyn Bergs, Ashley Bruce (Youth Deacon), Missy Davis, Rosemarie Deye, Sherry Dickson, Laura Greiwe, Pam Houseman (Vice Moderator), Gary Jennings, Melissa Koester, Karen Sherman (Moderator), Amy Williams, Blair Williams.

Our Board of Deacons has summarized our work beyond family ministry as follows:

Bereavement Ministry – Following the death of a love one, we partner with the pastors to offer comfort to families within the church body. As a support we may provide food or drinks for the family during a visitation, host a reception after the funeral service or provide child care for the youngest family members.

Care Coordination- Deacons coordinate with the church office and pastors to make calls or visits and send cards to our congregation members who are coping with a long-term illness, hospitalization, or can no longer attend church.

Christmas Caroling- To make the Advent season a little brighter, the Deacons coordinate Lakeside's Christmas Caroling. This past year, our enthusiastic group of 23 singers caravanned to sing for the residents at St. Charles Homestead, St. Charles Lodge and Villaspring.

Deacon's Fund – As a ministry, the Deacon's Fund provides financial support for the Bereavement Ministry, occasional help to a church family at a time of crisis, monies to indigents who need one-time help, literature for the Care Notes ministry, and the rose and vases for the Recognition of Birth ministry.

Extended Communion to the Furthest Pew – On a quarterly basis our Deacons go out in teams to serve communion by "extending the table" of the Lord's Supper to those unable to attend church services and to include them into the fellowship of faith.

Flower Ministry – Unless otherwise informed, Deacons deliver the flowers that adorn our sanctuary each week to ill, hospitalized or shut-in church members. In addition, this year we wanted to share the beauty of our Christmas Eve services with others. Poinsettia plants which were not taken home by church members after the service were delivered by our volunteers the day after Christmas.

Recognition of Births – Recognizing the joy of a new birth into the greater church family is done by placing a rose at the front table during the morning worship service.

Lakeside Presbyterian Church 2019 Annual Report

Transportation Coordination – Each week the Deacons provide coordination for rides to our Sunday church services for those who cannot drive themselves. Whether the need is on a weekly or temporary basis our drivers, from the Board of Deacons or congregation members, are able to ensure there is not a barrier to attending worship.

Deacon Email Box- If you have a need or concern to share the Deacons can be contacted by using the email address deacons@lakesidechurch.org.

Karen Sherman
Board of Deacons



Report of the Finance Committee

The Finance Committee is responsible for the business operations of this church, and for all funds except Endowment, Memorial, and those monies under the care of Presbyterian Women. We provide direction and assistance to the church Treasurer, Don Ulmer, and the Accounting Assistant, Desma Borland. With input from the other committees we prepare an annual budget to recommend to Session. We are responsible for all systems and equipment that keep the business operations going, such as the telephones, computers and software, the printer/copier, and the postage meter. We make sure the church is adequately covered with property, casualty, umbrella, and Workers Comp insurance. Lastly, we arrange for an annual review of all financial records from the previous calendar year, as required by the Book of Order.

Last year at this time we were embarking on a two-year plan to deal with the deficit of over \$37,000 from 2018. The plan for 2019 was to hold the line and keep the deficit from growing, and the plan for 2020 was to eliminate the deficit by year's end. By the end of summer of 2019, it looked like the deficit would instead swell by as much as \$40,000. At that time our very optimistic and enthusiastic new senior pastor, Reverend Nancy Ross-Zimmerman, proposed the Outrageous Hope campaign, asking our individual or family giving units to contribute an additional \$25 per week from the beginning of September through the end of 2019. The goal was to eliminate the deficit so we could begin 2020 with a clean slate. While the deficit was not eliminated totally, the Outrageous Hope campaign, plus unexpected additional General Fund giving, shrank the deficit down to \$9,700 by the end of 2019. The Finance Committee is very grateful to all of you who made this possible, including those members who were able to make additional gifts throughout the year.

	Total Income	Total Expenses	Excess Income/(Expenses)
2017	\$630,481	\$625,521	\$4,961
2018	\$549,271	\$586,752	(\$37,481)
2019	\$631,028	\$603,280	\$27,748

There were other positive events in 2019:

- All bills (including the mortgage) were paid on time, without incurring any late fees.
- The mortgage principal balance fell below \$400,000 during the year.
- Under the terms of the 2014 refinancing of the mortgage, the interest rate was to be reset in August of 2019. Fortunately, a former church member, Ian Koffler, who arranged the refinancing in 2014 inserted a clause that stated the reset was to be calculated based on the principal balance at the time of the reset, and not the scheduled balance at the time of the reset. Because of a successful campaign some years ago that knocked \$103,000 off the principal, and because Bob Lee was armed with copies of the agreement, our annual payments went from \$92,000 to \$90,000 until the mortgage is paid off in late summer of 2024.
- We were able to cover periods of negative cash flow internally from other funds (other than the three listed above), without having to touch the line of credit.
- Our old computer server (which controlled the church's computer network, and which our outside resource, Northern Kentucky On Line, would no longer support) was replaced by Doug Borland with equipment we already possessed, saving the church a significant amount.

Lakeside Presbyterian Church 2019 Annual Report

Challenges ahead:

- How to share information about the church's finances with the congregation, so that members are informed without causing eyes to glaze over. Any and all suggestions are welcome. Please share them with any member of the committee (listed in the next paragraph).
- Work with the other committees to keep a lid on expenses, in order to keep the deficit from growing. Fortunately, they all are pretty familiar with this drill by now.
- Work with the Endowment Committee and other interested parties to find ways to address current expenses plus any expenses resulting from implementing new programs envisioned by the Joel Committee, and achieve financial stability.

The members of the Finance Committee are Desma Borland, Wayne Clark, Linda Crutchfield, Bob Lee, Larry Lewis, Dick Rankin, Don Ulmer, Andrea Weickgenannt, and Nancy Ross-Zimmerman (ex officio). If you feel called to get involved in this area of the church, we would love to have you join us. At this time I wish to recognize Desma and Don for their hard work and outstanding results as Accounting Assistant and Treasurer, respectively. I also want to thank those who serve on the Counting Teams: Carolyn Garriott, Tom Hanser, Linda Crutchfield, Larry Lewis, Ginny Clark, Bob Lee, Harue Marquardt, Charlie Jacobson, and Andrea Weickgenannt. You are performing an invaluable service to Lakeside. Finally, I want to especially thank Clay Deye for reviewing the 2018 records in the waning days of 2019.

Wayne Clark
Moderator

Audit Process

The Book of Order says (*G-3.0113 Finances*)

A full financial review of all financial books and records shall be conducted every year by a public accountant or committee of members versed in accounting procedures. Reviewers should not be related to the treasurer(s).

Church member Clay Deye completed a financial review of all accounts for 2018. His report will be reviewed by the Finance Committee at their February 2020 meeting, and reported to Session.

Report of the Church Treasurer

What is the General Fund?

Our General Fund supports the Worship, Learn and Serve Ministries of our church, the staffing needed to enable these Ministries, payment of our mortgage, and the administrative and routine infrastructure costs of maintaining our church.

The General Fund is primarily supported by the generous donations of our members (95% of income) and some outside donations, e.g., for building use, etc. The yearly income and expenses have remained consistent at just over \$600K since the end of the global financial crisis in 2011.

General Fund History

Our General Fund has been stable over the last decade, with income at least equal to expenses, i.e., no year-end deficits before 2018.

In 2018, our last year in Transition between Senior Pastors, the General Fund closed with income lower than expenses. The deficit in 2018 was \$37K, leaving a General Fund debt in that amount heading in to 2019 (around 6% of our budget).

In 2019 income exceeded expenses by \$27K, a surplus.

So, we enter 2020 with a General Fund debt of \$10K. (Details in the Finance Committee Report.)

Our financial journey...a story of the exceptional generosity of our congregation.

1. The last half of 2017 after Chris Torrey retired and all of 2018 were difficult years financially. As documented in the 2018 Treasurer's Report, we lost \$120K in giving during Transition, much of it due to members who left LPC.

In 2019 we lost an additional \$50K in giving from people who left Lakeside or reduced their gifts. Net, we have lost \$170K in giving since Transition (28% of yearly giving).

2. Our congregation has been exceptionally generous as we emerge from our Transition induced financial malaise.

Extra giving in the last 14 months, over and above what you planned on, totals \$160K.

- In the last couple months of 2018, our congregation offered roughly \$40K in extra giving
- Our congregation offered around \$40K in increased pledges in 2019
- Our congregation offered almost \$40K in response to the Outrageous Hope Campaign
- Our congregation also offered around \$40K in extra giving in 2019 not linked to Outrageous Hope, much of it before that campaign began.

Net, through the exceptional generosity of our congregation, we have recovered all but \$10K in giving lost between 2017 and 2019.

Lakeside Presbyterian Church 2019 Annual Report

What is the Outlook for 2020 and beyond?

We recognize the incredibly large increases in giving we've seen over the past year plus will not continue at the same pace into the future. Our congregation will always be generous, but it would not be unreasonable to expect a bit of a pause in stewardship growth. In fact, the Finance Committee is forecasting that 2020 giving will be slightly lower than 2019 giving based on 2020 pledges and historical giving patterns. Session approved the 2020 budget based on that forecast.

In 2020 budgeted expenses as approved by Session will include very modest increases in spending, all of which are non-discretionary increases.

Net, our reduced income and increased expenses project to a deficit in our General Fund in 2020, of around \$21K. As such, we expect a General Fund debt of -\$31K at the end of 2020.

