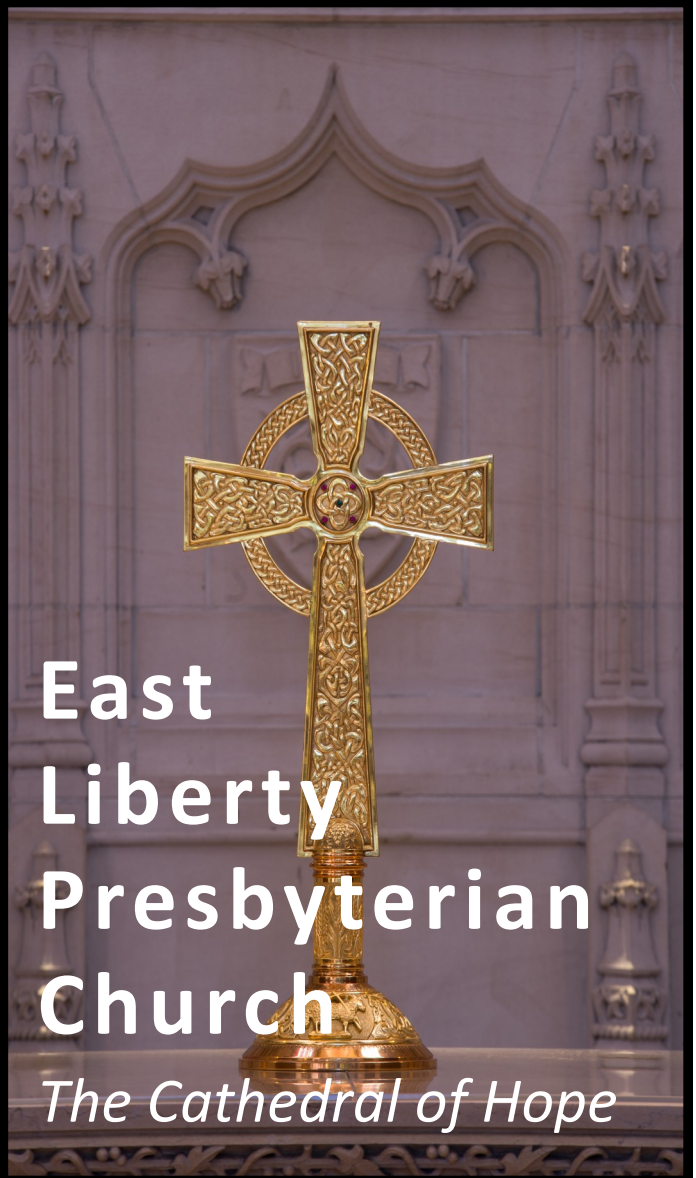


Annual Report 2019

*Full report from the Committees and Groups
of the East Liberty Presbyterian Church*



East
Liberty
Presbyterian
Church

The Cathedral of Hope

TABLE OF CONTENTS

COMMITTEES OF SESSION

Session.....	3
Faith Formation Board	4
Adult Education	5
Children & Family Ministries.....	6
Young Adults Ministries (YAM) & Youth Ministries	7 & 8
Spiritual Life	9
Membership & Outreach Committee	10
LGBTQ Ministry	11
Toy Makers, Sewing, Knitting Groups	12
Mission Board	13
Justice	14
Neighbors	15
Peace	16
Personnel	17
Property	18
Stewardship.....	19
Worship, Music & the Arts Committee.....	20
Music Director & Organist.....	21
Taizé	22

OTHER BOARDS & REPORTS

Centennial Fund	23
Board of Deacons.....	24
Hope Academy of Music and the Arts	25 & 26
Presbyterian Women	27
Director of Operations	28
Facility Administrator.....	29

SESSION

John Buckley, Clerk of Session

Michelle Bard, Deputy Clerk of Session

The Session is ELPC's governing council. It currently consists of 26 Elders (including two youth elders) elected by the Congregation, as well as our three pastors. It meets for regular and substantive meetings most months. Up until mid-2019 it often had special meetings to receive new members and friends; these meetings were discontinued based on the difficulty of obtaining a quorum for them. Electronic voting is used periodically for non-controversial matters, such as to receive new members or approve baptisms. The body, excluding the pastors and youth elders, also is the Board of the Corporation.

In addition to some 25 basic governance activities, such as administering membership, reviewing the work of the Deacons, as well as the two boards and the various committees of session and directing the use of the Centennial Fund, the Session discusses and deliberates how our faith in God and witness to Christ's love can be incarnated in the on-going ministry of ELPC, as well as undertaking matters of strategy and organization viability and growth.

Activity of special note in 2019 included:

1. Completing and obtaining congregation approval of new corporate by-laws and articles of incorporation.
2. Developing and executing the church's bicentennial celebration. There were many very notable aspects from community engagement, to lighting the tower and the grand dinner.
3. Overseeing the completion of the major renovations project, Building our Future. This importantly included the managing of the budget and the funding, as well as celebration of the completion of the work.
4. Considering and deciding to become a Matthew 25 Church, as part of the PC(USA) denomination challenge. This involves our committing to:
 - a. Building congregational vitality
 - b. Dismantling structure racism
 - c. Eradicating systemic poverty
5. Learning to preach! Yes, as part of the session's on-going educational development, the elders were taught the basics of preaching, a role that many elders have been and will in their lives be called on to do.
6. Held difficult and complex discussions regarding caring for our staff and managing the budget and endowment, specifically:
 - a. Session reviewed, discussed and approved a Personnel Committee proposal for adjusting compensation of a number of employees to be better aligned with equity and paying a living wage
 - b. Session reviewed, discussed and approved a Personnel Committee proposal for re-aligning the retirement plans for non-called staff such that pension funds are properly set aside and retirement funding is more viable going-forward, while providing all employees with attractive retirement benefits.
 - c. Session reviewed and discussed significant challenges to the budget performance, especially shortfalls in revenue.
 - d. Including funding for the one third of renovations expenses that were not covered through fund-raising, the funding of the pension, the standard and budget shortfall endowment draws, session oversaw a 19%, \$4.6 million draw from the endowment. Session recognized that most of this large draw is associated with one-time items. However, it also recognized that significant work needs to be done by session in 2020 and beyond to significantly reduce the level of on-going draws in order to sustain the financial viability of the church.

FAITH FORMATION BOARD

Damon Bethea—Chair

Staff: Rev. Heather Schoenewolf, Rev. Mary Lynn Callahan, Sara Hackett, and Kelli Booher

The Faith Formation Board (FFB) is a partnership among Adult Education Steering Committee, Children and Family Ministries, Spiritual Life Committee, and Youth and Young Adult (YAYA) Committee. At least two representatives from each committee or ministry and a staff representative sit on this board.

FFB had its first quarterly meeting in January 2019 and has met quarterly throughout the rest of the year. During its first meeting, FFB drafted the following goals for the upcoming year and provided them to Session:

- Create and launch the Seeds of Faith Library
- Strengthen and formalize channels of communication and collaboration between ministries represented on the Board, and generate collaborative, cross-ministry programming
- Create vehicles for informing the congregation of Faith Formation Board activities and programs

This board has worked on establishing a church-wide spiritual library called, “Seeds of Faith.” This library will have locations throughout the church with the goal of having each church committee to supply readings that will assist anyone looking for spiritual life resources. Susan Spangler continues to lead these efforts with the support of this board. FFB has a goal of having Seeds of Faith up and running during 2020.

As the summer of 2019 approached, FFB discussed the needs of each committee as the fall programming began. These needs were shared with other committees and support for them were provided. This will become a part of the board’s practice moving forward.

During the fall of 2019, FFB worked on a plan to strengthen board communications. Over the course of a couple of quarterly meetings, board members agreed to use One Note (a Microsoft-based online notebook and program tracker) as a tool to house all committee documents and to communicate across committees. Kelli Booher was instrumental in training members on this system.

FFB participated in the Church Life Sampler in the fall of 2019 to make the church aware of its work. Board members will continue to explore additional approaches to keep the congregation informed of FFB’s work.



