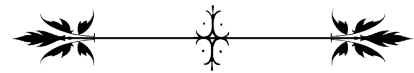
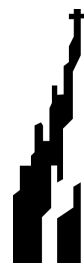


# 2020 ANNUAL REPORT

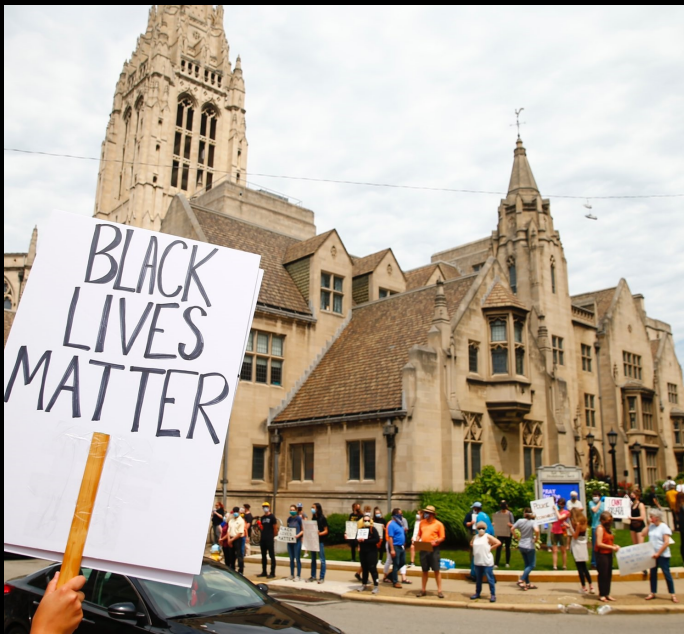


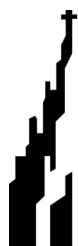
A YEAR THAT  
STRENGTHENED  
OUR FAITH IN  
CREATIVE WAYS



East Liberty  
Presbyterian Church

[www.ELPC.church](http://www.ELPC.church)





**East Liberty  
Presbyterian Church**

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116 South Highland  
Pittsburgh, PA 15206



**[www.ELPC.church](http://www.ELPC.church)**

## **AGENDA OF THE ANNUAL MEETING OF THE CONGREGATIONAL & CORPORATION OF ELPC**

*Sunday, February 21, 2021*

*via Zoom due to COVID-19 pandemic*

### **OPENING PRAYER**

### **RECOGNITION OF A QUORUM**

*A quorum is 10% of the active membership, plus the clerk of session and moderator. Only active members of ELPC have voice and vote at meetings of the congregation. In voting, persons must be present at the time of any vote.*

### **APPROVAL OF THE MINUTES OF THE 2020 ANNUAL CONGREGATIONAL & CORPORATION MEETING**

### **RECOGNITION OF OFFICERS WHO RETIRED OR RESIGNED**

*Retiring Elders:* Steve Evrard, Nicholas (Nick) Genger-Boeldt, Todd Goss, Brittney Krieger, Nathaniel (Nate) Morley, Scott Richardson-Eckes, Tiffany Sudar, Tim VanFleet, Sonia Degenholtz

*Retiring Deacons:* Trish Buben, Peta Harrigan Cole, David Cowan, Beth Minnigh, Sonya-Marie Morley, Charlotte Brake-Hoffman

### **REPORT OF THE NOMINATING COMMITTEE**

*In our Presbyterian polity, the Nominating Committee is responsible for bringing a slate of candidates for church office to the congregation for election. Nominations from the floor are allowed with the understanding that the person being nominated has agreed to serve and is aware of the responsibilities of the office.*

*Members of the Nominating Committee for Class of 2021:*

Jo Ellen Aleshire (Chair), Karen Beasley, Yodit Betru, Tim Engelhardt, Nathaniel (Nate) Morley (Session Representative), Elaine Phillips (Deacon Representative), Laura Ristau (Session Representative)

*Presentation of nominees for the office of Deacon (Class of 2023):*

Thomas (Tom) Sturgill (filling a two year term)

*Presentation of nominees for the office of Deacon (Class of 2024):*

Peta Harrigan Cole, David Cowan, Maureen (Molly) Davidson-Welling, Andrew (Drew) Simpson, Susan Wadsworth-Booth

*Presentation of nominee for office of Deacon (Class of 2024—serves one year):*

Dylan Geibel (Youth Deacon)

*Presentation of nominees for the office of Elder (Class of 2024):*

Valire Copeland, Robert (Bob) Forloines, Nicholas (Nick) Genger-Boeldt, Todd Goss, Brittney Krieger, Jill Millard, Tiffany Sudar

*Presentation of nominee for the office of Elder (Class of 2024—serves one year):*

Corinne Krimmel (Youth Elder)

*Presentation of nominee for Congregational Trustee of Centennial Fund (Class of 2024):*

Stephen (Steve) Massey

*Presentation of congregational nominees for the Nominating Committee (Class of 2022):*

Karen Beasley, Andrea DeVries, Tim Engelhardt, Janice (Jan) Pressman

**Motion to receive and approve the slate of nominees.**

**BEING A MATTHEW 25 CHURCH**

**SUMMARY OF COMMITTEE REPORTS**

**2020 MEMBERSHIP STATISTICS AND COMPOSITION**

**2021 BUDGET**

**REPORT OF THE PERSONNEL COMMITTEE**

*Approval of the 2021 Terms of Call for The Rev. Dr. Randall K. Bush:*

Pastor - Effective Salary.....	\$95,159.40
(Salary .....	\$76,057.40)
(Housing.....	\$16,000.00)
(LTC Insurance....	\$ 3,102.00)
Pastor-Medical Reimbursement .....	\$ 1,902.79
Pastor-Professional Expense .....	\$ 2,000.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance.....	\$47,709.12
Pastor-SECA (Self Employment Tax).....	\$ 7,279.70
Study Leave (two weeks) and Vacation Time (five weeks)	
Mileage reimbursement @ \$0.56/mile	

*Approval of the 2021 Terms of Call for The Rev. Patrice Fowler-Searcy:*

Pastor – Effective Salary.....	\$72,409.56
(Salary .....	\$47,409.56)
(Housing.....	\$25,000.00)
Pastor-Medical Reimbursement.. .....	\$ 1,948.19
Pastor-Professional Expense .....	\$ 1,500.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance.....	\$27,968.53
Pastor-SECA (Self Employment Tax).....	\$ 5,539.33
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.56/mile	

*Approval of the 2021 Terms of Call for The Rev. Heather Schoenewolf:*

Pastor – Effective Salary.....	\$73,740.08
(Salary .....	\$33,340.08)
(Housing.....	\$40,400.00)
Pastor-Medical Reimbursement .....	\$ 2,474.80
Pastor-Professional Expense. ....	\$ 1,000.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance.....	\$28,209.01
Pastor-SECA (Self Employment Tax).....	\$ 5,641.12
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.56/mile	

Motion to approve the Terms of Call for The Rev. Dr. Randall K. Bush, The Rev. Heather Schoenewolf and The Rev. Patrice Fowler-Searcy.