2020 INCOME FORECAST/BUDGETED EXPENSES - as approved by Session

The pace of giving in the two years since Transition is still strong,
But we do not expect further increases in 2020

	2018 <u>actual</u> \$K	2019 <u>actual</u> \$K	2020 <u>forecast</u> \$K
congregational giving	525	595	582
outside income	<u>25</u>	<u>36</u>	<u>25</u>
total income	550	631	607
giving increase vs 2018		113%	111%
expenses	587	603	628
surplus/deficit for year	-37	28	-21
debt at end of year	-37	-10	-31

Next Steps: *In pursuit of the Financial Stability our congregation seeks, we will look for financial solutions beyond just increases in congregational giving.*

Short term: Church leadership recognizes we need to explore ways in which we can use all of our church's financial resources to support the General Fund in 2020, to eliminate or at least reduce the expected deficit and perhaps end 2020 with income equal to expenses.

Longer term: In addition, your church leadership will be looking for systemic interventions which can produce the sustainable Financial Stability and meaningful improvements in Ministries our membership is seeking on a going basis, now and into the future. The current financial trajectory in 2020 and beyond is not likely to produce that end result, e.g., support for Worship Learn and Serve Ministries through the General Fund is down from \$58K five years ago to \$17K in 2019.

Lakeside Presbyterian Church 2019 Annual Report

Cash Balances:

Shown below are the cash balances in each of the funds administered through the Treasurer's office. The largest, of course, is the General Fund. The remaining are mostly funded through donations separate from General Fund giving, or through fundraising.

*Fund 01 - GENERAL FUND	\$13,793.71
Fund 05 - BUILDING/GROUNDS IMPRV	\$183.51
Fund 10 - SPECIAL OFFERINGS FUND	\$1,833.94
Fund 15 - PEACEMAKING FUND	\$76.25
Fund 16 - PENTECOST	\$118.07
Fund 17 - SOUPER BOWL FUND	\$201.96
Fund 28 - MISSIONS	\$206.53
Fund 30 - DEACONS FUND	\$2,237.50
Fund 35 - WORSHIP/DRAMA/FLOWER FUND	\$1,570.05
Fund 45 - VACATION BIBLE SCHOOL	\$503.96
Fund 50 - SCHOLARSHIP FUND	\$187.90
Fund 55 - STEPHEN MINISTRIES FUND	\$16.07
Fund 70 - FUNDRAISING	\$1,879.19
Fund 75 - MEMORIAL FUND	\$1,685.48
Fund 75 - MEMORIAL FUND-Children's Ministry	\$3,429.03
Fund 75 - MEMORIAL FUND-Music	\$370.00
Fund 80 - ENDOWMENT FUND	\$0.00
Fund 85 - FELLOWSHIP ACTIVITIES	\$245.22
Fund 88 - EQUAL EXCHANGE COFFEE	\$349.24
Fund 90 - YOUTH / C.E. ACTIVITIES	\$4,744.25
Fund 95 - CONFERENCES & EVENTS	-\$8.24
Total	33,623.62

*Includes prepaids offered for use in 2020.

Full and detailed financial reports covering all of these funds are shared with Session and Committees on a monthly basis and are available on request through the church office.

Respectfully submitted,

Don Ulmer

Church Treasurer

Report of the Stewardship Committee

2019 Summary

2019 was a year that saw a tremendous response of giving from faithful and new givers. We give thanks to the Lord for those who responded in gratitude and out of emerging needs to support the work and mission of Lakeside. The specifics are all noted in the detailed report from the finance committee so we would like to take this space to thank all of you who have engaged with all the giving campaigns with results that are truly humbling to see. Thank you!

Plans for 2020

We intend to deepen in our journey into gratitude (a very reformed response to the gospel) as our motivation for giving and hope to continue to engage our faithful givers and to cultivate emerging givers as God stirs hearts and leads us in a life of gratitude. Please keep an eye out for opportunities and ways that come up to engage in stewardship, not only of our financial resources but also of our talents and gifts! We are excited about the opportunities and even the struggles that we know we will encounter so we see how the Lord will work in and through us as we seek to live out our Christian faith.

Ephesians 5:1, 8b-10 “Therefore be imitators of God, as beloved children, and live in love, as Christ loved us and gave himself up for us...Live as children of light— for the fruit of the light is found in all that is good and right and true. Try to find out what is pleasing to the Lord.”

Report of the Endowment Committee

The Endowment Committee exists to administer both the Endowment Fund and the Memorial Fund. The Endowment Fund was created in 1998 to receive gifts enabling them to live in perpetuity and to provide income to support the ministry of Lakeside Presbyterian Church (LPC) now and in the future. The Endowment Fund is conservatively invested primarily in stocks and bonds with an eye toward preservation of the principal while realizing income from dividends and interest. Over the years, approximately \$1.3 million in bequests and gifts have been deposited into the Fund by the Session.

The Memorial Fund was created over fifty years ago to receive gifts in memory of loved ones. This Fund is not invested, since all contributions are meant to be spent at some future date which could be short-term. The Fund is held in a separate checking account.

The Endowment Committee oversees both funds and reviews requests to use monies from these funds. The funds are managed by an outside portfolio manager. Projects that pass review are recommended to the Session for funding. Funded projects enable LPC to accomplish needs beyond the confines of the annual budget, whether they are extraordinary repairs to the physical buildings or additional ways to help LPC worship, learn and serve. In addition, a 10% tithe is set aside for Mission of the “spendable” calculation each year.

The following is a detailed list of requests for monies from the Endowment Fund that were forwarded to and approved by the Session in 2019*.

PNC relocation expense	(\$7,173.25)
Triennium registration	(\$555.00)
Ross-Zimmerman office furniture	(\$911.86)
Outside lighting (light & pole)	(\$920.00)
YAV – Allison Sherman	(\$1,200.00)
Joel Committee retreat	(\$800.00)
Hearing Assistance/microphone/cable	(\$4,500.00)

The following is a detailed list of requests for monies from the Memorial Fund that were forwarded to and approved by the Session in 2019.

Note cards	(\$82.00)
Handbells/chimes/stand	(\$5,789.65)

The following is a detailed list of requests for monies from the Mission Fund that were forwarded to and approved by the Session in 2019.

CEPAD water project – Nicaragua	(\$1,000.00)
Pres World Mission matching gift	(\$1,000.00)
Youth Puerto Rico trip	(\$5,399.25)
Youth Heifer Project trip	(\$1,700.00)

*The committee agreed to set aside \$25,000, not to exceed 50% of spendable funds after designated Mission Funds, from 2019 – 2022 for capital improvement projects on a per need request basis.

Lakeside Presbyterian Church 2019 Annual Report

Lakeside Presbyterian Church Endowment & Memorial Funds			
Statement of Revenues, Expenses, and Changes in Net Assets			
Year Ended December 31, 2019			
REVENUE			
	Dividends and Interest		\$ 40,361
	Net Investment Gains		278,463
	Memorial Contributions		8,425
	TOTAL REVENUE		327,249
EXPENSES			
	Paid Projects:		
	Endowment		47,420
	Memorial		5,872
	Investment Advisor Fees		12,890
	TOTAL EXPENSES		66,182
	CHANGE IN NET ASSETS		\$ 261,066
Lakeside Presbyterian Church Endowment & Memorial Funds			
Statement of Assets, Liabilities, and Net Assets			
December 31, 2018			
ASSETS			
	Cash		\$ 20,529
	Investments, at Market Value		1,741,510
	NET ASSETS AT DECEMBER 31, 2018		1,762,049
	NET ASSETS AT DECEMBER 31, 2017		1,500,983
	CHANGE IN NET ASSETS		\$ 261,066

The current members of the Endowment Committee are Karen Ginn, Chairperson; Pat Griffin, Secretary; Cindy Holmes, Treasurer; Rob Baker; Tom Clark; and Tom Crutchfield.

Respectfully submitted,
Karen Ginn, Chairman

Programs of the Church: Worship | Learn | Serve

Report of the Worship Committee

The Worship Committee explores ways to support and enhance worship services at Lakeside. In 2019, the committee included Carol Bredemeyer (secretary), Peter Teremi, Becky Scheitz, Linda May, Harue Marquardt, Fran Feronti, and Chris Miller (moderator). Our staff members included Stephanie Nash (music director), and Nancy Ross-Zimmerman.

The Worship Committee would like to thank all of the staff & volunteers from this past year. Without your efforts and assistance, worship at Lakeside would not have been the same.

- Peter Teremi and the sound and video volunteer team for their work during worship
- Laura Greiwe & all youth parents for mentoring our acolytes
- Brad Clark and Denny Lierman for coordinating our 11:00 ushers
- Tony Ryder, and Ken Palmer for their help ushering our 8:30 services
- Linda May, Becky Scheitz, & Tracy Clark for preparing communion
- Dottie Caster & Diane Bauerle for keeping the pews stocked with pencils and other supplies
- Stephanie Nash, Thom Miles, and Claire Miller for the musical gifts they share with our church

We would also like to thank the numerous adults and youth who served as liturgists, ushers, sang in the choir, and donated flowers for the sanctuary.

2019 has been a year of transition. Pastor Nancy began serving as Head of Staff in June and has brought fresh perspective and new ideas to our worship experiences.