CHURCH LIFE SAMPLER Event

FAITH FORMATION BOARD—ADULT EDUCATION

Staff: Rev. Heather Schoenewolf

Our Adult Education Ministry Team is a collaborative committee comprised of the facilitators of the Adult Education Sunday morning classes at ELPC. Representatives from Contemporaries, Journey with Scripture, Soul Food and Seekers gather to share details of plans for upcoming classes as well as discern how our shared ministry might best meet the needs of our larger family of faith. 2019 was a year of growth within all of the Adult Ed classes, as each class sought to provide dynamic content while also nurturing a deeper sense of community within our classes. As a team, the facilitators strive to shape classes as unique offerings so that persons with different interests and learning styles might find a church school class home. A joy of 2019 was the intentional visits of the Young Adult Ministries group (YAMS) to the various Adult Ed classes, encouraging young adult members to find a church school home, while also nurturing intergenerational conversation within each of the classes. Additionally, each of the classes settled into their current classroom homes following the completion of the renovations. We remain grateful for the dedicated and gifted ministry of our Church School facilitators and teachers: Contemporaries – Carolyn Russ, Steering Team Chair; Journey with Scripture – Jan Irvin and Lora Bethea; Soul Food – Rev. Joe Hajdu; Seekers – Gwen Puza.



Seekers Class



Soul Food Class



Journey with Scripture Class



Contemporaries Class

FAITH FORMATION BOARD— CHILDREN & FAMILY MINISTRIES

Heather Lawrence & Sherry Anderson, Co-Chairs

Staff: Rev. Heather Schoenewolf and Sara Hackett

The Children & Family Ministries Committee takes great joy in serving all ages of the ELPC community, and especially the younger members of our church family. We are delighted to report significant growth in our young children's ministry, which has led us to re-start the Sunday morning Parenting Class, and also to branch out into special offerings for families with young children, such as the occasional Kindermusik program.

This year we created a safer play space in our enclosed play yard by removing old equipment. We are exploring options on the future design of the play yard.

The theme of Vacation Church School in June was "Who is My Neighbor? Learning to Love Like Jesus". We shared our faith with the children by telling stories, singing, and doing service projects and crafts that explored questions like: What does it mean to be a good neighbor? How do we make sure all of our neighbors are included at God's table?

And speaking of neighbors, our 2019-2020 Church School offering will benefit "Hello Neighbor", an East Liberty based organization that assists refugee families who have come to Pittsburgh by matching them with mentor families to help ease the transition to a new home and a new country.

Have you seen our newly-renovated "Kids' Corner" in the sanctuary? Youngsters are invited to explore its contents during 11:00AM worship – books, coloring papers and other items. Be sure to check the bulletin or "Reaching Out" for Tween Ministry (grades 4-6) activities, which have included trips to Crestfield and sleepovers at church. We are also reorganizing the church library and resources – stay tuned for more information on the new "Seeds of Faith".

The success of our programs relies heavily on our many dedicated volunteers who generously share their gifts and their faith with the children of ELPC. They serve in multiple areas – Sunday morning Church School, Extended Session during worship, the church picnic, rally day receptions, the Christmas Pageant and more. Sound like fun? IT IS! Contact Heather Lawrence or Sherry Anderson if the laughter of children brings you joy, and you'd like to share in our ministry!



FAITH FORMATION BOARD—YOUNG ADULT MINISTRY (YAM)

Kelli Booher, YAM Coordinator

David Carl, Chair and Isaac Degenholtz (Elder Rep)

56 YAMS

Over the year 56 individual young adults (YAMS) attended various events, gatherings, and studies. Of our 56 beloved faces, 18 were new faces that we got to meet and get to know!

21 LOCATIONS

ELPC Young Adults traveled to 21 different locations across and outside of Pittsburgh. Camp Crestfield, Oil Creek, Construction Junction, Friends Meeting House, Raccoon Creek State Park, Dependable Drive-In, an outdoor labyrinth, Kennywood, and a double decker bus tour across Pittsburgh.

14 GATHERINGS

14 times this year we met at ELPC to study, discuss, create art, learn to play bells, play games, sew bags, pin 2,000 pins, eat together and pray together. We gathered in 11 different rooms within the walls of our beautiful church, some for the very first time!

10 MINISTRIES

This year we connected with other ELPC ministries to introduce & strengthen our relationship with the larger life of the church. We were blessed to share moments with the Bell Choir, Contemporaries, the Sewing Group, Spiritual Life, Missions, LGBTQ Ministry, Soul Food, Happy Wanderers, Justice & Open Hand Ministries.

8 STUDIES

Some were a 45 minute Sunday School class, some were 8 consecutive weeks long, but this year we got to dive into the topics of Faith & Finances, Sabbath, Lent, Religion & Racism, Labyrinth Prayer, Loving the Bible Again, Faith Rooted Organizing, and Christmas & Christ.

COUNTLESS

Countless moments of YAMs sharing highs and lows of their life, listening with true concern and space to hold, creating new friendships, helping each other when help was needed, texting to just say hi, inviting one another to spend time together, just showing up and countless moments of laughing at jokes.

1 DAY TRIP WITH 30 ELPC'ers

Thank you to the Happy wanderers for taking a chance on traveling with us and spending 12+ hours together! Hope to do it again in 2020!

Learn more about us on Facebook and Instagram @ELPCyoungadults



YAM & Happy Wanderers—Day Trip



YAM Outing

FAITH FORMATION BOARD—YOUTH MINISTRIES

Sara Hackett, Coordinator of Christian Education and Youth Ministry

David Carl, Chair and Isaac Degenholtz, Elder Rep., Rev. Heather Schoenewolf, Staff

We continue to be blessed by amazing volunteers and teachers and youth who make our youth ministry faithful, growing and fun. Some highlights from 2019 include:

- **Mission trips** – Our Senior High team of 14 served in Pittsburgh with Outreached Arms, Book'em, Goodwill, Ronald McDonald House, Blessing Board, and North Side Common Ministries. The group stayed here at the church and was grateful for the opportunity to see all the ways people love our city and work to make it more just and kind. Our theme was Feeding the World and we looked throughout the week for the ways that God feeds us, through community and scripture. Our Middle School team of 17 served as part of Camp Crestfield's Mission Possible week. We did a wide variety of service projects including work at the camp and around the Slippery Rock community.
- **Club 116** – Club 116 continues to see growth, expansion, and success, especially in the High School group. We are grateful for the MANY volunteers who make this ministry possible – those who work directly with the three different age groups, the meal team, and those who provide meals each week.
- **Church School** – The Middle School and High School Sunday School classes continue to be thoughtful and relationship centered spaces for youth to learn the stories of our faith while asking tough questions about God and our world.
- **Doing Good Together** - Youth from Rodef Shalom and ELPC continue to partner together once a month to serve in our community and learn about each other's traditions of faith.
- **Tween Events** – The youth gather monthly on a Friday night to bowl, play mini golf, play basketball or craft and go on an annual retreat at Crestfield. It is a pleasure to see this group of children who are growing into young adults bring their high level of joy and energy into everything they do.
- **Retreats** – Mission Overnights here at ELPC, the 30 Hour famine, as well as retreats at Crestfield continue to be a fun and meaningful way that our community of youth comes together to build community and explore our faith.
- **Confirmation** – We have 11 confirmands who started the confirmation process in 2019. They participate in two retreats and monthly meetings to explore faith, theology, and church membership along with confirmation leaders and their sponsors.
- **Malawi Mission Trip** – The Youth and Young adult committee helped sponsor the Mission Trip to Malawi and our partner church in Balaka. Eddie Willson and Annabel Degenholtz went as ELPC's missionaries and we are grateful for the stories and wisdom they brought back to our committee and ELPC.
- **Celebrated** — We also celebrated the ministry of Anthony Williams who served as a Youth Worker at ELPC for 18 years. Anthony's dedicated service to youth through club 116, youth events, retreats and Mission Trips has made a lasting impact on the lives of many. In May, Anthony stepped down from this role, as he was promoted to the position of Head of School for The Neighborhood Academy. We are thankful for Anthony's many years of gifted ministry at ELPC, and are excited for the ways in which he will be able to share his gifts at TNA for years to come.



FAITH FORMATION BOARD—SPIRITUAL LIFE COMMITTEE

Rev. Mary Lynn Callahan, Director

Kathy Glass-House, Chair

Spiritual Life Committee

In the first half of 2019, the Spiritual Life Committee continued with programs focused on Resiliency: Spiritual Tools For Our Stressful Times offering programs on *Spirituality, Art Expression & Resilience* in February and *Spirituality, Writing and Resilience* in March. Our Science and Theology track offered 2 programs by ELPC's own Kevin Seybold: *Test of Faith: Does Science Threaten Belief in God?* and *Psychology of Religion*. And our *Heretics, Doubters and Other Saints* continued to meet and ask hard questions in an open and accepting forum. Beginning in September, we switched to our new program year theme on *Spiritual Life Basics: Knowing God and Knowing Self* by offering an opportunity for members of the ELPC family to participate in a revised 8 month long version of the Ignatian Exercises utilizing the Enneagram and the theology of Teilhard de Chardin. Teilhard was also the focus of a Science and Theology gathering and the subject of the very well attended dramatic reading of *The De Chardin Project* presented in November. Heretics, Doubters and Other Saints met in the fall to discuss Scripture and again in December to examine the Incarnation. Weekend-long Silent Retreats were offered off campus in both January and October to give participants an opportunity to grow deeper in their spiritual lives.