Motion to receive the 2020 Reports.

## **RECESS TO MEET AS THE CORPORATION, EAST LIBERTY PRESBYTERIAN CHURCH**

### **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 for 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, 2020 was \$26,062,537.

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. The Centennial Trustees have also earmarked up to \$1 million for possible investment in the local community pursuant to its Community Investing Criteria. At the beginning of the year, the Centennial Fund has one such investment – a \$350,000 loan to ELDI, the remaining balance of which was paid off in 2020.

Taken together, the total amount of the endowment, including the amount loaned to ELDI, was \$26,312,537 as of December 31, 2020, which is up 8.1% from the end of last year, when our total endowment was \$24,340,856.

That portion of the endowment managed by Gallagher had an overall return of 15.15% for 2020, which was a continuation of last year's strong performance, when the return was 21.46%. The cumulative annual returns over the past three-year and five-year periods have been 10.04% and 10.85%, respectively. And as compared to other managed funds, the endowment has out-performed the benchmark against which it is measured during the past one, three and seven-year periods (and very slightly under-performed over the past 5-year period).

The chair wishes to thank all of the Centennial Trustees for their dedicated service this past year.

*Centennial Trustees:* Mark DeWitt, Roberta London, Bob Starzynski, Allison Seidel and Lynn Chadwick, The Rev. Dr. Randy Bush (staff)

## **MOTION TO ADJOURN THE CORPORATION AND CONGREGATIONAL MEETING**

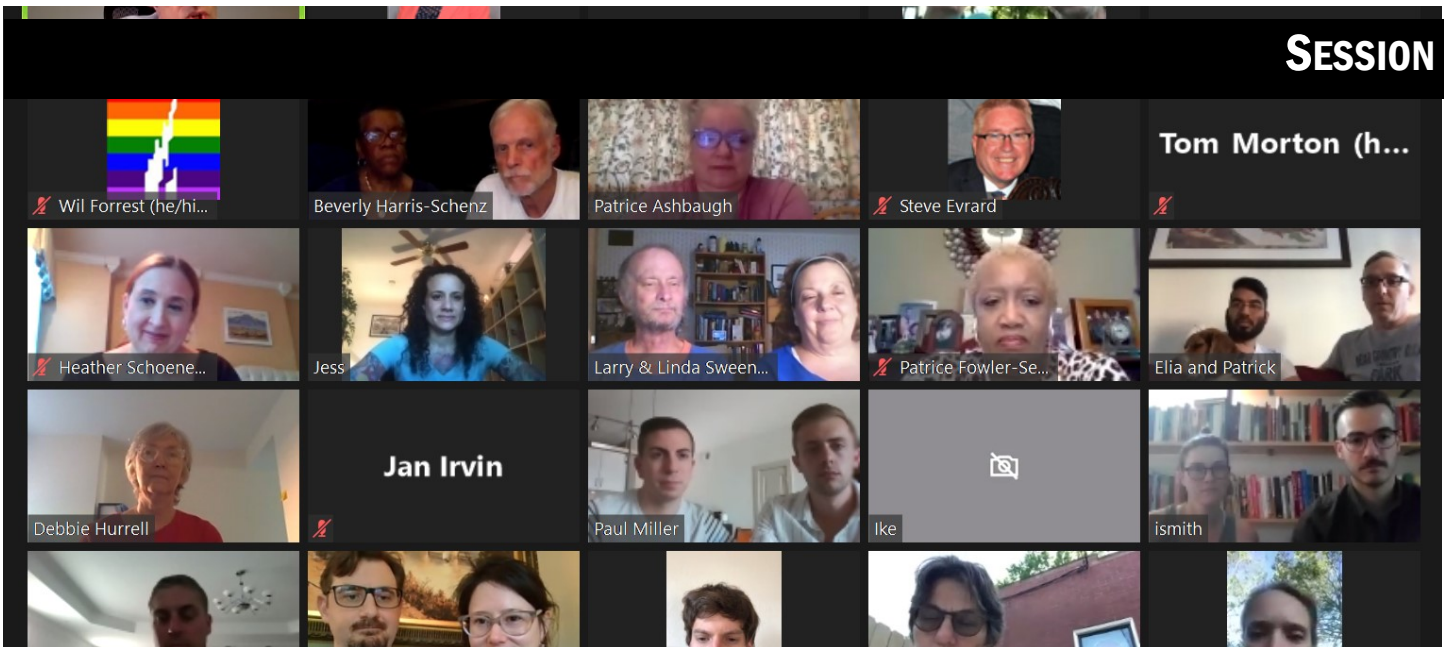
### **CLOSING PRAYER**



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*Michelle Bard, Clerk of Session*

Session is ELPC’s governing council; excluding the pastors and youth elders, it also is the Board of the Corporation. In addition to some 25 basic governance activities, the Session discusses and deliberates how best to incarnate our faith in God and witness to Christ’s love in the ongoing ministry of ELPC.

Session opened 2020 with an intention to enact the priorities conferred by our new designation as a PC (USA) Matthew 25 Church: to dismantle structural racism, to eradicate systemic poverty, and to build congregational vitality. Beginning in March, we—like most other organizations and individuals—turned our attention to the effects of COVID-19; even so, we were grateful to retain these three priorities as guides for our decisions. We spent the spring seeking to respond faithfully to the pandemic, provide spiritual and practical support to our congregation and community, and maintain financial health. Through the summer and fall, we also sought ways to join robustly in our country’s burgeoning reckoning with pervasive racial injustice.

We have had difficult, prayerful conversations about what it means to “be the church” when the church building cannot wisely be opened; about how best to care for staff whose livelihoods depend on our congregational resources; about how to cultivate spiritual and relational growth as a church community when we cannot gather in person; and about how to engage fruitfully with our own histories of systemic racism.

Throughout, we have praised God for providing ELPC with the resources to continue in its mission—for the faithfulness, generosity, wisdom, creativity, courage, and love of each of ELPC’s members and friends. As 2021 begins, we seek to continue wisely stewarding these resources to build congregational vitality, work toward robust and lasting racial and economic justice for all people, and bear witness to Christ’s love in Pittsburgh.



## FAITH FORMATION BOARD



*Damon Bethea, Chair*

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.