Events hosted by the music and worship team include:

- Bowling Green State University Men's Chorus
- Mad Cap Puppets
- Peanut Butter and Jam Sessions
- Alluring Handbell Ensemble
- Forte Handbell Quartet
- Northern Kentucky Community Chorus concerts



BGSU Men's Chorus



Mad Cap Puppets

Lakeside Presbyterian Church 2019 Annual Report

Projects the Worship Committee has overseen in 2019 include:

- Donation of unused upright piano
- Purchase of a bell tree and additional chimes
- Improvements to our sanctuary sound system
- Purchase of additional hearing assistance units
- Assisted our guest preachers (pulpit supply)
- Decorating and maintenance of the sanctuary

Services in 2019 have included:

- Pastor Nancy's Installation Service
- Ash Wednesday
- Dinner with Disciples
- Lent, Holy Week, & Easter
- At the Table
- World-Communion Sunday
- Advent & Christmas Eve
- At the Manger
- Baptisms, Communions, Weddings, & Funerals



The active participation by those mentioned above is a reflection on the importance of faith and spirituality within the congregation at Lakeside Presbyterian Church. We look forward to continuing to serve God and our church by fostering a variety of worship services and events.

Chris Miller
Worship Committee Moderator

Report of the Children's Ministry Committee

"People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, placed his hands on them and blessed them." ~ Mark 10:13-16

The Children's Ministry Committee is a small, but dedicated group devoted to designing and planning different atmospheres and activities for our youngest Lakeside members (birth through 5th grade). We strive to do this by creating and implementing fun, interactive, and inspiring ways for them to grow with God and their church family.

The Children's Ministry Committee also continues to take inventory and oversees the worship bags for the children on a monthly volunteer basis. The bags are available each Sunday to enrich our youngest Lakeside members with quiet activities, whether it's filling out the weekly activity pages, creating their own artwork on the blank pages, or solving small Rubik's cubes or games while they accompany their parents and guardians during worship.

We continue to be nursery support for our wonderful nursery staff, led by Beth Koch. We also have the privilege of providing and presenting special Lakeside Presbyterian Church Baptism bags with small gifts and sentiments to the family on their special day.

Last year we hosted another participant filled Easter festival complete with bounce house, barnyard friends, fellowship with members of the church and many local visitors, egg hunts, and meaningful crafts celebrating the Resurrection of Christ.

We're also incredibly enthusiastic to have started discussing our 2020 Vision(s) with several new ideas, some of which we've already started to implement and several more that we're very excited to pursue in the near future.

2019 ended with another successful Family Christmas Eve service and with our committee combining with the Church School committee a few times to have discussions of what a possible merger of the two committees will look like. We will be making a proposal during the first Session meeting of the year to be approved and more to follow on its outcome.

Our committee is full of wonderfully creative and passionate people who want to make the children of Lakeside feel loved and welcomed through Worshipping, Learning, and Serving. We're always welcome to new members with fresh and new ideas whether you're a parent, grandparent, young at heart, or just someone who would want to join our illuminating conversations.

Kae Lee Aschettino
Elder and Moderator

Report of the Church School Committee

Church School Committee 2019 Members: Carrie Holloway (Session Representative and Moderator), Karen Sherman (Secretary), Gary Davis, Danita Osborne, Jentry Eck, Sarah Zumhagen. Staff: Louisa Umphres. This enthusiastic committee is responsible for planning, organizing, and providing outstanding opportunities for children of all ages to worship, learn, and serve alongside the Lakeside family. During regular meetings this committee continually discusses how to best meet the needs of our learners in terms of curriculum and experiences that allow our children to experience and learn about God at their particular stage of development.

Spring 2019 continued with At the Table programming where families engaged in an intergenerational, all-church offering that incorporated educational activities, mission projects, worship, food, and more, including an end of the year family picnic. The themes varied from lectionary based to themes based on the liturgical calendar. We have enjoyed “chalking the walk” in front of the church with messages of love and creating baptism remembrance kits. At the Table starts at 5:00 p.m. with activities and food that are “open for business” from the get-go, then we interrupt briefly to bless our meal and introduce the Bible focus for the evening. Discussions around the theme of the night with family and friends occur at the tables while you eat a “pay-as-you-can” or pot-luck meals under the guidance of Joy Teremi and the kitchen team. Before the evening closes, we head into the sanctuary for worship where we sing, pray, and reflect together. The At the Table Team of Sarah Zumhagen, Carrie Holloway, and Louisa Umphres, with input and assistance from the Church School Committee and staff, looks forward to planning more events that allow our church family to grow together in faith. We greatly appreciate the willingness of our church family to volunteer to host stations, teach others, and share their talents through this programming and look forward to continued unique experiences like Dinner with Disciples and At the Manger.

We had 5 children participate in the Lord’s Table Class with their families under the direction of Ewen Holmes and Louisa Umphres. These classes met on Saturdays in the spring and allowed the children to really experience what it means to participate in the sharing of the cup and the bread as a part of God’s family.

The 2019 Confirmation process began in January with 1 participant. This confirmand was paired with two mentors, adults who played a crucial role in their confirmation process. Our confirmand presented her statement of faith and projects describing a “Window” into their faiths (WIFs). We look forward to shepherding 5 new confirmands through 2020. Many thanks to all who continue to make this a strong and meaningful part of our Church School program!

Fall 2019 continued with the revitalization of Church School classes on Sunday mornings, with groupings for preschool aged, Spark Rotation workshops for lower to mid elementary aged, and Connect group for upper elementary/early middle aged kids. The preschool class is led by Lora Davis, Suzanne Smith, Anna Bruce, Jonathan and Julie Hart. Our youngest using the Spark Rotation Curriculum for children who can sit in a circle and engages with stories but who might not be ready to work independently. Our next group is made up of children who are not yet proficient readers as well as older age student who want to engage in a workshop style class – each week focusing on a rotation of science, art, games, videos, and worship integration using the Spark Rotation Curriculum. These rotations are led by Kristy Lohre, Carla Smith, Susan Crawford, Sarah Patton, and Linda Glover. Danita Osbourne organizes and helps prepare our Worship Apprentices for participation in weekly worship services as greeters, liturgists, and ushers. We are grateful for our Rotation Shepherds Amy Williams, Jentry Eck, Leslie White, and Missy

Lakeside Presbyterian Church 2019 Annual Report

Davis who assist in the workshop leaders and teachers in the classrooms. Our last group is the Connect group which meets weekly to engage with God's big story through videos, Bible exploration, and hands-on projects. Each week these older kids watch the witty and quirky Connect videos, open up their Bibles, and get creative with leaders, Gary Davis, Will Umphres, and Cliff Peale.

Vacation Bible School is always a special time for the Church School Committee. During July 2019, we had over 70 young people in our church! Lakeside was transformed into a Greek marketplace where we learned about Athens – Paul's Journey in Greece. With the help of over 50 adult and youth volunteers, Vacation Bible School continues to be a vital ministry supported by all members of our congregation. It is always amazing how much effort it requires to put on a successful VBS each year and the church staff and volunteers all work together to make this event something that our church has become known for in our community. It should be noted and celebrated that half of our participants are from non-member household, children that come in from the community; truly VBS should be labeled as an 'outreach ministry.' The Church School Committee is already making plans for VBS 2020 and we are ready to embrace the effort and the joy that is VBS.

As we continue into the 2020 year, the Church School Committee in conjunction with the Children's Ministry Committee continue to discuss and discern the ways in which we bring our youngest up in the faith. Discussions about these two amazing committees joining forces into one committee have occurred and we look forward to the opportunities that this partnership could mean for our families!

Many thanks to all of the many teachers, mentors, parents and volunteers who help make our learning program so impactful here at Lakeside!

Submitted by the Church School Committee

Report of the Youth Council

Youth Council is made up of our Director of Youth Ministries Nathanael Larwa, Middle School and Senior High Youth, and adults who work together to determine the direction for the program, make policy, and otherwise act on behalf of our Session. We recruit Youth Advisors, additional members for Youth Council, and make recommendations to Session.

In 2019, our Youth Director and Council planned a full year's worth of events incorporating the Church's Worship, Learn and Serve mission statement along with some fun. Generally, the Youth meet together, both Middle School and High School on Sunday nights for a rotation of worship time, educational opportunities, and also times to give back to the community through mission outreach. Additionally, the youth are involved in fund raisers to help fund their trips such as our Spring Fling and auction, letter writing, and promoting local restaurants for fund raising days.

Worship: During the school year, every few Sundays the youth met to worship in evening services planned by Nathanael, the youth, and advisors. After the youth who went to Puerto Rico returned, they led a beautiful and very emotion filled service to describe their experiences there. Our Youth are full of talent and also regularly share that through the music programs.

Learn: We have regular learning opportunities for education in our Sunday night meetings. Our topics have ranged from how to deal with loss to how to incorporate prayer into our daily lives. We also have hosted a Presbytery wide session on writing stories.

Mission has included:

- making casserole meals for the Northern Kentucky Emergency Shelter
- helping at Open Door food giveaway
- Senior High trip to partner with Presbyterian Disaster Assistance and SBP to work on houses in Puerto Rico that were damaged in Hurricane Maria. See more below.
- Middle School trip to work and learn about the Heifer Project. See more below.
- Putting together "Blessing Bags" for Presbyterian Disaster Assistance.
- Writing letters to our friends doing mission work.

During the month of June, our High School Youth went to Puerto Rico to help aid in the recovery effort from Hurricane Maria. We stayed in San Juan with a wonderful host church. Each morning, we would rise, prepare, pray, and go to our work sites. The first day we worked on a church that had much water damage; scraping paint off ceilings and walls and then repainting them. The next day the sort food at a charitable food distribution warehouse. The last few days though were more personal. The kids were split into two teams, working on two different houses. We met the people who lived or would be living in the houses, heard their stories, sang songs with them while we worked, and truly felt a bond with them. It was hard work including scraping, painting, power washing, drywalling, mudding, and sanding. The deeper work was the bonds we created with our friends there. Words cannot convey how powerfully God moved in these bilingual interactions. We were so blessed by our host families and we know they appreciated the work we were able to accomplish on their houses. Each evening we heard presentations from local workers. Our last evening, we were without power at the host church. The youth joined the leaders of the church, singing and praying with the children of that church during their weekly youth meeting. We would like to thank all the donors and sponsors who contributed so generously to make this trip happen. We could not have done it without your help.