Two new labyrinths were added to our collection in May, one that is now our largest and the other, a rainbow labyrinth, which is easier to accommodate smaller spaces. In addition to these special events and programs, the ongoing ministries and programs of the Spiritual Life Committee continued to meet regularly throughout the year: Labyrinth on Mondays and Wednesdays; Centering Prayer as well as Cathedral Yoga on Wednesdays; Mindfulness Meditation on Thursdays and Journey Dance every second Friday.

Rev. Callahan continued to provide spiritual direction for members of the ELPC family requesting it. And, of course, the Prayer and Meditation Room remains open anytime that the building is open. Members of the Spiritual Life Committee are: Kathy Glass-House, Chair, Carla Coles, Shirley Fair, Dawn Morgenstern, Jon Nelson, and Susan Spangler with Rev. Mary Lynn Callahan, staff.



**Dramatic Reading of
The De Chardin Project**



New Labyrinth

MEMBERSHIP & OUTREACH COMMITTEE

Scott Richardson-Eckes & Nick Genger-Boeldt, Co-Chairs

Staff: Rev. Randy Bush

Membership and Outreach (M&O) had another exciting year, with 51 new members and 13 new friends joining our congregation in 2019. The committee provided support for five series of Inquirers' classes and hosted a reception during the Fellowship Hour on each of the Sundays when new members joined. To fellowship with these new members the committee also hosted a luncheon, a brunch, and a cider tasting during the year.

In addition to these new member events, the Membership and Outreach served as the coordinating committee for the Church Life Sampler, which was well attended in terms of sponsored tables, participants, and visitors.

Membership and Outreach is also home to our Church Tour program. This year we hosted 25 Open Church Tours and 10 Private tours (including university students, and local businesses, as well as a group of Chinese Diplomats). We have six experienced tour guides (Jo Ellen Aleshire, Carla Depperman, Steve Evrard, Penn Hackney, Tom Morton, Bob Starzynski, and Tim VanFleet). 432 members and individuals from the community participated in tours this year. The tours not only allow the congregation to share the magnificence and beauty of the Gothic and Romanesque architecture, it provides a forum to discuss the Christian Faith, Presbyterianism, and the diverse body of believers who share the space, embracing each other with radical hospitality.

M&O is also the home for Happy Wanderers, a group offering fellowship opportunities for seniors. 9 Happy Wanderer events took place in 2019, including outings to Phipps Conservatory, Mountain Playhouse, and Apple Hill Playhouse, as well as a tour on the Gateway Clipper. For one event Happy Wanderers teamed up with our Young Adult Ministry for an exciting trip to Titusville, PA to ride through the valley on the Oil Creek & Titusville Railroad.

In 2019, Connections continued to support informal fellowship by encouraging members to gather for simple meals and great conversation. All members are invited to participate. If you're interested M&O will help you find a group.

Other active groups within M&O include: LGBTQ, Toymakers, and the Knitting and Sewing Groups, all of which had a productive year. The LGBTQ ministry participated in two Pride Marches during the month of June. One of our Knitting Groups has been working with the charity group, Knitted Knockers to support survivors of breast cancer. And the Sewing Group continues to work on projects for men and women in Guatemala.

Finally, the churches advertising, newsletters, and website communications are housed within the Membership and Outreach Committee. Our Facebook page has grown to include 2,305 followers and we have 631 subscribers on our YouTube channel. Please, like and subscribe!

M&O Members are—Sheryl Austin, Sue Bailey, Lynne Chadwick, Carla Coles, Molly Davidson-Welling, Carla Depperman, Martha DeMarzi, Andrea DeVries, Mary Evrard, Shirley Fair, Nicholas Genger-Boeldt, Elaine Phillips, Janet Pollard, Gwen Puza, Scott Richardson-Eckes, Betty Rieley, Kimberly Schriver, Elizabeth Urbaitis



**December,
2019
Inquirers Class**

MEMBERSHIP & OUTREACH—LGBTQ

Wil Forrest, LGBTQ Coordinator

ELPC's Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ) Ministry returned to its roots this year of focusing more on its members and their spiritual development and education. We continued to welcome self-identified LGBTQ Christians and their allies. This Ministry still steadily draws a significant number of participants who are members at other churches or have no church affiliation, but come to ELPC due to the welcome and acceptance they feel as part of this Ministry. It is a place of connection and sanctuary for many. Our monthly spiritual gatherings drew an average of 18 participants in 2019 with about 15% of the participants this year being new to the ministry.

Some ministry highlights from 2019:

- We had discussions of themes from Matthew Vine's *God and the Gay Christian* at our spring monthly spiritual gatherings.
- In July, Pastor Mary Lynn led us on a meditative walk on our new rainbow labyrinth.
- We supported ELPC's Full Inclusion Subcommittee (of the Justice Committee) as they planned ELPC's participation in Pittsburgh Pride events. ELPC shared a booth at Delta Foundation's PrideFest with other inclusive PC(USA) congregation around Pittsburgh. Marched in the People's Pride and Delta Pride Marches in June. Hosted an ELPC booth at People's Pride in the Park. Then in July, ELPC again worked with Black Pride Pittsburgh to co-host their Family Game Day at ELPC.
- In December, we had our annual retreat at the home of Michele and Henk Bossers when we focused on Advent and expectant wishing. Different members of the group led worship, creative response time and meal time.
- Continued LGBTQ visibility was offered by a bookmark in the pews with an inclusiveness pledge and ministry information, announcements in the bulletin every week, colorful tie dyed Ministry t-shirts, tabling events, etc.
- We introduced new "pronoun pins" found outside worship spaces as we sought to promote the use of preferred pronouns in regular discourse in our church community as to be welcoming and inclusive of all.
- We sought to be hospitable to new members of our community as well as to Renaissance City Choir members and other members of the LGBTQIA community who we were able to connect with this year in and around ELPC.

I offer my sincerest gratitude to all the many members of our congregation who supported the LGBTQ Ministry this year. I look forward to serving the congregation, our community, and God in this new year and beyond.

Respectfully submitted by Wil Forrest, LGBTQ Ministry Coordinator



MEMBERSHIP & OUTREACH COMMITTEE

Sub-groups—Toymakers and Knitting & Sewing Groups

Toymakers—Mike Anderson, Coordinator

Our compact but enthusiastic group had another productive year. We produced and distributed about 250 toys. Again this year, our primary recipients were Sojourner House and the Women's Shelter of Pittsburgh.

A special bonus for us this year was sending a large shipment of toys with Eddie Willson and his high school contingent on their mission trip to Malawi. Those toys found their way to an orphanage and were well-received, Eddie told us.

Toys also were sent on a medical mission to Guatemala in which ELPC member Tim Van Fleet was a participant.

A special project in 2019 was construction of Noah's arks for the annual toy sale. ELPC members were typically generous at the sale and contributed more than \$700 to our treasury, which is shared by the Sewing and Knitting groups. We are most grateful for the church's support of this ministry.



Knitting & Sewing Groups—Diane Jackson, Coordinator

The knitting group has continued to knit afghans for graduating seniors, baby blankets, and prayer shawls this past year. We made some scarves for the toy sale and for the clothes closet. We also made some bears for Jeremiah's Place.

The sewing group continued to make bags for the Living in Liberty project and dignity robes for the cancer center. We also constructed, along with the Presbyterian Women's retreat group, corn bags for the Alzheimer's unit at Canterbury Place. We have also made angel gowns for stillborn infants. We are working on eyeglass cases for a medical mission to Guatemala.



MISSION BOARD

**Becky Gloninger & Katie Haas-Conrad (as of May 2019) and Emily Rosenthal (until May 2019)
Rev. Patrice Fowler-Searcy, staff**

In 2019, The Mission Board (MB) continued its focus on systemic racism and led the movement for ELPC to become a PC USA Matthew 25 congregation while also attending to the responsibilities of funding and supporting mission ministry initiatives.