In January 2020, FFB celebrated our first full year of existence. We also began the new year welcoming new youth workers (Nate Morley and Paul Seif), planning a retirement celebration of Gloria Knopp as the Administrative Assistant that supported our board's work, welcoming Megan Leisher as our new Administrative Assistant, receiving word that the Rev. Mary Lynn Callahan would retire in August 2020, and exchanging information on how our board can work together in 2020 to support the work of each representative committee and ministry. Then came the COVID-19 pandemic and this changed everything since mid-March 2020.

FFB was scheduled to meet quarterly throughout the year but started meeting monthly in the early months of COVID-19. The board realized the need to work together during the pandemic to serve children, youth, and adults differently than in years past. These meetings focused on hearing from each committee and ministry their plans to deliver programming to everyone from children to adults and discussed how best to work

together to support one another. The board found that most activities would need a Zoom component during this time. During the summer, there were a few social distanced activities, but virtual interactions became the norm during the late fall and winter of 2020.

This board welcomed the Rev. BJ Woodworth and his ministry as he became ELPC's Spiritual Director. FFB has worked along side him and Spiritual Life to support their ministry work at ELPC. They have continued several events and services started with the Rev. Callahan, while adding a few new opportunities to the congregation through the Rev. BJ's work.

FFB was provided financial support to offer Advent Bags to ELPC families and friends as we celebrated the season virtually. Items from advent candles to devotional materials were included in each bag. The board has received feedback on how much of a blessing these bags were to so many in our community.

As we enter 2021, FFB will continue working to offer virtual and social distanced opportunities for ELPC families and friends to form and strengthen their faith during the pandemic.

*Faith Formation Board Members:* Lora Bethea, David Carl, Sonia Degenholtz, Shirley Fair, Joe Hajdu, Carol Hoehn, Kathy Glass-House (At-Large), Heather Lawrence, Susan Spangler and Cami Teacoach. *Staff:* the Rev. Heather Schoenewolf, the Rev. BJ Woodworth, Sara Hackett, Kathryn Ophardt (intern), Kelli Booher



## FAITH FORMATION BOARD (continued)

### Adult Education

A ministry of the Faith Formation Board, Adult Education strives to offer a range of weekly classes to nurture a diverse community of adults in their unique and collective journeys of faith. In spite of the challenges and uncertainty that marked so much of 2020, the Adult Education Ministries continued to engage adults during our Sunday morning church school hour, collectively ministering to an average of 75 adults each week.

The first few months of 2020 were marked by the traditional vibrancy in our five Adult Education offerings each Sunday morning...then COVID struck and, like most churches in our area, ELPC closed its doors to in-person ministry on March 15. After the initial adjustment period following our collective sudden quarantine in March, our Adult Ed offerings began adapting to virtual learning. Soul Food was the first to return, followed by Journey with Scripture and Parenting Circle. Seekers re-established their class on Rally Day 2020. Each of these classes meets on Zoom – a platform that has served each of the unique classes well in their different formats. Although we have missed learning in person together, we have been grateful that virtual learning has allowed us to welcome persons from other states, and even other countries!

Journey with Scripture concluded their study of the Biblical Texts that fall outside of the scope of the three year lectionary, dubbed “Year D” and began a study on the Apocrypha and Revelation in Advent of 2020. Parenting Circle focused their conversations on faith and parenting with reflections from Lauren Burdette’s book *This Life That is Ours*. Seekers continued to learn through the wisdom of a variety of speakers, videos and conversations. Soul Food utilized weekly devotionals as a springboard for discussion once COVID changed our landscape, and then began an ongoing study on Rally Day of Richard Rohr’s book *Falling Upward*.

As Church School transitioned from in-person to virtual learning, the Steering Committee for Contemporaries discerned a need to pause Contemporaries for this season of remote learning. We give thanks that Contemporaries has been a mainstay of spiritual nurture at ELPC for nearly forty years, and look forward to a fresh discernment of the future of this class when we can resume learning in person again.

We give thanks for those who facilitated each of the Adult Education Classes: Lora Bethea, Trish Buben, Joe Hajdu, Jan Irvin, Gwen Puza, and Carolyn Russ – as well as those who serve on each class’s respective Steering Committees and Planning Teams. We also praise God for the leadership of Lora Bethea and Joe Hajdu who agreed to co-chair the Adult Education Committee.



## **FAITH FORMATION BOARD (continued)**

### **Children and Family Ministry**

*Sherry Anderson, Co-chair*

*Heather Lawrence, Co-chair*

Well, we had warm fellowship and delicious treats at Winter Rally Day on Jan 12, and then BOOM! Like everybody else, we started struggling with logistics and scrambling for ideas on how to keep our kids and families connected with ELPC. The virtual gatherings, initially novel, weren't so exciting after a short time! We found that our youngest members especially got "Zoom fatigue" pretty quickly, given they were in virtual school all day. We also knew that we had to keep our kids safe online, hence the limited access for some of our events.

Since we were all stuck at home, we developed our own Vacation Church School curriculum around the theme "Jesus Meets People in their Homes," focusing on events of Jesus' life that occurred when he was visiting others. Our project became known as "VCS in a Box." With the help of many, many volunteers, our box for each family included materials for crafts, story items and games. We supplemented these with story and music videos and opportunities for the kids to share their creations and ideas. While teachers missed the sounds of kids marching and singing through the halls of ELPC, we were most grateful to share fellowship in this way!

Liberty, the Church Mouse, also made her way into people's homes. This little gal, ELPC's version of "Flat Stanley," has become an avenue for families to share their stories and adventures with one another. Our monthly virtual Church School sessions gather our youngsters for a time of story and song, and an opportunity to interact with their friends a bit. We have been providing families with monthly Church School boxes, filled with crafts, stories and activities. Our virtual Christmas Pageant, written once more by the Rev. Ashley DeTar Birt, included both live and pre-recorded segments, homemade costumes, and the timeless retelling of the Christmas story. For the Advent season, we coordinated an effort with staff to provide each ELPC household with an Advent Activity Bag, complete with Advent candle, devotional book and activities. While we could not gather in person for our traditional Christmas Eve services, we were able to light our candles "together" safely in our own homes.

This Annual Report would be incomplete without acknowledging the leadership, enthusiasm, flexibility and giftedness of our staff, the Rev. Heather Schoenewolf and Sara Hackett. We offer them our deepest thanks and gratitude!

### **Spiritual Life and Taizé Ministries**

*The Rev. BJ Woodworth, Director*

Well, it has been a year of transitions, change and movement in the Spiritual Life and Taizé ministries. As you know, at the end of August the Rev. Mary Lynn Callahan retired after eight years and then I was hired in the middle of a pandemic and little to no activity happening in person. Mary Lynn brought a passion that helped ELPC to explore the Enneagram, meditation, science and theology, images of God, interfaith dialog, as well as maintaining the rich traditions of the ELPC Taizé prayer service and labyrinth ministries. I have been honored to carry on her work with the Spiritual Life Committee to offer a variety of ways to deepen our spiritual connection with God, and become aware of God's action and presence in our lives. My hope is, in this transformation, through spiritual practices to make us more open and responsive to the Spirit's touch, sending us to do justice in the world. Thanks for your patience and grace with me as my start has been difficult and slow while being unable to gather in person.