Lakeside Presbyterian Church 2019 Annual Report

In July, the High School Youth, along several other youth and adults from our Presbytery, attended Presbyterian Youth Triennium where the theme was “Here’s My Heart” based on the hymn “Come Thou Fount”. Presbyterian Youth Triennium is a national gathering for high school age youth from the Presbyterian Church (USA) and the Cumberland Presbyterian Church that occurs every three years. It is a five day intensive fellowship that helped focus the kids on how we are called by God, sought after by God, welcomed to share our struggles with God, forgiven by God, give a purpose by God, and sent out into the world by God... to shine that light into the darkness.

The middle school embarked on a trip to Heifer ranch located in Arkansas. We traveled two days first day we stopped in Memphis at Idlewild Presbyterian church, second day we traveled to Little Rock Arkansas we spent the day exploring the river front of Little Rock before checking in at the Heifer Ranch. The kids spent 4 days at the ranch, while at the Heifer ranch the kids learned about Heifer and their mission. Which is working in 21 countries around the world alongside local farmers and business owners. We support farmers and their communities as they mobilize and envision their futures, provide training so they can improve the quantity and quality of life. The ranch is a working ranch so kids helped with chores around the ranch, they helped weed a garden, milked goats, cut down and chopped wood, separated onions that would go to market, helped covered a garden to keep down weeds. The highlight would have to be when we spent 24 hours in the global village where the kids learned how people live around the world where Heifer work.

Our dedicated and hardworking Youth Advisors are: Brad Clark, Carla Smith, Jonathan Jones, and John Holtzclaw. Our wonderful Youth Council consists of: Ashley Bruce, Kierra Guttadauro, Lara Guttadauro, Nathanael Larwa, Jim Lohre, Jonathan Jones, and Louisa Umphres. (Jim and Jonathan are co-moderators)

Our plans and hopes for 2020 include renovating the Carriage House as a home for our Youth Group, recognizing that we also will be inviting outside groups to enjoy the space. We also look forward to Montreat trips, both Middle School and High School.

Respectfully submitted by Jim Lohre and Jonathan Jones, co-moderators of Youth Council

Report of the Adult Education Committee

The Adult Ed Committee provides learning opportunities in several formats for Lakeside.

On Sunday mornings, classes for adults were offered in the winter, spring, and fall of 2019. For our winter class, Engage the Bible, Marc Zumhagen led a study of the Bible based on videos from Theocademy entitled, *The Strange Book of Books*, a class which had been previewed in the spring of 2018. Following that, Louisa Umphres led a class, Engage Mission, delving into the complexities of the situation in Puerto Rico and the mission needs and efforts there. The class was helpful as background for the June mission trip to Puerto Rico. Because of Louisa's surgery and the arrival of the new Head of Staff, Pastor Nancy Ross-Zimmerman, in early May, the normal schedule was somewhat altered, and the Engage Mission class was continued until May 5, at which time the class adjourned for the summer.

Over the summer the Committee solicited comments from the Congregation during coffee hour about topics they would like to see in adult classes. The entire church then underwent an envisioning process, and the Adult Education Committee, in preparation for this, provided a report on how we felt adult education could be engaged with the vision. This inspired the theme of classes in the fall: *Why Worship? Why Learn? Why Serve?* led by Louisa Umphres. Finally, in Advent, there was a three week series where participants were encouraged to engage in one or more of three offerings: 1) space to decompress from the busy-ness of the season with Advent devotions, 2) a space to make Christmas cards (or address your own), and 3) an opportunity to put together sandwiches in the kitchen for the homeless shelter.

The Engage Community events continued, starting in February with a visit from John Talmidge and other members of Mt. Auburn Presbyterian Church. They spoke about their Green Initiative as an Earth Care Congregation and the various aspects of applying sustainability practices within a church. In the spring, in an evening Skype with Michelle Munoz we learned more about mission, needs and her work in Puerto Rico.

In the fall the Adult Ed Committee joined forces with the Congregational Life Committee to initiate a series of occasional movie nights as Engage Community events. The first was a showing of *The Public* in October, a movie about homelessness that was filmed at the Cincinnati Public Library. In November we learned about the challenges of refugees in this area from Sheryl Rajbhandari, founder of Heartfelt Tidbits, an organization that helps refugees learn and establish their new lives in Cincinnati. In December, Kim Webb, Director of the Northern Kentucky Emergency Shelter spoke to us about the long-term and immediate needs they were encountering as they worked to provide shelter for the homeless on very cold nights.

As part of our theme of exploring why we worship, in September we had a Sacred Spaces tour led by Thom Miles. Thom gave a fascinating explanation of how the organ works, helping us better understand how it adds so much to the worship experience at Lakeside.

The *Engage* theme will continue into 2020. The Adult Education Committee looks forward to providing continuing and new opportunities to the members of Lakeside in the new year. We welcome ideas, suggestions, and feed-back from all in the congregation.

***Submitted by Valerie Pence
Adult Education Committee***

Report from the Elderberries

The program for senior adults began during the Chris Torrey period. We don't know the exact year. Our participation is a very loyal group who step up whenever asked. Many volunteered in several ways, and we are grateful for their help. Our pastoral staff provides support. We thank Nancy Ross-Zimmerman and Louisa Umphres. We thank so many others for helping keep this group strong.

Eating is very important for seniors. Lunch is setup and served by a team, Nancy Faulconer, Diane Bauerle, and Rosemarie Deye. Tom Hanser and Jerry Blesch step up when muscles are needed. Our new custodian Daniel Moreland sets up tables and chairs for us. Susan Goodhart oversees the signups and orders the food. She also sets up audio-visuals as needed. More-than-can-be-named baked and brought homemade desserts. *We loved that.*

We added a feature to our monthly gathering: We encouraged bringing items for the Giving Barrel. We reminded of each month's emphasis.

We meet monthly for lunch, the 4th Thursday, except the summer, and combine our November and December meetings to accommodate the holidays. 2019 was a fun year with a variety of programs:

- January: Pam and Kent Marcum prepared a slide show of photos and shared stories about their trip to Israel.
- February: Ruth Korzenborn gave us tips and directions on how to research our genealogy.
- March: Our Mission Program was all about the Court Appointed Advocacy's Program led by its director, Nicky Jeffries. Lakeside has two members (Pam Houseman and Sarah Patton) who have taken training and are active volunteers.
- April: Janet Brewer prepared us to accept change in our lives.
- May: We met our new pastor Nancy Ross Zimmerman.

We took off for the summer.

- September: We kicked off our new season with an Oktoberfest with all the appropriate food. The "Dancing Grandmas on tap" entertained.
- October: Becky Rhodes (Pat's sister) brought a slide show of photos and stories about her summer working in Yellowstone National Park.
- Nov-Dec: Stephanie Nash helped us celebrate the Christmas season, with the help of Claire Miller. We participated using some of the new bells and chimes recently added to our music program.

Our new method of email communications seems to work well. We continue to update adding new members to our communication list for more potential Elderberries. We also added some variety to our luncheon. During a cold January day, we added homemade soup. And in December we catered lasagna and chicken pot pie for a fabulous Christmas Feast served out of our wonderful new kitchen.

Looking forward, we still like our name...Elderberries, and we think we are overcoming our identity problem. Our attendance has picked up and we are delighted. Our people are really nice, and welcoming. Of course, we do not provide childcare... but we invite all ages to come and spend a couple hours with us on the 4th Thursday at noon.

Elderberries Program Committee: Charlotte Laird and Pat Griffin

Report of the Congregational Life Committee

Congregational Life Committee Membership during 2019 included:

- The Rev. Ewen Holmes
- The Rev. Nancy Ross-Zimmerman
- Tom Feronti
- Debbie Williams
- Joy Teremi
- Pepper Peale
- Jodie Trester

Committee Name Change

After the long-awaited addition of our newly appointed Head of Staff, Nancy Ross-Zimmerman, the committee decided that a refresh was needed to go along with the fresh new ideas Nancy was bringing with her. It was decided that we would change the committee name to Congregational Life in order to represent this new excitement while continuing to see Fellowship & Evangelism as a critical motivation to our efforts. We seek to partner with other church committees to improve the life of our congregation, both inside and outside our walls. Session approved this change on August 21, 2019.

Annual Family Camp

Mark & Lara Guttadauro planned and ran this year's Family Camp at Camp Kern, help Memorial Day weekend (May 24-26). Approximately 20 members camped for the weekend. Everyone had a great time participating in archery, nature center hiking, canoeing on the lake and other assorted camp activities.

Fellowship Dinners

These gatherings were held in May and again in September/October. A total of eight hosts over eight different dates made for a successful fellowship opportunity for several of our members, some of which attended more than one dinner! Up to 32 guests attended the dinners. Giving the hosts an opportunity to choose different dates and times within a 2-3-week period allowed many members to participate. We are actively working toward more fellowship dinners in 2020.

Coffee Hour Schedule

Coffee Hour has become one of the most looked forward to Fellowship opportunities we offer. We carefully schedule a variety of committees each week, including our Boy Scout troop to provide coffee, tea, lemonade and simple snacks each week after our 11am service. Each committee is responsible for set up and clean up. We have also added 2 weeks during Christmas as "volunteer Christmas cookie donations", which is a nice twist on the usual. Our first "how to" video is also distributed to the committee responsible for Coffee Hour, which shows how to use our dishwasher equipment.

Kitchen Event Leaders

We have expanded our opportunity for Kitchen Event Leaders by creating teams responsible for up to 12-15 meal events during the year. This allows more people to be involved and prevents a small number of people from doing all the work.