Changes in the board: Jim Eng stepped down from Mission board after many years of faithful service, but is continuing as a member of the Neighbors committee and Jon Walker stepped down from Mission board and the Peace committee after many years of faithful service; the board welcomed Ray Anthony, Session Elder, Alysha Carroll, at-large member and member of FSR team, Becky Gloninger, co-chair Mission board, Katie Haas-Conrad, Session Elder and co-chair of Mission Board, Russ Walker, Session Elder and chair of the Peace committee.

The three foci of becoming a PC(USA) Matthew 25 congregation are Building Congregational Vitality, Dismantling Structural Racism, and Eradicating Systemic Poverty. To begin educating the congregation about this initiative, there have been monthly information articles in the Reaching Out.

Facing Systemic Racism (FSR) continued in 2019 led by a committed FSR planning team made up of 12 interested congregation members, MB members and ELPC members of the Presbytery's Anti-Racism Transformation Team (ARTT). FSR led a six-week Lenten series on the Belhar Confession. The summer film series featured films relating to the different Mission Board committees with a focus on FSR. In the fall FSR led a three session Racial Autobiography workshop series with attendance of over 20 people for each session. 75 people including 20 international visitors attended a Racial Wealth Gap simulation.

The Environmental Team of the Justice committee led the congregation-wide Earth Care Challenge to encourage members to take new actions to help combat climate change. 77 people participated and a bulletin board was made to showcase photos of members holding a sign listing their commitments. The team also worked to prepare the Earth Care Congregation application to be submitted in early 2020.

The Mission Board continues to financially support organizations, ministries both locally and globally who carry out the mission of helping those in need or times of crisis and conflict. Our mission co-workers this year were Chenoa Claire and Paula Cooper.

Other activities:

October Mission Month: Weekly Sunday event topics focused on justice issues related to: Immigration, Gender, Economics, and the Environment.

The Chapel Market Free Clothing Ministry: Supported this ministry comprised of 20+ steady volunteers, led by ELPC Mission Assistant, Gerald McClendon and Linda and Harold Deiss. About 330 customers are registered. Chapel Market welcomes each Monday 25 - 35 shoppers; a lesser amount shop on Thursday evenings. We have noticed an increase of local social service agencies sending clients to shop, including recent refugees, people in recovery and residing in shelters.

Ecumenical Advocacy Days Conference, Washington DC; sponsored 2 congregation members to attend and report on this conference and PC (USA) Office of Public Witness pre-conference. The theme was "Troubling the Waters for Healing the World".

Much of the work of the Mission Board lies in its three committees: Peace, Justice, and Neighbors.

Mission Board Members:

Ray Anthony (Session representative); Frank Bauerle (at large, OHM Board representative); Alysha Carroll (at-large, FSR); Carol Chonoska (Justice Chair, FSR); Peta Harrigan Cole (PW Representative, FSR); Ryan Booher (at-large); Jim Eng (Neighbors Co-Chair); Becky Gloninger (Mission Board Co-chair); Katie Haas-Conrad (Mission Board Co-chair as of May 2019, Session representative); Emily Rosenthal (Mission Board Co-Chair until May 2019, FSR); Susan Spangler (Deacons representative); Tim Van Fleet (Neighbors Co-Chair, Session representative); Russ Walker (Peace Chair, Session representative); Rev. Patrice Fowler-Searcy (staff)

MISSION—JUSTICE COMMITTEE

Carol Chonoska, Chair

The Rev. Patrice L. Fowler-Searcy, Staff

Goals for 2019 Events we participated in or supported this year

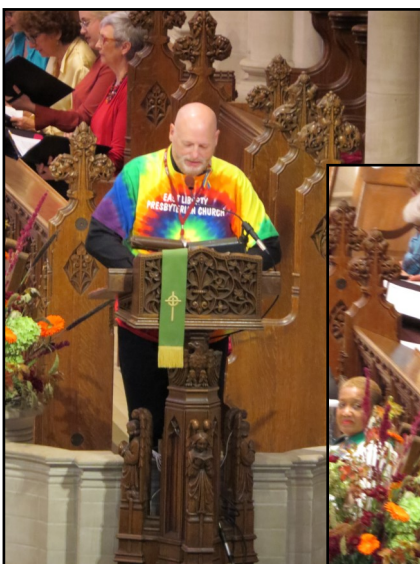
To represent ELPC in the GLBTQ community by participating in community events and increasing congregational participation. Congregation participated in Delta's Pridefest and March; People's Pride, and Black Pride. We sponsored a film in the Reel Q film festival, sponsored a dinner for Shepherd Wellness.

To ensure the sustainability of Casa San Jose and expand our support of their services. Several of our members are teaching and leading English Conversation classes for CSJ. The number of classes was increased from 2 - 4, with 6-15 people in each group. We gave seed money to CSJ to begin a bail fund relief from the immigrant detention center. We implemented a post-card writing to legislators demanding an end to family detention at our borders. We used Chapel Market to support CSJ clients' needs.

Improve and expand our support of the HOPE program at the Allegheny County Jail. Sponsor for HOPE fundraising dinner, including expansion of the new Diversion program. We are collecting reading materials for ACJ each month. Engage in learning about impacts of mass incarceration/reform through Healing Communities training, discussions with Pittsburgh Theological Seminary programs and the Jewish Community Center.

Develop environmental awareness, education and congregational engagement in environmental stewardship of our earth. We initiated a six-month Earth Care Challenge - engaging 75+ households in making pledges to change their own habits and commitments to sustainable environmental practices. We sponsored a renewable energy fair for the congregation and aided the property committee in selecting a renewable energy source for the Church.

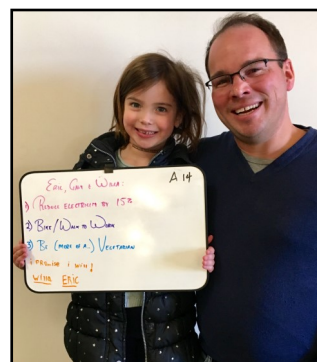
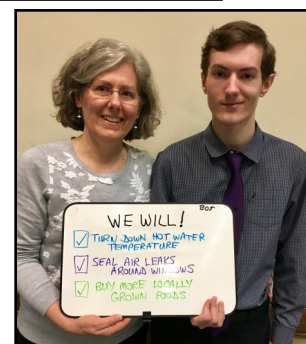
Members: Sherry Anderson, Michele Bossers, John Buckley, Lucy De Barbaro, Carol Chonoska (chair), Katelyn Dougherty, Linda Harrington, Katie Haas-Conrad, Nancy Heastings, Judy Mancini, Cynthia Peterson, Janet Pollard, Vivienne Selia, Kay Shissler, Susan Spangler, Evelyn Welling



Pride Sunday



Environmental Awareness



MISSION—NEIGHBORS COMMITTEE

James Eng, Tim VanFleet, committee Co-Chairs

The Rev. Patrice L. Fowler-Searcy, Staff

The Neighbors Committee focuses on *doing* God's work to serve our neighbors in the spirit of understanding and love. Here are the highlight activities from 2019.

1. **East End Cooperative Ministry (EECM):** EECM is dedicated to helping vulnerable adults and at-risk children and youth. ELPC members served dinners to residents of EECM's homeless shelter several times a month, and hot breakfasts on the second, fourth and fifth Sunday of each month.
2. **Open Hand Ministries (OHM):** OHM works towards developing a diverse community based on financial wellness, equity creation, and home-ownership. ELPC volunteers participated in rehabilitating three houses, attending and providing food for OHM Circles dinners, and fund-raising efforts.
3. **Southwest Goodwill Interview Go-bags:** The SW Goodwill agency started an initiative to provide bags to individuals preparing for job interviews. We purchased toiletry items, and children from ELPC's Christian Education program assembled over 60 bags.
4. **Larimer Healing Garden:** The garden is a vision of resident advocate, Betty Lane. It will serve as a neighborhood sanctuary for physical and spiritual healing. The committee provided a financial donation, and children from ELPC assisted in a Saturday group work-day.
5. **Sharing the Bread:** ELPC volunteers distribute donated bread and pastries to agencies such as EECM, Las Casas, Sojourners House and ELPC.
6. **Ongoing Community Support:** We continue to support other community initiatives and agencies such as the Neighborhood Academy, Arts in the Summer Garden, Partners 4 Work's Choice Neighborhoods Project, OHM Family Fund care.

We welcome volunteers to help in any way they can, whether occasionally or frequently on a regular basis. Serving others is a wonderful way of knowing people, both within the ELPC and outside. Please contact Tim VanFleet, Becky Gloninger or Rev. Patrice to join us!