This fall we have offered a 6-week course on *Praying with the Elements* that read, played, prayed and explored the gifts of wind, earth, water and air and how they are our siblings and lead, teach and pray with us.

We hosted a 24-hour virtual *Advent Retreat* that gathered 20 people together to prepare their hearts and homes for the arrival of Christ in hope, peace, love and joy. Finally, we have maintained a virtual presence of Taizé by replaying old services each Wednesday night at 7 pm. It has been a gift and joy to get to know some of you through Soul Food, spiritual direction appointments, LGBTQ ministry, in Journey worship and some of our drive-by events. Thanks so much for welcoming me in these strange and difficult times. I have great excitement and hope for 2021!

## FAITH FORMATION BOARD (continued)

### Youth and Young Adult Ministries

David Carl, Chair

As mentioned throughout this Annual Report, 2020 was an exceptional season in the life of our church and world. The Youth and Young Adult Committee worked creatively to adapt to the uncertainty in our world and retain the vitality of our ministries to youth and young adults. Although 2020 was difficult, we are grateful for the blessings we witnessed. Some highlights include:

- *Confirmation* – In May of 2020, 11 youth were confirmed. While the Confirmation Class began using our traditional format of retreats and Sunday afternoon sessions, once the pandemic occurred we shifted to Zoom. We met with greater frequency, included Sponsors in our ministry, and continued the journey of faith together. Eleven youth were received by Session during the Session’s May meeting, and their entrance into the church as adult members was celebrated during the 11 am service on Pentecost. Sponsors delivered balloons and cross necklaces to the youth at their homes; youth recorded portions of the liturgy from their own homes; and a recording of the Session meeting was shared in worship so that all could welcome the youth to our larger community.
- *Club 116* – Like many ministries, club 116 shifted to Zoom, with the oldest two groups meeting weekly and the youngest group meeting once or twice a month. Additionally, volunteers and staff took advantage of warm weather and visited youth of all ages (wearing masks, remaining outdoors, and maintaining a safe distance), to maintain a personal connection to our kids. Also, for kids of all ages, activity kits – ranging from Bible story pages to T-shirts to ingredients to cook a meal together – have been delivered to youth every month to facilitate participation and let our youth know they are loved.
- *Church School* – has continued, but had met monthly. Middle School youth narrated our virtual pageant, and High School youth wrote and led our virtual Youth Sunday Service.
- *Tween and Teen Events* – The tween group meets monthly for fellowship events on Zoom. The group has made dinner, played cosmic bowling, and painted pumpkins. Teens have also gathered once a month to do a variety of service project. They have baked cookies for EECM residents, shopped for welcome bags for youth in foster care, sent letters, and joined in FSR’s programing.
- *Young Adults* – Prior to the pandemic, Kelli Booher left her leadership role at ELPC to move back to Oklahoma. A search for her predecessor began just before COVID struck, and it was evident that it would be impossible to hire someone for this role in these unprecedented times. With ministries occurring virtually (and occasional trips to Pittsburgh), Kelli resumed her role on an interim basis. Under her leadership, YAMs have worked together to make virtual support for each other happen this year. YAMs have made crafts, eaten meals (on Zoom), played virtual games, discussed the contemplative process of mail, created and led a Christmas Eve worship together, and prayerfully rung in 2021 with a time capsule to be opened in 15 years.



## MEMBERSHIP AND OUTREACH COMMITTEES



### LGBTQ Ministry

*Wil Forrest, Coordinator*

ELPCs Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ) Ministry welcomes self-identified LGTBQ Christians and their allies. It is a ministry of connection and sanctuary for many. It draws a diverse group of people including participants of all ages, church membership status, race, orientation identity, and more. Some ministry highlights:

- After two months of in-person gatherings our monthly spiritual gatherings moved online and drew an average of 12 participants in 2020 with about 10% of the participants being new to the ministry.
- To keep members connected during the pandemic, we held a few virtual happy hours and a game night.
- In the fall we began a series of members presenting ideas and leading discussions about important issues to them.
- In December, Pastor BJ joined the group and led some reflective Advent exercises.
- We offered pins outside worship spaces to promote the use of preferred pronouns in regular discourse in our church community to be welcoming and inclusive.
- 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.