Florence Freedom Baseball Game

Once again, we facilitated and organized participation in a Florence Freedom baseball game in July. We had 25 members attend the game.

Engage Movie Nights

Another form of Fellowship included us working with the Adult Ed Committee, helping to plan and provide support, snacks and drinks for their Movie Night. The movie "The Public" was shown on October 9. This

movie was chosen because it dealt with the difficult subject of homelessness (especially in Winter). Because this movie was shot in Cincinnati, it really brought this topic home to the audience here at Lakeside. Working with Adult Education, we hosted speaker Kim Webb, Executive Director of the Cold Shelter of NKY. Because she spoke to us, we have now helped individual volunteers from LPC to work for them as needed as a first step.

Friendship Pads

A continued method of accounting for our attendance is by using the Friendship Pads in each pew row. We have edited the information style in hope of gleaning more useful information, especially from our visitors. We continue to make improvements on this.

Photo Booths!

Always trying to get people to engage and smile, we instituted a Photo booth opportunity several times this year. Events were Father's Day, 4th of July, Pastor Nancy's Installation Day, Rally Day and Christmas. We provided fun props, signs, pop-ups and hats to make things fun for our members. We encouraged people to use their own phones to take these photos.

Membership - New and Existing

The committee regularly discusses process and procedures on contacting visitors, reaching out to potential new members, welcoming new members, assisting with Next Step Luncheons and reviewing means to increase attendance.

Committee Growth

During 2019, we gained two new members – Rosemarie Deye and Drew White. We are encouraged by what their gifts will help us do during the next year.

*Respectfully submitted,
Debbie Williams*

Report of the Presbyterian Women

According to the Presbyterian Church (USA) website, Presbyterian Women (PW) is an independent organization within the Presbyterian Church (U.S.A.). The programming and resource options offer a wide variety of ways for over 300,000 women to live their faith in an inclusive, caring community. PW groups choose to support the PW Purpose in any way they choose; therefore, each group is unique within the same congregation on up to every synod, within the Presbyterian Church. (If you would like to learn more about the history of PW and what they are doing nationwide and also worldwide, please refer to the Presbyterian Church, USA website—you will be amazed!)

Here at Lakeside, we have two circles that meet regularly--the Morning Glories, who meet on the third Wednesday of the month, at 10:30, in the parlor and Circle Three which meets the second Tuesday of the month, in the parlor at 6:30. The PW Bible study for the 2019-2020 year is: Love Carved in Stone.

PW Purpose is: 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.

This past year PW has supported the mission of the church in various ways. We regularly contributed monthly to the giving barrel, which was determined by our Mission Committee; baked cookies, every Thursday, during the school year, for CLASP; adopted families at Christmas; supported a woman in need, through our Emergency fund; sent donations to local agencies; contributed food and helped serve at the Emergency Cold Shelter; and, least we not forget our college Kids— sent them Valentines greetings and a gift card in February!

There is also a quarterly outing, planned for all women (and men) to attend. This past year we toured the Weidenman Hill Mansion; 21C Museum and Hotel; Civic Garden Center; and The Golden Lamb Restaurant and antique stores in Lebanon. It's always a great time of fun, fellowship and usually food!

There is a monthly book club, too. We meet the first Thursday of the month, in the parlor to discuss a variety of books. We average anywhere from 15-25 ladies. After we discuss the book, we usually head out to dinner. Please join us--you don't even have to read the book.

If you are interested in joining a circle or have other ideas about starting another women's group or circle, please speak to our leadership team, listed below. We are always open to new, innovative ideas! Since the 1800's Presbyterian women have organized to support mission and combat social injustices nationally and internationally. While levels of involvement, from our denomination, have varied, throughout the years, PW's dedication to living God's call has remained unwavering.

Sincerely,

Pam Houseman, PW Moderator

Leadership Team: Pam Houseman—Moderator; Drue Rolfes—Vice Moderator; Rosemarie Deye—Treasurer; Elaine Lewis—Secretary; Mary Abner and Marilyn Maxwell—Membership/Mission--Linda May and Becky Scheitz--Book Club Chairs.

Report of the Mission Committee

You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and the first commandment. A second like it is: You shall love your neighbor as yourself. Matthew 22:37-40. Our Golden Rule to live by.

The Mission Committee's goal is to continue to build and sustain relationships while remaining open to the emerging needs of the community.

While 2019 was a busy year for the Mission Committee in terms of activities, the amount of funds spent was significantly less than in recent years. This is primarily due to personnel and organizational changes at Open Door, which resulted in a decreased need for financial support from Lakeside.

INTERNATIONAL RELATIONSHIPS:

Mission co-workers Rev. Dustin and Sherri Ellington are continuing their work in Zambia. They have been mission co-workers in Zambia since 2010, and are currently serving at the invitation of Justo Mwale Theological University College.

Allison Sherman, a member of the Lakeside congregation completed her mission training with and headed to the Philippines in August.

The Presbytery of Cincinnati commissioned Allison Sherman for a year of service in the Philippines through the Young Adult Volunteer (YAV) Program - Presbyterian Church (USA).

Check out her blog to follow along with her adventures!

<https://allisonsherman.home.blog/about-me/>



REGIONAL RELATIONSHIPS:

OPEN DOOR: Open Door food pantry is located in the Church of the Advent in Walnut Hills and operates on the third Saturday morning monthly. The congregation at Lakeside provides at least 15 volunteers to staff the pantry. The average number of clients monthly is approximately 60-65 people. Our monthly financial contribution previously has been \$1,000 monthly (\$12,000 annually). However, this year the financial need has been significantly less, and required no contribution from Lakeside. Eva Taylor retired after many years of service in August. She was presented with a cake and a card recognizing her contributions to the neighborhood and the Clients. The traditional Thanksgiving Turkey drive did not happen due to organization changes going on at Open Door, including changes in leadership. Lakeside provided \$500 in gift cards (\$25 each) that would be distributed by Open Door personnel to those in need. Tom Feronti has previously acted as our liaison on the Open Door Advisory Board but is stepping down from that role. Tom Hanser checks in clients monthly and sends out reminders to the volunteers. Carolyn Garriott has provided refreshments to the clients monthly as they wait to go through the food distribution line.

OPEN DOOR MINISTRY



Preventing homelessness, hunger, and loneliness since 1973

The January "SOUPER BOWL" collection by Lakeside Youth to benefit Open Door raised \$808.85 in donations from Lakeside members.

CLASP: The CHILDREN OF LUDLOW AFTER SCHOOL PROGRAM is available for the children attending Ludlow Elementary School. It operates Monday-Friday 3:30-5:30 PM for up to 30 children. Scholarships

Lakeside Presbyterian Church 2019 Annual Report

are available for needy children. Melodie Corbett is the director. Lakeside has provided \$6,170 to the program during 2019.

The CLASP program has a very strong and loyal group of volunteers that participate on a weekly basis on Thursday afternoon. Peter Teremi with his guitar provides music and encourages participation in the weekly songfest by the children. Snacks are provided by Nancy Faulconer and Lynne Baker, cookies are provided by Circle Three. Nancy Ross-Zimmerman has been providing the Devotional on Lakeside's Thursday afternoon. Nancy, Allan and Lynne serve on the CLASP Advisory Board.

CLASP Board Chair Nancy Faulconer organized 2 fund raising events at Carrabba's that netted the program \$872.00. The CLASP Board awards two \$250.00 Scholarships to graduating Seniors at Ludlow High School who attended CLASP during Elementary School.

The Kroger Community Rewards program also provides benefits to the CLASP program. You can enroll online at www.kroger.com, and search community rewards program. A percentage of your purchases will result in donations to the charitable organization that you select.

MATTHEW 25 MINISTRIES: Lakeside volunteered at Matthew 25 (M25) quarterly through May of 2019. The program is still supported by collection of pill bottles monthly. Volunteers work at M25 for a two-hour period sorting through donated items that are shipped to third world countries. M25 historically responds to natural disasters that occur in the U.S. by taking donated items to stricken areas in a very timely manner.



Matthew 25 Ministries also sponsors the Matthew 25 Hunger 5K as a fund-raising event. Each year the event occurs early in the morning in early November. The 3-mile course starts and ends at the M25 facility in Blue Ash. This year 10 Lakeside members joined the Lakeside team.

THE EMERGENCY SHELTER OF NORTHERN KENTUCKY: "Life Saving in the Winter, Life Changing in the Summer" is their motto for the homeless clients that they serve. The shelter provides the basic necessities (shelter, safety, food, clothing, showers & laundry facilities). During October - April, the program provides shelter from the cold. In the summer, from May - September, a summer program provides primarily for homeless people trying to find secure permanent housing. 30 persons are accommodated in this program. The winter program is typically bursting at the seams and requires additional help from churches who can accommodate additional guests. Due to recent regulations passed by the City of Covington, the number of persons who can be in a facility has been drastically limited, which has caused significant issues for the Emergency Shelter.



Emergency Shelter of NKY

Lakeside has volunteers from all age groups who help cook and serve dinner in January, February and March once a month, and then twice during the summer. Lakeside's youth group has provided casseroles. Circle Three has generously provided salads and desserts along with Mission Committee members who cook, transport, and serve the food. The congregation has donated socks, underwear, coats, jeans, gloves and scarves.

Lakeside has continued to support this Mission during this challenging Winter season Louisa Umphres has organized a system for volunteers to provide daily laundry services and setting up cots at the Salvation Army Gym. The Giving Barrel has been utilized to collect needed supplies for the program. A new location will be utilized in the spring of 2020.