Members: Becky Gloninger, James Eng, Tim VanFleet, Nancy Heastings, Pat Krimmel, Emily Rosenthal, Ted Cmarada, Susan Spangler, Henry Petrilli, Jon Nelson, Rev. Patrice Fowler-Searcy.



Serving breakfast and dinners at EECM

MISSION – PEACE COMMITTEE

Russell Walker – Chair

The Rev. Patrice L. Fowler-Searcy, Staff

The Peace Committee seeks to promote peace in our local and global communities through prayer, education, involvement and advocacy in response to the Gospel.

- Participated in the Mission Summer Film Series viewing the movie BlackKlansman a continuation of the ongoing Systemic Racism series. The Committee also hosted the commissioning service for the delegates participating in the pilgrimage to Malawi and supported two ELPC members who participated.
- Participated in the church-wide sampler
- Supported pilgrimage to Malawi for two ELPC members
- Prepared a position paper on gun violence for Session consideration in response to the mass shootings in Pittsburgh, Cincinnati, and El Paso
- Hosted a forum on the problems in Sudan and South Sudan
- Hosted a presentation by Valerie Dixon on serving the needs of victims of violence when Representative Ed Gainey was unable to attend. Also sponsored the sending of postcards in support of Gainey's bill to ban military weapons.
- Continued our financial support for Malawi and South Sudan (International Partnership) and Forman Christian College in Pakistan. In addition, we made contributions to flood relief in South Sudan, Conflict Resolution, and the Center for Victims.

The Peace Committee will continue to advocate on behalf of peace issues as they arise and endorse/participate with other peacemaking groups throughout the year. All are welcome to our bi-monthly meetings.

Peace Committee Members: Peta Harrigan Cole, Derek Harrigan, John Jordan, Pepo Mazingi, Gwen Puza, Kay Shissler, Ron Stone and Russ Walker. Staff: The Rev. Patrice L. Fowler-Searcy

Respectfully submitted,
Russell Walker, Committee Chair



ELPC Malawi Team—Eddie Willson & Annabel Degenholtz



Our support to Malawi

PERSONNEL COMMITTEE

Brittany Krieger and Mark DeWitt Co-Chairs

Staff: Rev. Randy Bush

The Personnel Committee (PC) would like to start this report by thanking every member of staff for their meaningful and diligent work during the church's bicentennial year. We, on the Personnel Committee, recognize the additional effort that was put in to not only accomplish the routine and ongoing activities of the church, but to also carry out the bicentennial work to facilitate events, create performances, and support the people and families that chose to commemorate ELPC's 200th year. We could not have accomplished such a celebration without your hard work and we thank you for being positive and supportive members of our community.

In 2019, the committee focused on providing better support and guidance to the ELPC staff by evolving our church practices. To affirm ELPC's commitment to inclusion, personal development, justice and stewardship, we implemented the following:

Revised Policies

Three new policies were added to the Personnel Handbook to document standards of behavior that align to ELPC mission and HR best practices. Approved by session and reviewed by Brotherhood Mutual Insurance, the handbook now includes a Discrimination and Harassment policy, a Diversity Policy and a Policy and Procedure Regarding Allegations of Sexual Misconduct. Thank you to PC members for authoring and managing these additions.

Updated Job Descriptions

Historically, some staff job descriptions were determined on an ad hoc basis, with no formal guidelines and/or structure. The Personnel Committee feels that consistency and clarity are necessary elements to proper compensation and responsibilities. Debbie Banton, Facility Administrator, worked to create new formal job descriptions for Hospitality, Maintenance and Facility employees to better align job expectations with the evolving needs of the church.

Living Wage and Compensation Structure

In addition to the revised job descriptions, the compensation tied to those positions was evaluated, and a salary structure was created. This became a foundation of fair and equitable compensation which has resulted in all ELPC employees earning a living wage or better. The Personnel Committee will continue defining compensation structures for other positions within the church in 2020. Significant effort and analysis went into this exercise; thank you to PC members, Wil Forrest, Debbie Banton and Steve Massey for your input and expertise.

Retirement Benefits

The staff retirement plan transitioned from a defined benefit (pension plan) to a 403(b) defined contribution plan. PC members along with the PCUSA played an instrumental role in managing the transition by effectively communicating the new plan, educating employees about the plan and assisting with enrollment.

As expected, 2019 was a significant year of transition at the church. In the coming year, the Personnel Committee will continue the work to ensure that all employees feel safe, trusted, valued and proud to work at East Liberty Presbyterian Church.

Personnel Committee: Diana Armstrong, Bill Buchanan, Mark DeWitt (Co-Chair), Emma Johnson, Brittany Krieger (Co-Chair), Chris Martin, Alan McIvor, and Nicole Molinaro-Karaczun. Staff: Rev. Randy Bush.

PROPERTY COMMITTEE

Charles Krimmel, Chair

Staff: Rev. Randy Bush, Wil Forrest, Debbie Banton

The big event of this year was the luminous lighting of the cathedral tower to stupendous effect, as the crowning final project of the Building Our Future renovation. The inaugural lighting was one of the many celebratory events to mark the church's Bicentennial and was a fitting image for closing out the renovations and looking towards the future of the church. Along with the sustainably focus of the renovations, we have switched to an 100% renewable electricity provider and also deployed green cleaning products for housekeeping efforts. In ongoing maintenance for the property, you may have noticed the newly replaced/repared concrete sidewalks and curbs around the full block of our property in your comings and goings from worship and events. Additionally, we have installed air conditioning for the Nursery rooms so that the youngest members of the congregation can more comfortably enjoy their time and learning in the summer months. Finally, a bench was installed at the bus stop on the corner of Highland and Baum, to offer hospitality to all.



EAST LIBERTY PRESBYTERIAN CHURCH
Building History

East Liberty Presbyterian Church
Extending radical hospitality to all

Our legacy of Presbyterian ministry in East Liberty spans over 200 years and involves five different buildings.

 Building 1 dedicated 1819	 Building 2 dedicated 1848	 Building 3 dedicated 1864	 Building 4 dedicated 1888	 Building 5 dedicated 1935
---	---	---	---	---

Pennsylvania was the second state to ratify the constitution, doing so in 1787. Two years later the first American Presbyterian General Assembly convened in Philadelphia, and then in 1794, Pittsburgh itself was incorporated as a town with a population of about 1000. Jacob and Barbara Negley owned large tracts of land in what is now East Liberty, and they built a comfortable frame school on the plot of land at the intersection of what is now Fern and Highland Avenues. Occasional religious services were held there until, on April 12, 1819, a group of 89 subscribers pledged \$1562 for the construction of the first church building for East Liberty Presbyterian Church. The Negley family generously deeded one and one-half acres of property to the church. Over the years, the congregation of ELPCC continued to outgrow its worship spaces, necessitating ever larger churches to be erected on the property. In 1930, Richard Beatty Mellon (a grandson of Jacob and Barbara Negley) along with his wife, Jennie King Mellon, approached the church officers seeking to erect a church of "cathedral proportions" in honor of their parents. Ralph Adams Cram was the architect chosen to design our current church. He said this about ELPCC: "Of all the cathedrals and churches I have built, this is my masterpiece. This church has been the most profound spiritual experience of my life."

East Liberty Presbyterian Church is a diverse, welcoming, inclusive and socially-justice congregation. "We show God's unconditional love by providing a refuge for spiritual growth, orderly pursuing justice, and extending Christ's radical hospitality to all." (Mission Statement)

WWW.ELPC.CHURCH



STEWARDSHIP

Dee Giffin Flaherty, Chair

Rev. Randy Bush, Staff

The theme for the 2020 stewardship campaign was IMPACT. Each and every gift to ELPC creates an impact that allows us to do God's work in our church, our community and the global world. We are guided by the words from Matthew 18:20: "Where two or three are gathered in my name, I am there among them." No matter how few are gathered, God is with us and we can share the impact of God's love.

The Process:

- We sent stewardship letters and pledge cards to all ELPC members. We also added a tri-fold brochure that illustrated the many ways that pledges IMPACT our church.
- Committee members shared a minute for mission about stewardship during four weeks prior to Stewardship Sunday.
- Stewardship Sunday was November 10. The congregation celebrated by bringing their pledge cards to the front of the sanctuary while our children carried the food donations forward.
- We sent follow-up letters with handwritten notes to all members who pledged for 2019 but had not yet pledged for 2020.
- Lis Bischoff-Ormsbee, Megan Ormsbee and Randy Bush shared their *amazing* musical gifts during the 11:00 service on Dec 8 as a thank you for all the pledges.
- We made phone calls to those who had pledged in 2019 and had not pledged in 2020. Our hope was to touch base and to make sure that these members were doing okay and to invite their pledges if that was a possibility.