### Knitting & Sewing Groups

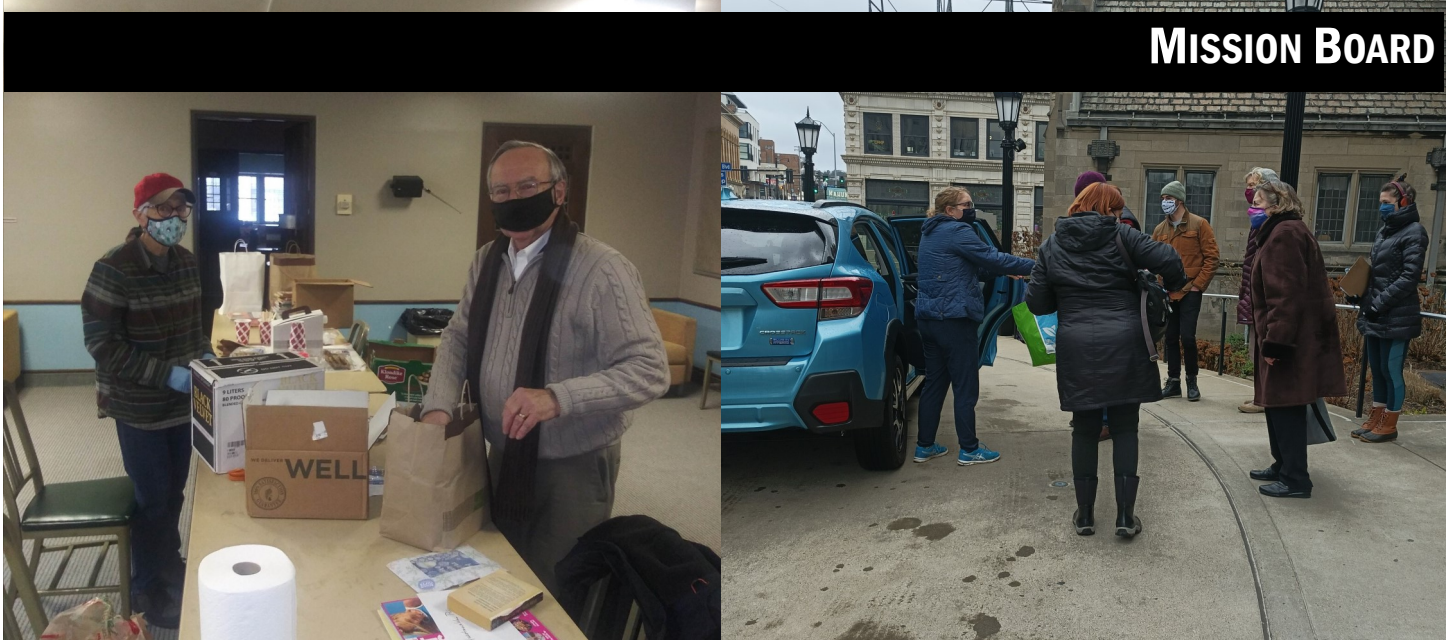
*Diane Jackson, Coordinator*

While we have not gathered at the church for almost a year, both the knitting and sewing groups have continued to work on several projects. Contactless sharing of materials and porch drop off kept us safely engaged in the following:

The sewing group has continued to support Living in Liberty with cloth bags for their items. Many of us also continue to sew the dignity robes given to patients at cancer care centers. We made more than 60 this year. We also fulfilled many requests for masks.

The knitting group was able to complete and deliver afghans to all the high school graduates, thanks to our delivery team of Mike and Sherry Anderson. We continue to work on this year's afghans as well as baptismal blankets, prayer shawls and bears for Jeremiah's Place. We also knitted hats, scarves, and shawls for distribution to those who need them.





*Becky Gloninger, Co-chair  
Katie Haas-Conrad, Co-chair  
The Rev. Patrice Fowler-Searcy, Staff*

In 2020, the Mission Board (MB) continued to focus on *Eradicating Structural Racism, Dismantling Systemic Poverty*, and both are marks that signify ELPC as a PC (USA) Matthew 25 Congregation. The third mark of a Matthew 25 Congregation, *Building Congregational Vitality*, is a direct result of actively participating in the former two marks. The MB continued to attend, fund, and support mission ministry initiatives led by ELPC and partner organizations and agencies.

Facing Systemic Racism (FSR) Ministry Team continued to offer opportunities for the congregation to move towards becoming an anti-racist place of worship, with the following programs: a five-week study of the history and current aspects of *Health Disparities* based on race; a vignette written by Beverly Harris-Schenz based on her experience of being stopped by a police officer. Interested members of ELPC were able to get a free ticket to watch a discussion with Robin DiAngelo about her book *White Fragility* co-sponsored by the University of Pittsburgh, City Theatre and Carnegie Library of Pittsburgh in September. The FSR ministry team is comprised of interested congregation members, MB members and ELPC members who serve on the Pittsburgh Presbytery's Anti-Racism Transformation Team (ARTT).

The Environmental Team of the Justice committee led a congregation-wide *Earth Care Challenge* to encourage members to take new actions to help combat climate change. Seventy-seven 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 and ELPC received the designation in March. The Environmental Team was instrumental in raising funds for Valley View Presbyterian Church to install solar panels on their roof to mitigate the cost of electricity for the church.

To assist families who were food insecure during this season of Covid-19, the Neighbors Committee sponsored a successful food drive in November to help stock the East End Cooperative Ministries (EECM) food pantry. Throughout the year, the Mission Board regularly encouraged members to support the EECM and Vintage Senior Center food pantries. Also, the MB provided financial grants to both pantries to assist with the purchase of needed food supplies.

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 Stock Claire, serving in Lima, Peru and the Rev. Paula Cooper, who serves as Regional Liaison for East Central Africa facilitating relationships with partner churches and institutions in Malawi, Kenya,

## MISSION BOARD (continued)

Rwanda, and Zambia. We were honored to have Rev. Paula Cooper join us via zoom for one of our Mission Board meetings to tell us about how Malawi is doing during COVID.

The Mission Board gave a \$7,000 grant to support the work of the Malawi Medical Mission which is being coordinated by the Medical Benevolence Foundation.

Many mission activities were negatively impacted by Covid-19 and the closure of the church building, so many mission offerings were conducted virtually, including:

- *October Mission Month:* Weekly Sunday event topics focused on justice issues related to: Immigration, Gender, Economics, and Environment
- *Chapel Market Free Clothing Ministry:* Will reopen when safe.

*Mission Leadership:* Session Elders serving on the MB are Ray Anthony, Katie Haas-Conrad (MB Co-chair), Tim VanFleet (Neighbors Committee Chair), and Russ Walker (Peace Committee Chair). Other ministry team leaders include Carol Chonoska (Justice Committee Chair), and Becky Gloninger (MB and Neighbors Committee Co-chair). Alysha Carroll reluctantly stepped down to pursue her education. Her insight and contribution to the MB were invaluable.

*At large members:* Emily Rosenthal, Ryan Booher, Frank Bauerle (OHM Board representative), Linda Harrington (Deacons Representative), Peta Harrigan Cole (PW Representative), the Rev. Patrice Fowler-Searcy (staff)

## Justice Committee

*Carol Chonoska, Chair*

The COVID pandemic did not give us a reprieve from injustice. Although we had to cancel many of the educational and advocacy events we had planned for this year, we continued to address these issues remotely by providing financial aid to: grant cash bail for people in the Allegheny County Jail, aiding the Foundation of HOPE program serving people returning from the jail and meeting the basic needs of young adults in the Diversion Program, providing support and reading materials for those currently in jail, funding the new resource center for Sis'Ters Pgh and the new solar panels for Valley View Presbyterian Church.

We continued to provide thought provoking films, book studies, presentations, and discussions to the congregation through Zoom. Despite the unique challenges we will continue to face the systemic racism and injustice in our community.

*Justice Committee Members:* Sherry Anderson, Michele Bossers, Tom Caulfield, Carol Chonoska (chair), Becky Gloninger, Linda Harrington, Katie Haas-Conrad, Nancy Heastings, Judy Mancini, Janet Pollard, Jim Russ, Vivienne Selia, Kay Shissler, the Rev. Patrice Fowler-Searcy (staff)



## MISSION BOARD (continued)

### Neighbors Committee

*Becky Gloninger and Tim VanFleet, Co-chairs*

During this extended COVID-19 season the Neighbors Committee has continued to work in a modified fashion, within the limits of a pandemic, to meet some needs in our community. Examples are:

- Nearly 3,000, quality, reusable face masks were made and distributed on the streets of East Liberty and surrounding low-income communities.
- Neighbors Committee was a key partner in the Black Political Empowerment Project of Western PA along side the Campaign for Power, League of Women Voters, Urban League, JCC, ACLU, O.V. Catto Voter Empowerment Initiative, and others, to push Voter Registration and “Get out the Vote” initiatives, focusing on surrounding disenfranchised communities including Lincoln-Lemington, Homewood, Brushton, Larimer, and Wilkinsburg.
- ELPC’s Annual Food Drive was held in mid-November in a COVID sensitive fashion by having a drive through drop off. Nearly 1,000 pounds of non-perishable food items were collected and delivered to the EECM food pantry for distribution to low income families in the East Liberty Valley.