ANGEL TREES: We were provided about 30 names from the Ludlow Resource Center, consisting of a toy, a set of clothing and a pair of shoes. We also received 50 names from the Brighton Center, where each tag had a request for shoes, clothing and a toy. The Angel Trees were located in the narthex with the children's names on tags and the children's gift wish listed. Lakeside members generously were able to provide gifts for all 140 tags placed on the Angel Trees. 80 children had their Christmas wishes filled through these efforts. The volunteers who gave their time were: Tara Lierman, Lynne Baker, Nancy Faulconer and Mark Guttadauro.



BRIGHTON CENTER
A COMMUNITY OF SUPPORT

GLOBAL EYES OF HOPE: This program collects prescription glasses for use in third world countries. Global Eyes works in conjunction with the Lions Club. Melissa Rice reported that approximately 100 pairs of glasses have been donated.



NATIONAL CHILD ABUSE PREVENTION: National Child Abuse Prevention Month was recognized in April by Lakeside by putting out Blue Pinwheels and Banners on the Dixie Highway fence and yard. Volunteers Denise Hanser, Nancy Faulconer, Desma and Doug Borland participated.

CASA: The Court Appointed Special Advocates (CASA) for Children program was given by Nicky Jeffries as a Mission theme program for Elderberries in March. Lakeside has three members who are trained Advocates: Pam Houseman, Sarah Patton and Kat McGee.

PUERTO RICO MISSION TRIP - JOHN DEYE: In June of 2019, two teams—one comprised of the Lakeside youth group and its chaperones and the other comprised of adult members of four churches in our Presbytery—traveled to the U.S. territory of Puerto Rico to help with the restoration effort in response to the 2017 Hurricane Maria. Both teams worked under the auspices of Presbyterian Disaster Assistance (PDA). The youth group team stayed and worked in and around San Juan, the capital city, while the adult team stayed and worked in a small town named Anasco about 90 miles west of San Juan.



Lakeside Presbyterian Church 2019 Annual Report

Our adult team consisted of eight members including Lakesiders Tom Hanser, Will Umphres, and John Deye. Some of the time we worked as two teams of four. Together, these teams worked on a total of eight homes. Most of our work was involved with sealing the concrete slab roofs of these homes against further leakage. The homes were in various states of repair and all were occupied by their owners. They were in a variety of neighborhoods and terrain. Some had been affected by flooding and some by the wind and rain.

We stayed in a very nice lodging provided by the First Presbyterian Church of Anasco—a small church with, perhaps, fifty members. Our hostess for the week, Ada Lis Luciano, was the PDA coordinator for the area where we worked. She was also one of the driving forces in the church and in the community.

We were accompanied at the work sites by representatives of the work coordinator—a Saint Vincent DePaul subsidiary. All of these folks were very helpful and graciously helped our communications with the owners—some of whom did not speak English. All of them had a story to tell which involved tales of hardships that they endured. Food and water as well as gasoline were very difficult to get, and mobility was hard due to road conditions.

To a person, the people we worked for and with were very warm and welcoming as well as grateful. Several of them provided lunch for our team on the day we worked on their house. The team is grateful for the opportunity to meet and try to help these folks. We are thankful that we returned safe and sound with a new understanding of our place in God's creation.

COMMUNITY RELATIONSHIPS:

Lakeside provides a meeting space for many support groups in the community, allowing them to utilize our building and facility. This helps to support these organizations and allows them to provide support to the community. The following groups receive our support:

- Helping Hearts NKY
- Alcoholics Anonymous
- Alanon
- Alateen
- Over-eaters Anonymous
- Elder Wisdom Circle
- Alzheimer's Association
- NKY Mental Health



SPECIAL OFFERINGS
ONE GREAT HOUR OF SHARING

DENOMINATIONAL OFFERINGS 2019:

ONE GREAT HOUR OF SHARING: This offering supports Presbyterian Disaster Assistance and the self-development of people, and the Presbyterian Hunger Program. This year \$1547.83 was raised.

PENTECOST OFFERING: has a balance of \$118.07. We collected \$156, Lakeside kept \$62.40 and a total of \$93.60 was sent to Presbytery

YOUNG ADULT VOLUNTEERS: For YAV, we collected \$488.86, which was in addition to the other money sent from the Peacemaking Offering for International Missions.

Lakeside Presbyterian Church 2019 Annual Report

PEACEMAKING OFFERING: has a balance of \$76.25, we collected \$305, Lakeside kept \$76.25 and a total of \$228.75 was sent to Presbytery.

CHRISTMAS JOY GIFT OFFERING: has a balance of \$1415. This offering supports church workers and educational institutions of the PCUSA whose mission traditionally consists of minority and ethnic populations.

GIVING BARREL: Each month, the Mission Committee selects a program that has specific needs. A list is published weekly in the bulletin. Recipients during 2019 were the Emergency Cold Shelter on NKY, Veterans at the VA Hospital, CLASP snacks and school supplies, United Christian Volunteers in Erlanger, Welcome House, Henry Hosea House, Open Door, & Angel Trees.

UNITED MINISTRIES: Communion Sunday is when the congregation is asked to bring shelf stable food for donation. The children who participate in worship on Communion Sunday collect the donations of food and money. Lakeside donated \$2547.82 to United Ministries during 2019.

HEIFER PROJECT: The sales of water and drink products have netted \$144.49. This fund was established with the goal of funding a mission trip. Tom Hanser has kept this project stocked weekly. We spent \$3,805.36 from the Heifer fund on the Middle School summer trip. During 2019, we stopped giving to Heifer and changed the money donated for drinks to a general Mission Projects fund. The amount collected was \$206.53.

Thanks be to God!

Mark Guttadauro, Nancy Faulconer, and John Deye

Administration

Report of the Personnel Committee

A momentous 2019 for Lakeside Presbyterian Church presented the Session's Personnel Committee with challenges and opportunities. We welcomed a new pastor and head of staff, added several new staff members and refined our practices of staff evaluations and budget planning. We remain optimistic about Lakeside's future as a spiritual home, and we are committed to providing a respectful and productive workplace for our teaching elders and staff.

Thanks to all members of the committee. Linda Glover served as moderator and Bob Lee currently serves on Session. Other committee members are Mary Ulmer, Dick Rankin, Sandra Winkle and Cliff Peale. The pastors both attend committee meetings. Also, thanks to Desma Borland for her work on behalf of the Personnel Committee and the church.

After a full search by Lakeside's Pastor Nominating Committee, the Rev. Nancy Ross-Zimmerman accepted a call to Lakeside Presbyterian Church in May. The Personnel Committee is concentrating on supporting Rev. Ross-Zimmerman during her transition, as well as staff members. We are extremely grateful to Associate Pastor, the Rev. Louisa Umphres, for her additional work during the transition. We also thank the Rev. Bill Love and the Rev. Ewen Holmes for serving Lakeside as Interim Pastor and Transitional Pastor, respectively.

Other activities included:

- In late 2019, the Personnel Committee reviewed a proposal for Associate Pastor Louisa Umphres to take a sabbatical in summer 2020. After discussion, reflection and prayer, the committee recommended that Session approve the sabbatical. The Personnel Committee is making a concerted effort to communicate the benefits of a sabbatical for both Louisa and the congregation.
- In December, after consultation with the Finance Committee, the Personnel Committee recommended no salary increase for all staff members for 2020, to mirror the recommended Terms of Call for the teaching elders. Pastors and staff received a 3% salary increase in 2019.
- After a two-year experiment with a nightly cleaning service, we returned to our previous model and determined we would hire a part-time church custodian. After a search managed by committee member Mary Ulmer, we hired Daniel Moreland for the position.
- We completed annual evaluations of staff members. In 2020, we will attempt to complete all evaluations in July or August. We are encouraged at the talent and commitment of our wonderful staff and will use these evaluations to provide needed support.

Cliff Peale

Report of the Buildings & Grounds Committee

Purpose

The Purpose of the Buildings and Grounds Committee is to work with the church staff in overseeing the upkeep of the church facilities and property. The committee consists of active church members who share a commitment to the maintenance and enhancement of our church



facilities. The Buildings and Grounds Committee uses planned workdays, individuals who volunteer their time, talents and contractor scheduled maintenance to ensure the Lakeside Presbyterian Church is always prepared to meet the diverse needs of the congregation, preschool, church staff and community.

Committee Members

Glenn Willman (Moderator), Orville Bryant, Jim Lohre, Dan & Carol Points, Tracy Clark, Denise Hanser, Scott Williams, Kevin Wolff, and Leo Dolan.

Introduction

Teamwork, communication, sharing and problem solving were again used in the committee's 2019 activities. We were able to maintain the facilities and grounds with regular maintenance services along with making enhancements to both. During our church workday events, we continue to experience a special bonding of like-minded Christians. Through teamwork we accomplished upgrades, maintenance and cleaning tasks. Below is a description of some of the achievements for 2018 and the goals that lay before us in 2019 and beyond.

2019 Achievements

Buildings

Performed general maintenance of the buildings throughout the year, this included but was not limited to maintenance of the HVAC systems, repair of windows, changing light bulbs (using high efficiency where possible). We did general maintenance to the entire facility both inside and out throughout the year.

Thanks to Jim Lohre the windows in the chapel windows were repaired at no cost to the church. The Pastor's office was repainted, has new shelving units, a refinished desk top with glass now protecting it. With assistance from committee and congregation members we made many repairs throughout the buildings.

Thanks to a generous donation from an anonymous donor the church has a new upper parking lot, drain culverts, curbs and sidewalks.

With monies from Endowment many projects were achieved throughout the year. First the Carriage House roof and gutter system were replaced. We repaired and replaced the pole lighting outside choir room entrance and front sign fixtures outside. We have almost completed the remodel of the Parlor.