The Outcome:

- As of Jan 27, we have received 254 pledges with a total amount of \$762,678.32 pledged. The average pledged amount is \$3002.67.
- It is possible that a few more pledges will be submitted.
- The 2020 budgeted amount for pledges is \$765,000.

Stewardship Committee: Dee Giffin Flaherty, Tiffany Suder, David Carl, Laura Ristau, Lis Bischoff-Ormsbee, Adam Clevenger

WORSHIP, MUSIC & THE ARTS COMMITTEE

Steve Evrard, Chair

Staff: Rev. Randy Bush and Dr. Ed Moore

In 2019, the Worship, Music and the Arts Committee strived to offer church members, friends and visitors a welcoming and uplifting worship experience, and opportunities for spiritual nourishment through the mediums of music and other arts.

Highlights of the past year include:

Worship

- The church experienced a slight decline in attendance in 2019. The weekly worship attendance averaged 398 worshippers as compared to an average of 420 in 2018.
- The church honored its bicentennial with the following special services:
 - May 12th Two pieces commissioned for and performed by the Handbell Choir, and dedication of new labyrinths for the Spiritual Life ministry
 - May 19th Bicentennial Worship Service featuring past staff and friends and an Anniversary Choir
- The church continued to offer and refine streaming of the 11:00 am and summer services on Facebook.
- Worship services in October supported A Month of Missions by featuring
 - Oct. 6th – World Communion Sunday, Peace & Global Witness Offering, and Immigrant Justice.
 - Oct. 13th – Full Inclusion Sunday/Gender Justice Sunday
 - Oct. 20th – Economic Justice Sunday
 - Oct. 27th – Environmental Justice Sunday
- The 5th annual Blessing of the Animals service led by the Rev. Joe Hajdu and the Rev. Tony Richardson-Eckes was conducted on October 5th.
- Guest Preachers for the 11:00 am service included the Rev. Dr. Diane Moffett, the Executive Director of the Presbyterian Mission Agency, and the Rev. Tony Richardson-Eckes. Guest Preachers for the Journey Worship Service included the Rev. Ing Kalchthaler, the Rev. Terri Pennybaker, and Samantha Coggins, ELPC intern.
- The church successfully transitioned summer worship services to the Garth for the span of the 1st Sunday in August through the 1st Sunday in September with the remaining summer month service held in the sanctuary.
- The late service for Christmas Eve successfully transitioned to a 10:00 pm start time.

Music

- Please see Dr. Edward Moore's Music Ministry report for highlights of ELPC's music ministry in 2019.
- Congratulations to Michael Warren for his second successful year as Music Director of the Journey Worship team!

Church Tours

- A total of 35 church tours were conducted in 2019 including 10 tours conducted for private parties from the community at large. The tours consisted of Tower Tours, Sanctuary & Chapel Tours, Underground Tours, Stained Glass Tours, Trinity Chapel Tour and Exterior Tours. A total of 433 people participated in the tours in 2019!
- Henk Bossers created a Stained Glass printed brochure that he compiled from archived documents.

Volunteers

The committee gratefully acknowledges the efforts of many volunteers in serving to support our worship services, music and art and tours of the church. These include:

- Ushers/Greeters – coordinated by Sherry Anderson, Tom Morton, Carla Depperman, Laura Ristau, Becky Gloninger and David Carl.
- Beadles – coordinated by Matt Stufft
- Acolytes & Crucifers – coordinated by Sara Hackett
- Communion Servers – coordinated by Steve Evrard
- Communion Preparation – completed and coordinated by the Board of Deacons.
- The Journey Worship Committee – Chuck Lukehart, Judy Roberts, Steve Evrard, and Lora and Damon Bethea.
- ELPC Tour Guides – Tim Van Fleet (coordinator), Penn Hackney, Carla Depperman, Steve Evrard, Tom Morton, Bob Starzynski, and Jo Ellen Aleshire.

ELPC MUSIC MINISTRY

Dr. Edward Alan Moore – Organist/Music Director

Worship Highlights

- *The Brass Roots* - Our resident brass ensemble joined us for worship six times throughout 2019: March 3, April 21 (Easter), May 19, September 8 (Rally Day), November 24, and the Christmas Eve 10:00 PM service.
- *New Handbell Pieces* – Two new arrangements were commissioned from composer Neil Harmon and premiered by the ELPC Ringers on May 12.
- *Anniversary Choir* – Many former choir members and guests joined the Chancel Choir for a special anniversary choir on May 19.
- *Renaissance City Choirs* – RCC and their new artistic director, S.C. Toe, joined the Chancel Choir for Full Inclusion Sunday on October 13.
- *Reformation Sunday* - Palmer Shonk returned as our guest bagpiper on October 27.
- *Guest Organist* – Joshua Beck, the son of The Rev. Philip and Christa Beck from First United Presbyterian Church in Tarentum, and an organ student of Dr. Ed Moore, played the postlude on November 17.
- Two new donated grand pianos were moved in to the Chapel and the Social Hall. The Steinway piano in the Chapel will be used for services and concerts, and the Kawai piano in the Social Hall is played every week by Michael Warren for the Journey Service.

Cathedral Concerts

The first half of 2019 concluded the 8th season of *Cathedral Concerts*.

- January 5, 2019 - *Chatham Baroque*. Pittsburgh's premiere Baroque Ensemble returned to perform their annual trio program in the intimacy of the ELPC Chapel. This concert was rescheduled from November 17, 2018 due to illness.
- March 24, 2019 - *From One Generation to Another - A Celebration of the Psalms*. Featured on the program was the premiere of a new composition by jazz vibraphonist and composer Cecelia Smith.
- April 14, 2019 - *Arsenal Duo* – organist Edward Alan Moore and pianist Nathan Carterette. Featured on the concert was the first movement of Tchaikovsky's first piano concert and George Gershwin's iconic *Rhapsody in Blue*.
- May 24, 2019 – The Brass Roots and Dr. Ed Moore presented a *French Feast* of music for brass ensemble and organ by French composers.

The 9th season of *Cathedral Concerts* opened in the second half of 2019.

- September 29, 2019 - *Deanna Witkowski Trio*. Pianist Deanna Witkowski was joined by Daniel Foose on bass and Scott Latzky on drums.
- November 3, 2019 - *Requiem* by Gabriel Fauré. The ELPC Chancel Choir was joined by strings, horns, harp, and organ for Gabriel Fauré's serene and uplifting *Requiem*.
- November 9, 2019 - *Sweet Jazz with Mike Tomaro*. Pittsburgh jazz legend and ELPC favorite Mike Tomaro brought his combo to the Social Hall for an evening of jazz favorites and sweet desserts.
- December 13, 2019 - *Christmas in East Liberty*. This East Liberty tradition closed out 2019 in grand style with The Brass Roots, conductor Lance LaDuke, organist Edward Alan Moore, and the ELPC Chancel Choir.



Bell Choir



Christmas in East Liberty
Choir

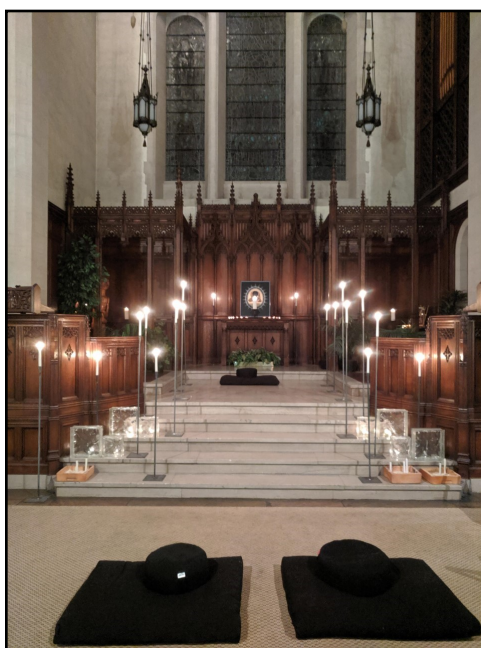


Anniversary Choir

Taizé Ministry

Rev. Mary Lynn Callahan, Minister of Taizé Prayer

Every Wednesday evening at 7:00, the Taizé service has provided an opportunity for members of ELPC and the broader community to gather in prayer, song and silence. It is a service which attracts both members of ELPC and people from the community who are not connected with ELPC in any other way. Several times throughout the year, the service also included a very moving procession through the narthex, sanctuary, and Trinity Chapel. These processions have included sung Taizé prayer, visual reminders of the Biblical stories and rituals of faith and community. In 2019, Processions were offered for Epiphany, Holy Week (Stations of the Cross), All Saints (with a moment of silent candlelight remembrance in the Trinity Chapel), and Advent (with prayer and ritual around the manger in the chancel). The Taizé service has been a part of ELPC for over 25 years and is known well beyond Allegheny County. Rev. Callahan has had calls from churches as far away as Texas and Massachusetts and visitors from around the county, West Virginia and Maryland all seeking advice on beginning a Taizé service.