In these difficult times the Neighbors Committee will continue to seek out opportunities to positively impact our “Neighbors.”

*Neighbors Committee Members:* Ted Cmarada, Jim Eng, Becky Gloninger (co-chair), Pat Krimmel, Judy Menk, Jon Nelson, Henry Petrilli (Deacon), Emily Rosenthal, Susan Spangler (Deacon), Tim VanFleet (Elder, co-chair), the Rev. Patrice Fowler-Searcy (staff)

### Peace Committee

*Russell Walker, Chair*

- Participated in the Mission Board Summer Film Series by showing the movie *Just Mercy* as part of the on-going *Systemic Racism* series.
- Passed a resolution that the Stonewall Jackson section of the Presbyterian history window be removed and replaced by a window section recognizing a civil rights leader or a Black Presbyterian theologian.
- Together with the Property Committee hosted a Zoom discussion on the possible replacement of the Stonewall Jackson window.
- Hosted a Zoom discussion of the problems of South Sudan and the status of the Sudanese community in Pittsburgh.
- Continued our financial support for the Malawi Partnership, South Sudan (International Partnership), the Forman Christian College in Pakistan, and the Malawi Medical Mission.

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, Becky Gloninger, Derek Harrigan, John Jordan, Pepo Mazingi, Gwen Puza, Vivienne Selia, Kay Shissler, Ron Stone, and Russ Walker, the Rev. Patrice Fowler-Searcy (staff)



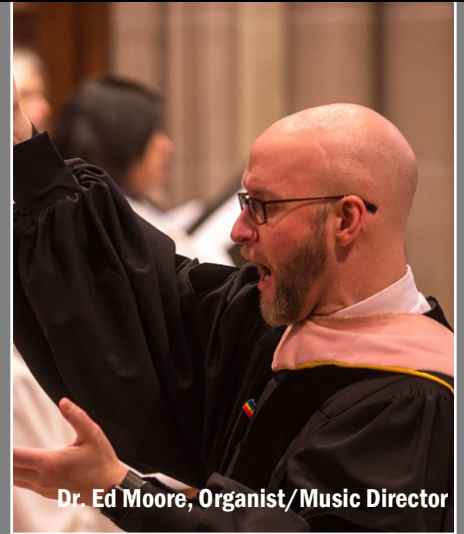
## PERSONNEL



Michael Warren, Journey Music Director



Pastors Heather, Randy and Patrice



Dr. Ed Moore, Organist/Music Director

*Mark DeWitt, Co-chair*  
*Brittney Krieger, Co-chair*

The Personnel Committee would like to thank the entire ELPC staff for their dedicated and faithful labor during a very unusual 2020. We appreciate all your efforts, flexibility and commitment.

ELPC lost a long tenured employee this year. Mike O'Donnell worked at ELPC since Dec 1, 1986 as a night-time facility support staff member. He was a quiet, committed man who was a staple in our staff and church community. He is missed.

In 2020, the Committee continued to formalize policies and procedures and, at the same time, affirm ELPC's values of diversity, inclusion and fairness. The following were important elements of the Committee's actions during the year:

### *Retirement and New Hires:*

At the beginning of 2020, three long-time administrative staff retired: Kate Carlson, Gloria Knopp and Deborah Marx. The Committee modified some of the job responsibilities and hired the following individuals to support ELPC's finance and pastoral support: Rachelle Calfee, Bookkeeper; Megan Leisher, Administrative Assistant for Pastors; and Venetia Singletary,

Administrative Assistant for Operations. Later in the year, the Rev. Mary Lynn Callahan retired from her position as the Director of Spiritual Life Ministries, which includes Taizé worship. She was replaced by the Rev. B.J. Woodworth, a local pastor quite familiar with ELPC. Late in the year, Kelli Booher was hired as the coordinator for YAYA for the first half on 2021.

### *COVID:*

It goes without saying, the work dynamic at ELPC changed dramatically by the end of the first quarter 2020. Not only were responsibilities and schedules altered in ways unforeseen, but the health of employees while working within our building and in relation to travel to and from work was of highest priority. We would like to extend special thanks to Debbie Banton and Wil Forrest for their careful oversight of our staff during this time. In addition, the Committee would like to thank the Property Committee for its cooperation and concern for our employees in making sure ELPC has a safe facility in which to carry on necessary work.

### *Part-Time Staff:*

Certain workers (e.g. childcare, Taizé musicians, choir section leaders) were understandably unable to perform their work in the traditional manner, due to the pandemic and its effect on building use. After a great deal of Committee deliberation and input from our



## PERSONNEL (continued)

pastoral staff, it was decided to pay these members of staff through the end of the year, even if they were unable to carry out their normal responsibilities. The successful receipt of PPP loan proceeds allowed this decision to be fulfilled without budget strain.

### *Healthcare Plan:*

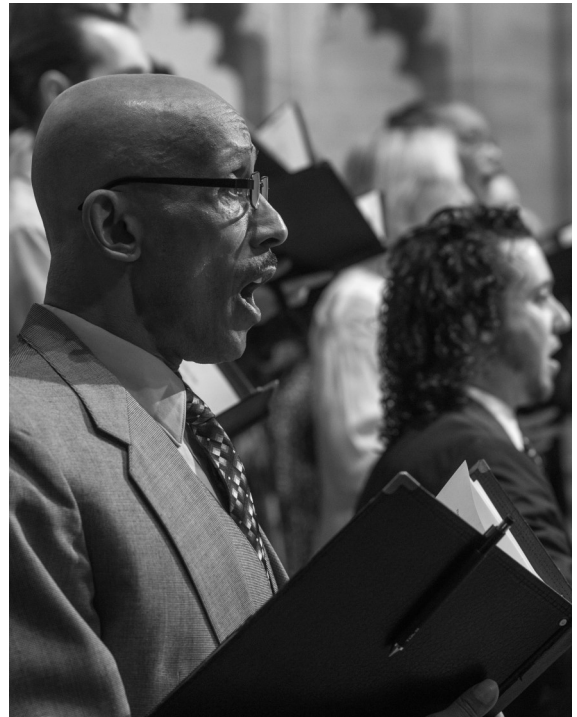
ELPC employees enjoy the benefit of superior healthcare coverage. Due to a proposed major premium increase, a change in the plan type was initiated. The plan provider (UPMC) was maintained. Marginally higher co-pays and deductibles will be offset with a church sponsored HRA (Healthcare Reimbursement Arrangement) without impact to budget.