Lakeside Presbyterian Church 2019 Annual Report

The project is about 90 % complete; we are working on some artwork for the walls and are looking to do a history wall of the church.

The Preschool had the hallway and classrooms painted. They also had their floors refinished. All of this was paid for by the Preschool. We would like to thank the Preschool.

Grounds

With some hard work and help from committee members and congregation members we have what many feel are the best looking grounds possible using limited funds. We have the lawn sprayed three times a year by an outside contractor and mulched by church members. On behalf of the entire congregation I thank everyone who worked on the grounds during the past year.

Maintenance and repairs of the buildings and grounds were performed through volunteer service and contractor services. Thank You to all who volunteered their time and efforts on all the projects we undertook this year.

2020 PLANNING

Workdays will be scheduled in 2020; we will have periodic workdays throughout the year. We have many jobs for all skills and abilities, both for young and young at heart. As always, ALL church members are invited and encouraged to participate. A project log or job task list will be posted in the office soon for congregation members who can't make workdays. Church workdays provide a great opportunity for both Christian service and fellowship. Advanced notice will be posted in the Sunday bulletin and Lakeside Newsletter.

The Buildings and Grounds Committee will continue maintaining and enhancing the church property and facilities, while operating within budget. We look forward to 2020 and what can be achieved at Lakeside. The projects to be worked on for 2020 will be: The exterior of all buildings on church property will be painted in the spring. With the help of the youth the interior of the Carriage House will be updated for their use along with all the outside groups input. We will continue to work on other lighting issues outside and inside. Completion of the Parlor remodel will continue with the help of Nancy Ross-Zimmerman and the Parlor Committee. Looking to add gutter guards to the main buildings to eliminate the cost of having them unclogged and repaired yearly. Also for the safety of the congregation members that have to empty the debris in said gutters.

Our **long-term projects** the refinishing of the Chancel wood floor. A new security locking system for door access and video security in both the Preschool and the upper church area. We would also like to include the outside areas. Interior projects are; painting of the Sanctuary, replace carpet in offices and office hallway, updates to stage curtain area and update Carriage House restrooms to make handicap accessible.

With the support and participation of congregation members, we will continue to maintain the buildings and grounds of our church. We will accomplish this through some outside contractors but primarily through **Volunteers** from the **Congregation**.

***Glenn Willman, Moderator
Buildings and Grounds***

Report of the Lakeside Presbyterian Preschool



Lakeside Presbyterian Church Preschool celebrated its 54th school year in 2019. As the oldest continuously operating Christian preschool in the area, our emphasis has been to continue our reputation as an outstanding program, while looking to keep pace with the future of education. We serve student's ages two through five. We offer 15 different classes and have a total of 250 students.



Also, this year we were voted the "Best of Northern Kentucky" preschool.

Lakeside Presbyterian Preschool is committed to going to the next level of academic excellence. We have maintained our class sizes of 16 students per classroom for our three and four-year olds, and 12 students in our two-year-old classes. We continue to challenge our students with a brand-new preschool curriculum in Math, Language Arts, Science, and Technology. The programs will include parent/child home activities, weekly parent communication updates, age-appropriate student assessments and a hands-on approach to learning.

The greatest blessing of our school is our long-term, dedicated and loving staff. We have 24 employees and half of our staff members have worked at Lakeside for over 20 years. We currently have 12 teachers who have obtained their CDA (Child Development Associate Certificate). As the focus of early childhood education has continued to evolve, our staff's commitment to excellence has helped maintain our program's quality. This year one of our staff members will be retiring after 30 years. Ms. Dittoe has been on the staff as a teacher's aide to 3 and 4-year olds. She will be truly missed.

During 2019 Lakeside Presbyterian Preschool continued its participation in Kentucky's **All Stars Program**, a voluntary preschool quality rating program. This initiative, administered by the Kentucky Cabinet for Health and Family Services, is based upon a set of rigorous performance standards, aligned with best practices for implementing a quality preschool program. This year, as in the past, we attended a 2-day Early Childhood conference in Ohio. In addition, the Cincinnati Children's Museum created a class specifically for our staff.

This summer we again offered 3 weeks of summer camp from 9-12 each day. The camps were very well attended with 30 to 50 students each day. We are going to continue these programs again this summer. These camps are Monday through Friday from 9 – 12 and are taught by our preschool staff.

During the holidays we collected mittens, scarves and blankets which we delivered to the Salvation Army in Newport, Kentucky. We collected food for Ludlow families which we delivered to the resource center in Ludlow schools. We participated in "One for Books" which is a book drive through Scholastic Books. Books are distributed to area children who would not otherwise have books. This year two of our classes sent packages overseas to family members and their units for the holiday season showing our support for our troops. This year we had our first Grandparents Day which we honored over 1000 grandparents with snacks, gifts and a program presented by their grandchildren. We are blessed with so many grandparents that are very active in their grandchildren's lives. Throughout the year we had 2 open houses, 2 book fairs and our very first art auction which we raised over \$600.00. The canvases were a product of each classroom and displayed in the hallway during the school year.

Lakeside Presbyterian Church 2019 Annual Report

If you have been to the lower level lately you will notice how bright the hallway and all of the rooms look. This summer prior to our summer camps we had all of the rooms, windows, doors and hallway painted. We painted the two Sunday school rooms in the new wing and also that hallway. We have started to repair and update the restrooms on the lower level including pipes and faucets. This year Lakeside Preschool collected over 500 pounds of plastic lids and were able to purchase a bench for our preschool hallway and a picnic table for the courtyard. We had to sort, clean, pack and deliver the lids to Evansville, Indiana which was over 3 hours away. We were very fortunate to have a parent of the preschool volunteer to take our lids and pick up the two pieces and deliver them back to the preschool.

Last year we had a record turnout for registration on Martin Luther King Day and were almost completely full. We are now getting ready to register for the 2020-2021 school year begins January 21. We are adding a new class that meets 9-1 Monday through Friday. Open registration to the public will be held January 27th. Lakeside Presbyterian Preschool is a huge part of the community and continues to serve the families around the area including Independence, Taylor Mill, Villa Hills, Union, Walton and Covington.

If you have any questions about the school, its program or any of its activities, please call the school office at 341-1124. We would love to share what we do at Lakeside Presbyterian Preschool with you. Visit our Facebook page Lakeside Presbyterian Preschool Families or our website at www.lakesidechurch.org/preschool to see what is going on in our classrooms.

Cindy Sheehan, Director



Report of Boy Scout Troop 820

Boy Scout Troop 820 continues to be chartered by Lakeside Presbyterian Church. The Troop meets in the Carriage House every Tuesday evening at 7:00 pm. The Troop currently has 16 registered scouts and is continuously recruiting Cub Scouts and new Scouts.

Troop 820 participated with Lakeside Presbyterian Church by hosting a coffee hour in February (Scout Sunday) and October, spreading a truckload of mulch on the playground and assisting with the Church's yard sale clean-up in August. Troop 820 also continues their support to a local School by helping them with the parking during a large annual fundraising event. The Scouts also assist the City of Lakeside Park in setting up for their annual Light Up Lakeside Event. Troop 820 Scouts would like to help with other events and/or service type projects for Lakeside Presbyterian Church if needed. Service to others is very important to instill in our Scouts.

The Troop tries to camp out at least once a month and attends many BSA planned events including Scout Sunday at Lakeside Presbyterian Church, Scout Ski Days at Perfect North, Merit Badge Challenge at Scott High School, Winter and Spring Camporees, and a full week of Summer Camp at Camp Friedlander. Troop 820 ended 2019 with awards, a Christmas Dinner and gift exchange, and their annual outing to Rockquest.

Our Spaghetti Dinner was successful in 2019 so we would like to have another Dinner in 2020. Other fundraisers planned for 2020 are a Troop yard sale, selling BSA popcorn and selling Christmas wreaths.

Troop 820 is very proud to announce that we have another Eagle Scout in 2019. Luke Curry completed his Eagle Scout Rank and a very successful Blood Drive as his Eagle Scout Project. The Blood Drive was held at the Ft. Mitchell City Building on November 17, 2019 on behalf of Hoxworth Blood Center and included almost 60 Donors. An Eagle Scout Project is a huge undertaking and teaches a Scout to be a Project Manager and a true Leader. The Project includes presentations, planning, meetings, more planning, dealing with revisions to the plan, organizing places, volunteers and materials, executing the plan, several Reports, an Eagle Scout Application, a Life Statement of Ambition, up to 5 Letters of Recommendations from various life areas, and finally a Board of Review. Luke successfully completed every aspect of his Eagle Scout Project and passed his final Board of Review on December 17, 2019. Troop 820 is very proud of Luke and is pleased with his stellar representation of who we are and continue to strive to be. Luke's performance is a true example of the goals and desired end result of Scouting and all of the Troop's Parent and Adult Volunteers who work so hard to encourage each Scout's success in developing good character, growing, learning to be a good citizen and the importance of serving others.

In addition to our very active schedule in 2020, Troop 820 will be discussing the possibility of adding a Girl Troop if the opportunity should present itself. There are many considerations for the Troop to discuss and determine before our Committee makes any final decisions on this matter. In the meantime, we would like to respectfully request Lakeside Presbyterian Church's consideration and permission to add another Troop to their Charter should the opportunity arise, and the Troop 820 Committee determines it to be appropriate.

Troop 820 continues to be very active and is looking forward to a productive, adventurous and fun-filled 2020. Our Scout Troop is grateful for the continued support we receive from Lakeside Presbyterian and the use of the Carriage House Building.