CENTENNIAL FUND

Bryan Lawrence, Chair

The Centennial Fund was established in 1919, on the one hundredth anniversary of the Church, to provide a financial endowment for the Church and the generations to follow. It is overseen by the Centennial Trustees, some of whom are elected by the Session, others by the congregation.

The vast majority of the endowment funds are invested in publicly-traded securities with a target allocation of 70% in stocks (large-cap, small-cap and international stocks) and 30% in bonds/fixed income investments, and are managed by Arthur J. Gallagher & Co. The value of the endowment under management by Gallagher as of December 31, 2019 was \$23,884,512.

In addition to the professionally-managed portion of the endowment, \$250,000 has been loaned to East Liberty Development, Inc. (ELDI) to support ELDI's housing rehabilitation efforts in the East End, and \$200,000 has been invested with the P.C.(USA)'s Investment and Loan Program (PILP) in connection with the loan PILP made to the church as part of the recently-completely renovation project. The Centennial Trustees have also earmarked up to \$1 million for possible investment in the local community pursuant to its Community Investing Criteria. Currently, the Centennial Fund has one such investment – a \$350,000 loan to ELDI, which as of the end of 2019 had an outstanding balance of \$6,344.

Taken together, the total amount of the endowment, including the amounts loaned to ELDI and invested in the PILP program, was \$24,340,856 as of December 31, 2019, which is up about 0.4% from the end of last year, when our total endowment was \$24,237,948.

During this past year, however, three significant one-time events occurred that negatively impacted the endowment. First, the Centennial Fund forgave a loan in the amount of \$1,362,000 (including interest) that had been made to the church in 2017 to help fund the renovation project. Second, \$1,500,000 from the Centennial Fund was used to repay the money the church had borrowed via the PILP loan in 2017. Finally, \$220,311 from the Centennial Fund was used to establish the new 403(b) retirement program for church employees. (**Note:** The money used to pay off the PILP loan was partially offset by the fact that the church deposited \$168,000 in the Centennial Fund from money previously contributed to the renovation project (from both foundations and the congregation) and will continue to do so with all future renovation-related contributions, which are anticipated to be \$300,000-\$400,000. Plus, in January 2020, the P.C.(USA) returned the \$200,000 investment that the Centennial Fund had previously made in the PILP program, as noted above.)

That portion of the endowment managed by Gallagher had an overall return of 21.46% for 2019, which was up significantly from our (-4.90%) return in 2018, and thus allowed us to actually increase the amount of the endowment, notwithstanding the one-time payments described above. The cumulative annual returns over the past three-year and five-year periods have been 10.24% and 7.79%, respectively. Despite its strong performance last year, the endowment slightly under-performed as compared to its benchmark, but it has out-performed the benchmark during the past three and five year periods.

The chair wishes to thank all of the Centennial Trustees for their dedicated service this past year. Centennial Trustees: Mark DeWitt, Roberta London, Pam Walaski, Bob Starzynski and Allison Seidel. Staff: The Rev. Dr. Randy Bush, Pastor, and Deborah Marx, Financial Administrator.

Board of Deacons

Doug Cooper and Matt Stuftt, Co-Moderators

In 2019 the Board of Deacons has continued what have become traditional elements of its ministry: preparing communion trays, serving as Deacon on Duty at Sunday services, the pre-Christmas event at 10,000 Villages, an annual picnic, programs on holistic wellness, the autumn international meal, and arranging for ca. 200 gifts for ca. 100 children with the Giving Tree. The annual winter shelter meal, which we used to sponsor at East End Cooperative Ministries, is now being held each year at the Northside Common Ministries. Now in our second year of working with that truly wonderful organization, we believe we have found a better working partner, and in this year we will be sponsoring a second meal the coming September.

Beginning in December of 2018 and once again this year, we have initiated a new event, which we call, Blue Christmas. We see this vespers service as a chance to reach out to those members of our church and others around the city for whom Christmas may be a time of sadness and needed healing. The response to these events has been truly heartfelt.

This year has been one of seeking ways become better stewards of our environment. Some members have been involved in helping individuals in our congregation to make pledges for changing daily habits in small, but significant ways, and in making small changes in church practices such as moving to the use compostable cups at communion.

Over the past several years, the Board has been experiencing some attendance and participation problems. We have discussed this within the board, and have made an effort in our contribution to the Officer nominating process to ensure that upcoming new members are more clearly apprised of the responsibilities entailed in serving as a deacon.

Hope Academy of Music and the Arts

Linda Addlespurger, Program Director

Craig Cannon, Interim Executive Director

East Liberty Presbyterian Church founded Hope Academy in 1999 as both a mission and a ministry. It is a beacon of hope for families who might not otherwise have the opportunity to be introduced to and participate in dance, theater and music. As children and youth develop skills in working together with others from all walks of life on a common artistic goal, they are helped to develop attitudes of acceptance, a concern for social justice and peacemaking, and a capacity for using their voices to speak out against oppression.

Hope Academy has remained committed to its goal of creating a diverse and inclusive artistic community that provides deep arts instruction through a sequential and progressive program; supporting the personal and artistic growth of students and teaching artists, alike; and contributing to our communities' positive growth and cultural vibrancy. It has grown both in the number of students served, as well as in the depth and quality of programs offered. The new dance studio, part of ELPC's building renovation, has allowed us to expand and deepen our dance program offerings and strengthen our 25-year partnership with Pittsburgh Ballet Theatre.

STRATEGIC PLAN AND CAPACITY BUILDING

This year marked Hope Academy's 20th anniversary and we used the milestone to complete a strategic planning process in order to identify those areas where we have the greatest impact and determine the best ways to increase our capacity. A grant from the McCune Foundation allowed us to hire consultants to assist with the strategic plan (Mary Navarro) and a technology review (Ruth Wepford).

The strategic plan was presented to and approved by ELPC's Session on November 19; and then "revealed" to a group of stakeholders (parents, teaching artists, community members, partners and funders) on December 4. The interim executive director, Craig Cannon, who was hired on a part-time basis to handle grant writing, development and strategic planning, completed his 18-month term in December.

Ruth Wepford reviewed our IT platforms and recommended technology upgrades to consolidate our many databases. The recommended upgrade, to a dedicated registration platform, is helping us to more efficiently manage our necessary tasks - including registration, payment and billing, communications and reporting.

PROGRAM

In 2019, Hope Academy, the largest outreach program of the church, served over 425 unique students, from 0 to 18 years old.

Dance and Theater offerings included 8 weekly Pittsburgh Ballet Theatre dance classes, 3 levels of tap, 2 Sing & Dance for Theater classes, 4 levels of Acting, 3 Balafon West African Dance and Drumming Ensemble classes, 1 new, collaborative Tap to Afro Beats class, and HA! Dance Company, a dance performance group.

Music offerings included a Suzuki strings program for violin, viola, cello and guitar; private lessons for voice, strings (violin, viola, cello, bass, guitar, ukulele) woodwinds, brass and piano; 3 ensembles (flute choir, sax ensemble and singer-songwriter group); and a Suzuki Early Childhood Education Baby and Toddler class. Tuition for courses was set at \$5 per class hour and \$40 per private lesson hour.

PROGRAM STAFF

- 1 full-time program director
- 1 Public Allies intern
- 13 dance and theater teaching artists
- 19 music program teaching artists
- 5 Carnegie Mellon University federal work study interns

INTENTIONAL DIVERSITY

In order to be intentional about serving a greater number of minority and low-income students, Hope Academy's scholarships and half of the available spots for classes, continued to be reserved for students who qualify as being low income and/or who represent a racial, ethnic or cultural minority.

PARTNERSHIPS

Our most significant partnerships for 2019 included: Pittsburgh Ballet Theatre (PBT), Balafon West African Dance and Drumming Ensemble, Pittsburgh Girls Choir, Chamber Music Pittsburgh, Guardians of Sound / Hip Hop Orchestra, Afro Yaqui Music Collective, Greater Pittsburgh Suzuki Institute, and Black Unicorn Library and Archives Project.