### *Change in Personnel Committee Members:*

At year end 2020, three long-tenured members of the Personnel Committee stepped aside to allow for perspective from newer members. The Committee thanks Diana Armstrong, Emma Johnson and Chris Martin for their truly heartfelt and unwavering service to ELPC. New members of the Committee are Lora Bethea, Kim Shriver, and Jen Hykes Willson.

For 2021, the Committee's main goals include the ongoing formalization of the Employee Handbook, with attention being paid to internal consistency and in accordance with state and local laws. We continue to strive to create an atmosphere for our staff where each individual is respected and valued for their contribution to our church's purpose.

*Personnel Committee Members:* Brittney Krieger (Co-chair), Mark DeWitt (Co-chair), Lora Bethea, Bill Buchanan, Jen Hykes Willson, Nicole Molinaro-Karaczun, Alan McIvor, Kim Schriver



## PROPERTY



*Pam Walaski, Chair*

As with many of the Session Committees, the Property Committee spent the vast majority of its time in 2020 addressing the COVID-19 pandemic. Major initiatives included working with staff for the initial building closure in March as well as several building reopening plans including usage by staff and partner groups as well as outdoor and indoor worship services. Property also worked with the Personnel Committee to develop a set of protocols for addressing staff or visitor COVID-19 exposure or diagnosis.

A second item that was a major part of meetings during the 4th quarter of the year was the depiction of Stonewall Jackson in the East Transept stained glass panel. Several recommendations are expected to be sent to Session early in the first quarter.

A subcommittee of the Property Committee completed its annual review of the building insurance policy and recommended remaining with Brotherhood Mutual.

A subcommittee of the Property Committee began to work on reviewing and organizing the church's extensive collection of archives and historic artifacts. An archivist from the University of Pittsburgh expressed an interest in helping us with this task. Completion of this task was put on hold due to the pandemic but will hopefully be resumed when possible.

Development of an Emergency Action Plan for the building and staff included meetings with local City of

Pittsburgh responders. Full rollout and staff training were delayed due to the pandemic but will be resumed as soon as possible.

Other items addressed in 2020 include the following:

- Reviewing and updating the building usage capacities and rental rates.
- Changing our electric utility provider to one that generates more renewable energy from local sources.
- Facility renovations including the 1st floor bride room, sidewalks surrounding the building, a railing for the outside steps at the Baum Boulevard entrance, ongoing improvements to the outdoor landscaping, and painting the sub-basement, room 310 and the McKelvy Room.
- Facility purchases including a new double stack oven for the kitchen, new landscaping equipment, and signage at the Highland Avenue entrance.
- Following the completion of the renovation, room names and numbers were updated. These were used to update the building floor plans which were also posted and sent to local responders as part of the Emergency Action Plan.

*Property Committee Members:* Pam Walaski (Chair/Elder), Tom Morton (Deputy Chair/Elder), Todd Goss (Elder), Diana Armstrong, Don Breitbarth, Chuck Lukehart, Melia Chandler (new member this year), Michael Kuchera, and Dan Zander. Staff assisting this Committee include Wil Forrest, Debbie Banton, Allen Miller



## STEWARDSHIP AND FINANCE



*Nathaniel Morley and Tiffany Sudar, Co-chairs*

The Finance Committee oversaw an ELPC budget of \$2,688,485 in calendar year 2020.

Our endowment produced a standard draw of 5.6% (3-year rolling average) or \$1,383,087. Gifts from the congregation, the endowment standard draw, and other income resulted in \$2,681,259 in total revenue received. With expenses totaling \$2,538,939, we finished the year with a net positive of \$142,319 and did not utilize the 2020 approved excess draw.

This is primarily the function of three things:

- \$822,296 in gifts, pledges and offerings from our congregation for which we are grateful. In light of the year's events, ELPC friends and members have been very generous.
- Funding that was part of the Paycheck Protection Program provided \$346,400 to cover payroll, benefits, and other costs associated with the operation of the church.
- A cost savings associated with operating limited 2020 in-person services and activities.

The 2021 approved ELPC budget is \$2,582,531. It reflects a 2% reduction in expenses to achieve balance. This was not an easy feat and we commend all of our committees for their hard work and discernment to reach this goal.

Unfortunately, it is clear ELPC does not qualify for a second round of PPP funds. Coupled with the decrease in plate offerings projected (in-person service suspension) ELPC is looking at an excess draw on the endowment that could reach up to \$323,000 for the approved excess draw for the 2021 budget. The Committee will continue to monitor this and report back to Session throughout the year.



## WORSHIP, MUSIC AND THE ARTS



*Steve Evrard, Chair*

In 2020, 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 worship services, music, and the arts. Highlights of the past year include:

### *Worship:*

The building closure due to the COVID-19 pandemic presented unique and daunting challenges for worship. Thanks to creative and flexible worship leaders, musicians, and A/V engineers, ELPC was able to build on our previous livestream capacity to provide worship service opportunities for as many people as possible. Starting on Sunday, March 29 ELPC began live streaming of services on YouTube, Facebook and Zoom. The average number of viewers of the (combined) Journey and 11am services was approximately 235. This number included viewers who participated from across the country.

In August, the church began to offer in-person worship for a limited number of worshipers on a reservation basis. Unfortunately, this option had to be suspended in November due to a surge in the spread of COVID-19 in Allegheny and surrounding counties.

### *Guest Preachers:*

ELPC hosted the following guest preachers in 2020:

- Sunday, February 16 - Rev. Shanea Leonard, *associate for Gender & Racial Justice for the PC(USA)*

- Sunday, March 15 - Ralph Lowe, *director of Justice Ministries, Pittsburgh Presbytery*

### *Pastors' Prayer Services:*

In April, Pastors Randy, Heather, and Patrice began offering brief prayer services on Zoom on Mondays, Tuesdays, Thursdays, and Fridays. These 15-minute sessions featured scripture readings, responsive prayer, and interactive dialogue.

### *Arts:*

In January, the church hosted an exhibit of Art on Display | Stop by, Experience, and Learn featuring works of art from various indigenous artists that include the words "You Are On \_\_\_ Land." These were part of the #HonorNativeLand campaign by the U.S. Department of Arts and Culture.

### *New Sanctuary Cross:*

The church commissioned the creation of a new beautiful white oak cross by local artist Scott Smith, which was presented to the church in November. The cross will be suspended from the church ceiling during the Lent and Advent seasons.