The By-Laws of Lakeside Presbyterian Church

approved by congregational action, October 21, 2001

amended by congregational action, November 16, 2003

*Updated with new Form of Government / **Book of Order** references January, 2013*

I. Statement of Purpose

The Lakeside Presbyterian Church of Lakeside Park, Kentucky, has been called by God and organized to proclaim the good news of Jesus Christ, to minister to the needs of members of the congregation and residents of the community, and to promote peace and justice in the world.

II. Relation to the Presbyterian Church (U.S.A.)

The Lakeside Presbyterian Church is a member church of the Presbytery of Cincinnati in the Synod of the Covenant of the Presbyterian Church (U.S.A.)

III. Governance of the Church

This church shall be governed in accordance with the *Constitution of the Presbyterian Church (U.S.A.)*. Consistent with that Constitution, these bylaws shall provide specific guidance for this church. *Robert's Rules of Order (Newly Revised)* shall be used for parliamentary guidance.

IV. Meetings of the Church

There shall be an annual meeting of the congregation in the church building on the fourth Sunday in January, at which at least the following business shall be presented: annual reports from organizations and the session (information only), financial report for the preceding year, budget for the current year (information only), and changes in the terms of call for the pastor(s).

There shall be a meeting of the congregation in the church building on the third Sunday of April, unless that day is Easter Sunday, when the meeting shall be held on the fourth Sunday of April, at which at least the following business shall be presented: the nominating committee will present their report for church officers and members of the congregation will be elected to serve on the nominating committee. (G-2.0401)

Special meetings may be called by the session. Such calls shall state clearly the purpose of such special meetings, and business shall be restricted to that which is specified in the call. (G-7.0302)

V. Notice of Meetings

Public notice of the meetings shall be given in printed and verbal form on at least two successive Sundays prior to the meeting. When the meeting is called for the purpose of electing a pastor, the notice shall be given in printed and verbal form at least ten days in advance, which shall include two successive Sundays. (G-1.0502)

VI. Moderator

The pastor shall moderate the meetings. When the church is without a pastor, the moderator appointed by the presbytery shall preside. If it is impractical for the pastor or the moderator of the session appointed by the presbytery to preside, he or she shall invite, with the concurrence of the session, another minister of the presbytery to preside. When this is not expedient, and when both the pastor or the moderator concur, a member of the session may be invited to preside. (G-1.0504)

VII. Secretary

The clerk of session shall serve as secretary. If the clerk is not present or is unable to serve, the congregation shall elect a secretary.

VIII. Minutes of the Meeting

The minutes of the meeting recorded by the secretary shall be attested by the moderator and the secretary, and recorded in the minute book of the session. (G-1.0505) They shall then be posted publicly inside the church.

IX. Quorum for the Meeting

The quorum of a meeting of the congregation shall be the moderator, the secretary and no fewer than one tenth of the active members of the congregation. The secretary shall determine that a quorum is present. Only active members may vote. (G-1.0501) Voting by proxy is not allowed.

X. Incorporation

In accordance with the laws of the Commonwealth of Kentucky, the congregation has caused a corporation to be formed. Consistent with the laws of this commonwealth, both ecclesiastical and corporate business may be conducted at the same meeting of the congregation. (G-1.0503)

XI. Nominating Committee

The congregation shall form a nominating committee in the following manner:

- 1) There shall be seven members on the nominating committee.
- 2) Two of the members shall be elders designated by the session, at least one of whom shall be currently serving on the session and shall serve as moderator of the committee.
- 3) One of the members shall be designated by and from the board of deacons.
- 4) Four of the members, not persons currently serving on the session or in the board of deacons, shall be nominated and elected at the annual meeting of the congregation.
- 5) Members of the committee shall be elected annually, and no member shall serve more than three years consecutively.
- 6) The pastor shall be a member ex officio and without vote.
 7. The nominating committee shall bring to the congregation nominations only for the number of positions to be filled.
- 8) The floor shall be open for nominations at the April meeting. (See G-2.0401.)

XII. Elders

The congregation shall elect eighteen elders divided into three equal classes, one class of whom shall be elected each year at the April meeting for a three-year term beginning the following August. An elder who is elected for a full three-year term shall be ineligible for reelection to the session for a period of at least one year. An elder elected to fill a vacancy shall be eligible for reelection to the session for one full three-year term.

The session, at its August meeting, shall elect an elder to serve as clerk and shall form such cabinets, committees, or other subsidiary groups as necessary to carry out its work. At that same meeting of the session, the session shall annually elect a treasurer. A quorum for the session shall be the pastor or other presiding officer and one third of the elders.

XIII. Deacons

The congregation shall elect twelve deacons divided into three equal classes, one class of whom shall be elected each year at the April meeting for a three-year term beginning the following August. In addition, the congregation shall elect a thirteenth deacon, who shall be under twenty-five years of age, and who shall be elected each year at the April meeting for a one-year term beginning the following August. No deacon shall serve for consecutive terms, either full or partial, aggregating more than six years. A deacon having served a total of six years shall be ineligible for reelection to the board of deacons for a period of at least one year.

Lakeside Presbyterian Church 2019 Annual Report

The board of deacons, at its August meeting, shall elect a moderator and a secretary from among its members and shall form such committees as necessary to carry out its work.

The pastor shall be an advisory member of the board of deacons. A quorum for the board of deacons shall be one third of the members, including the moderator.

XIV. Vacancies

Vacancies on the session or the board of deacons may be filled at a special meeting of the congregation or at the annual meeting, as the session may determine.

XV. Endowment Fund

There shall be established a permanent Endowment Fund of Lakeside Presbyterian Church, controlled by the Session. The fund shall be managed for the Session by the Endowment Committee in accordance with the resolution approved by the Session on November 19, 1997, establishing the Endowment Fund (the "Endowment Fund Resolution"). The principal amount of Living Gifts (as defined in the Endowment Fund Resolution) cannot be used except by action of a two-thirds or greater vote of the congregation when notice of the issue has been given at least two months in advance of the meeting.

There shall be a committee which shall manage the permanent endowment of the church under the direction of the Session. This committee shall also manage special purpose funds assigned by the Session. This committee's responsibilities include determining the amount of available moneys and recommending to the Session appropriate uses of available moneys in the funds. This committee, called the Endowment Committee, shall consist of six members of Lakeside Presbyterian Church who are not currently active Elders or Trustees, divided into three classes of two each, one class elected each year by the congregation at its April meeting, to serve a term of three years beginning the following August. Members of the committee of the classes of 2002, 2003, and 2004 shall be asked to serve until the August meeting of the committee of the year in which their term ends, although this will require service of slightly longer than three years. No member shall serve more than two consecutive terms. A member who serves two consecutive terms may not be re-elected until two years have elapsed from the end of the member's second term. The pastor serves this committee with voice but no vote.

XVI. Amendments

These bylaws may be amended subject to the *Constitution of the Presbyterian Church (U.S.A.)* by a two-thirds vote of the voters present, providing that the proposed changes in printed form shall have been distributed at the same time as the call of the meeting at which the changes are voted upon.

Corporate By-Laws for Lakeside Presbyterian Church, Inc. were also approved on October 21, 2001. Copies of these by-laws are available in the Church Office, and are kept permanently in the Church Record book, as part of the Minutes of the Session.

The Corporate By-Laws describe the Members of the Session as the Trustees of the Corporation and call for an annual election of officers of the Corporation.

Elected Officers

Lakeside Presbyterian Church is governed by the Form of Government of the Presbyterian Church (USA). The **Book of Order** describes the process by which Officers of the church, Elders, Deacons and the Pastors, are elected by the congregation.

The Session

Elders are elected by the congregation in the spring each year to serve a three-year term which begins in August. Elders are limited to one term with a year off before potential re-election. Those shown in the “Class of 2020” will serve through July 2020.

Class of 2020	Class of 2021	Class of 2022
Bert Baldwin	Kae Lee Aschettino	Linda Crutchfield
Wayne Clark	Gary Davis	Mark Guttadauro
Jonathan Jones	Harue Marquardt	Bob Lee
Jim Lohre	Andrea Weickgenannt	Pepper Peale
Valerie Pence	Debbie Williams	Peter Teremi
Marc Zumhagen		Scott Williams

The Session of a particular church consists of not only the elders in active service, but also the pastor or co-pastors and the associate pastors. All members of the Session, including the pastor, co-pastors, and associate pastors, are entitled to vote (**Book of Order**, G-3.0201). Our pastors serving on the Session are:

- Nancy Ross-Zimmerman, Senior Pastor and Moderator
- Louisa W. Umphres, Associate Pastor

Each year at the August meeting the Session elects two officers, the Clerk of Session and the Church Treasurer, who serve for a one-year term. In 2019 the Session re-elected Don Ulmer as Church Treasurer and Tom Hanser as Clerk of Session.

Annually the Session elects two elders to serve as President and Vice-President of the Corporation (Lakeside Presbyterian Church, Inc.). In 2019 the Session elected Wayne Clark as President and Marc Zumhagen as Vice-President. The Church Treasurer (Don Ulmer) is Treasurer of the Corporation and the Clerk of Session (Tom Hanser) is Secretary of the Corporation, by virtue of their offices.

The Board of Deacons

Deacons are elected for a term similar to that of Elders, except that Deacons can serve two consecutive terms.

Class of 2020	Class of 2021	Class of 2022
Lynne Baker	Rosemarie Deye	Missy Davis
Carolyn Bergs	Sherry Dickson	Laura Greiwe
Melissa Koester	Pam Houseman	Gary Jennings
Karen Sherman	Blair Williams	Amy Williams
Ashley Bruce (Youth Deacon)		

Karen Sherman is currently the Moderator of the Board of Deacons, elected by the Board. The Reverend Nancy Ross-Zimmerman serves as staff to the Board of Deacons.