FUNDING

While most of Hope Academy's program costs are covered by tuition and substantial grants from foundations, such as The Heinz Endowments, The Grable Foundation and Remake Learning, we also depend on individual donors – many who come from ELPC and others through the Pittsburgh Foundation. To all of the individual donors we extend a special thank you for your commitment to making the arts affordable and accessible – and not a matter of privilege.

Special project funding for 2019 includes The McCune Foundation (strategic planning and capacity building), The Mac Miller Fund (Suzuki strings program) and The Hillman Foundation (Blueprint for Learning space enhancement in Suzuki area).

Hope Academy would not exist without the operational, facilities and logistical support provided by East Liberty Presbyterian Church – including class and office space, security, maintenance, utilities, insurance, bookkeeping... the list goes on. The new dance studio, part of ELPC's building renovation, is allowing us to expand and deepen our dance program offerings and strengthen our partnership with Pittsburgh Ballet Theatre.

PERFORMANCE AND EVENTS HIGHLIGHTS

20-25-50-200 Celebration

Over 2,000 people attended our end-of-the-year performances and recitals, including two shows at the Kelly Strayhorn Theater to celebrate milestone years for Hope Academy, East Liberty Presbyterian Church and our partnership with Pittsburgh Ballet Theatre. This performance celebrated Hope Academy's 20th anniversary, Pittsburgh Ballet Theatre's 25th year of offering dance classes at East Liberty Presbyterian Church, Pittsburgh Ballet Theatre's 50th anniversary, and East Liberty Presbyterian Church's 200th anniversary. There were two shows, featuring Hope Academy's Pittsburgh Ballet Theatre dance classes; plus tap dance, West African Dance and Drumming (in partnership with Balafon West African Dance and Drumming Ensemble), Hope Academy music ensembles (Flute Choir and Saxophone Ensemble) and the Hip Hop Orchestra Ensemble (through our partnership with Guardians of Sound) and our Suzuki Violin and Cello Ensembles.

Some of the other public performances by Hope Academy students included the end of the year theater performance of "Still Life with Iris"; the Pittsburgh Public Theater's Shakespeare Monologue and Scene Contest (of the 29 students who competed, Hope Academy had three finalists and 15 honorable mentions); and a performance by our violin, viola and cello students with Black Violin at the Byham Theater.

PRESBYTERIAN WOMEN

Sherry Anderson, Moderator

For more than 200 years, Presbyterian Women have strengthened the Presbyterian Church, played a major role in sharing the good news of Jesus Christ and witnessed to the promise of God's kingdom. Following are some of our activities in 2018 that nurtured our faith, supported the mission of the church worldwide, worked for justice and peace and built an inclusive and caring community of women:

- Through May of 2019, we continued our Bible study "God's Promise: I Am with You" on the first Monday and Tuesday of each month. Our evening Bible study on the first Monday of each month continues to have a steady participation. In September, we began *Love Carved in Stone: A Fresh Look at the Ten Commandments*. Providing fresh insights into the commandments with a New Testament interpretation, we continue to see God at work in our lives and the world.
- In April, we came together for our overnight retreat at Camp Crestfield. Susan Spangler led us in "In the Shelter of Each Other" creating a healing and restorative retreat focused on God's blessings found in relationships with each other. Good fellowship, church camp food, group hikes, warming by a fire provided by Carol and JoAnn Chonoska, and good snacking for the whole 24 hours supported our feelings of sisterhood in our faith in God and Jesus the Christ.
- Presbyterian Women thank the congregation for your generous support of our special missions. In November, you contributed over \$2000 to the **Thank Offering**, which supports start-up ministries to address peace and justice. These gifts supplemented PW's annual mission budget of more than \$20,000. The Presbytery project, "**Living in Liberty**," continued in 2019 with the sewing of tote bags for women whose lives are affected by poverty and human trafficking. Members of ELPC's PW group continue to be active in working with individuals in the care centers provided by Living in Liberty.
- We provided scholarship assistance to 3 of our youth beginning post high school education.
- In December we began the challenge of seeking a new moderator and exploring ways to make Presbyterian Women viable and strong for all the women of ELPC.

We look forward to seeing all women of the church participating in our activities. Each of us is a member. We hope you are able to join us for Bible study and upcoming events. For information speak with one of the members of our leadership team: Mary Alice Lightle (Moderator), Peta Harrigan Cole (Secretary), Pat Krimmel (Treasurer), Jan Pressman (Program Planner) and at-large members Sung Yoo, Janet Pollard, Linda Lane, Judy Roberts, Diane Harbison and Gretchen Chapman.



DIRECTOR OF CHURCH OPERATIONS

Wil Forrest

Stepping into the metaphorically sizeable shoes of my predecessor, my first full year as ELPC's Director of Church Operations (DCO) has been defined by new opportunities, much learning, and a multitude of changes. In this newly-formed role of DCO, my mission is to help create a welcoming, safe, and efficient environment for all who engage the many services and ministries of ELPC. This mission is realized through a shared partnership of all ELPC staff and congregational leaders as we together utilize our many valuable resources of facilities, finances and folks. To this end, I have had the pleasure of serving alongside with and being a servant leader for our talented church staff and members of the Property, Finance, and Personnel Committees.

With finishing of the tower lighting project, the planned renovations have been completed. We now are living into the renovated building with our ministries and seek continued and new partnerships of other outside groups who use our church building for their meetings and programs. While we did form a number of new partnerships this year, such as new support groups, new caterers using our kitchen, and more, some of the most valuable work we did was defining and strengthening relationships with frequent users of our building. We sought to better define what is expected of one another to enhance safety, efficiency, and communication.

While our building and grounds are magnificent, our greatest asset is the people you find inside. Our church members, friends, community partners, and staff members create a diverse, welcoming kinship of individuals. In the past year we have sought ways to create a more comfortable, safe, and welcoming environment here at ELPC. Staff members have continually learned and adjusted to how better make every space in the church be inviting and effective, so in 2019 we had modified staffing patterns, shifted fixtures and furniture, monitored control systems, and much more. This past year there was some training and planning concerning safety/security led by staff and committee leaders that will continue into the current year. The many obvious talents and skills of our eclectic staff members and membership leaders continually inspire and humble me as I get to work with them each day.

This was quite a year – full of transitions, new opportunities, and much more. As we begin 2020 I know this trend will continue with a number of staff changes coming and much more. We will persist in utilizing all our resources to make ELPC a place of radical hospitality, thus reflecting the love and welcome of our God to all God's people. I offer my sincerest gratitude to all the many members of our staff and congregation who supported me and my role's mission in this year of transition and growth. I look forward to serving the staff, the congregation, our community, and God in this new year and beyond.

Respectfully submitted by Wil Forrest, Director of Church Operations

FACILITY ADMINISTRATOR

Debbie Banton

I joined the ELPC Staff in 2019 as the new Facility Administrator, a newly established position at the church. When I accepted this new position I was and I still am happy for the opportunity I was given by ELPC. I was excited for the challenges I would face and a challenge it has been at times, but the outcome to all these challenges have made it worthwhile. I have learned so much from not only my staff and other but also all the members. I came with no knowledge of the Presbyterian Church and I thank everyone that has guided me in the first year and the many questions I have asked. My goal when I came was to bring structure to the Facility Department to ensure that the building is being efficiently run. I must thank my facility staff who have been understanding and helped me tremendously to get through my first year here.

Some tasks that I have been able to fulfil in 2019 are:

- New Job Descriptions for the facility staff.
- New Job titles to identify the facility staff.
- Advocate for a fair pay rate for the facility staff.
- Changed housekeeping supplies to recyclable and green products.
- Updated the coffee service and using recyclable plastic cups and coffee cups.
- Build staff moral by making sure that each one knows that their services here at ELPC, are important and that their voices are heard. I make sure all my staff know that they are appreciated, and I have seen great productivity from everyone.
- Hired additional staff that was needed.
- Organized the Custodial department by making check lists and assigned specific cleaning areas.
- Started cleaning and organizing storage areas.
- Creating a Supervisory role for Carol Chontos who is now the Support Supervisor for the Facility Staff and working on all special projects.

In 2020 I am looking forward to working with my staff to better clean and organize areas of the church, Social Hall Balcony, Triforium and the Main Kitchen, plus anything that staff or members brings to my attention. I want to end by thanking Personnel, you the members for welcoming me with open arms and being patient with me while I adjusted from the corporate world to the Presbyterian church that does so much good for the community and who have a strong faith in God to welcome and love all.