### *Church Tours:*

Church Tours were suspended in March due to pandemic-related safety precautions. The following tours were conducted during the first quarter of 2020:

- Trinity Chapel – January 5
- Sanctuary & Chapel – January 19, March 8
- Underground – Sunday February 9
- Stained Glass – Sunday, February 23

## WORSHIP, MUSIC AND THE ARTS COMMITTEE (continued)

### Organist/Music Director Report

Dr. Edward Alan Moore

#### *Worship highlights included:*

- The Brass Roots – Due to the pandemic, our resident brass ensemble was only able to be with us in person for worship once this year on February 23.
- March 15 was the final Sunday for in-person worship and the final Sunday for the Chancel Choir. Chancel Choir section leaders have provided leadership for the 11 am service since then. Selected video excerpts from past services were included in the broadcast featuring anthems from the Chancel Choir and Handbell Choir.
- When worship moved to the Garth during the summer months, Dr. Ed continued to record the prelude and postlude in the sanctuary for inclusion in the worship broadcasts.
- When the Journey Service resumed on Zoom, Michael Warren led the music from his home. In September, Michael started leading the music from the sanctuary, accompanied by Journey musicians.
- Recording sessions were scheduled on December 4 and 5 to record music for the two Christmas Eve services. Well over an hour's worth of music was recorded featuring vocal solos, violin, handbells, organ, and a quartet of singers leading the singing of Christmas Carols. The music was rebroadcast on Christmas morning.

#### *Cathedral Concerts:*

- February 15 - Chatham Baroque, Pittsburgh's premiere Baroque Ensemble, returned to perform their annual trio program in the ELPC Chapel. This was the only in-person concert presented in 2020.
- May 22 – Since we were unable to hold our annual closing concert of the season with The Brass Roots, we compiled clips from our past movie-themed concerts to present an online version of *Return of the Movies*. The concert was live streamed on Facebook and YouTube.
- June 28 – An encore presentation of *A Celebration of Black Song* was presented on Facebook and YouTube. The concert, featuring musicians from Journey Praise Team, Chancel Choir, and pianist Gabe D'Abruzzo, was originally presented in the sanctuary on February 12, 2017.
- October 18 - ELPC favorite Mike Tomaro and his combo played a live concert of *Sunday Evening Jazz* from the sanctuary with no audience. It was live streamed on Facebook and YouTube. Joining Mike on sax was Eric Susoeff on guitar, Paul Thompson on bass, Tom Wendt on drums, and ELPC's own vocalists Adrianna M. Cleveland and Denise Sheffey-Powell.
- December 18 - *Christmas in East Liberty* went online. This concert is always the highlight of our season, so it was bittersweet to not hold it in person. Excerpts from 2017, 2018, and 2019 were compiled for the broadcast on Facebook and YouTube. The Brass Roots worked for a couple months to offer a new recording of *O Magnum Mysterium* for the broadcast. We hope to be able to welcome everyone back in person for *Christmas in East Liberty* on December 17, 2021!



## OTHER BOARDS AND REPORTS



### Board of Deacons

*Doug Cooper, Moderator*

*Susan Spangler, Vice Moderator*

In 2020 the Board of Deacons has continued the traditional elements of its ministry as best as it could during the COVID crisis. Some activities such as preparing communion trays, serving as Deacon on Duty at Sunday services, the pre-Christmas event at 10,000 Villages, and annual picnic have fallen away because of the pandemic. But we have maintained the card ministry, and some elements have taken new forms such as the autumn international meal becoming an exchange of favorite recipes, and the Giving Tree developing an on-line format. Where we used to sponsor one winter shelter meal at East End Cooperative Ministries, we are now sponsoring two at the Northside Common Ministries: one in September and one just completed this January. Now in our second year of working with that truly wonderful organization, we believe we have found a great working partner in NCM.

Beginning in December of 2018 and again in 2019, we have initiated a new worship experience, 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 need for healing. This most recent season we moved the event to an on-line format, with a well-received prerecorded service held on December 19.

Over prior years, the Board had been experiencing some attendance and participation problems. We have discussed this within the board, and we are moving to a somewhat smaller 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. In the current Zoom format, our monthly meeting attendance has improved. In the future, we anticipate using a hybrid format combining Zoom and in-person so that attending is made easier for people who live a considerable distance from ELPC.

*Board of Deacons Members:* Trish Buben, Dana Carl, George Clark, Peta Harrigan Cole, Doug Cooper (Moderator), David Cowan, Liz Gonda, Linda Harrington, Beth Minnigh, Sonya-Marie Morley, Henry Petrilli, Elaine Phillips, Jim Russ, Linda Sanders, Susan Spangler (Vice Moderator), Sharla Yates, Charlotte Brake-Hoffman (Youth Deacon)

## **OTHER BOARDS AND REPORTS (continued)**

### **Director of Church Operations**

*Wil Forrest*

As the Director of Church Operations (DCO) I seek to help create a welcoming, safe, and efficient environment for all who engage the many services and ministries of ELPC. 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.

Our work was significantly altered but did not cease in March as the pandemic changed our lives and closed our church building. Throughout the year, we have observed and often revised our ELPC pandemic safety guidelines which are reflections of governmental, public health, and common sense practices and are approved by Session. Church staff are in the building each day, but many continue to work remotely when possible.

As we settle in after years of renovations, we spent much of 2020 working on post-renovations related projects and documents. We have completed floor plans of the church reflecting renovation changes. We updated building use guidelines and costs for all users of our spaces – established partners, kitchen users, support groups, and community members. In consultation with the Property Committee, we are finishing up a new emergency action plan which we hope to train staff on and enact in 2021. In consultation with the Personnel Committee, we completed a comprehensive review and update of the Personnel Handbook to better reflect changing laws and best practices.

This was quite a year again full of transitions. In 2020, we saw several staff retirements and welcomed new staff in those positions. In January, Deborah Marx retired from the Financial Administrator position and Rachelle Calfee joined us as the new Bookkeeper. Rachelle, along with John Ormsbee, manage our daily finances. Also in January, Mary Kane retired from being a facilities custodian support staff member. In February, Gloria Knopp retired and we welcomed Megan Leisher as the Administrative Assistant for the Pastors. In March, Kate Carlson retired and we welcomed Venetia Singletary as the Administrative Assistant for Operations. In July we hired Debra Thomas as a facilities custodian support staff. Also in July, we welcomed the Rev. BJ Woodworth as we said goodbye to the Rev. Mary Lynn Callahan as the Director of Spiritual Life Ministries/Minister of Taizé. In September, Michael O'Donnell retired from our facilities support staff. In December, Kay Shissler retired from serving at the service desk. This year, we also formally welcomed Nate Morley and Paul Seif as Youth Workers even though they have served with youth at ELPC for years. Kelli Booher rejoined staff temporarily to coordinate the Young Adult Ministry. 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 pulled together in this challenging year. I look forward to serving the staff, the congregation, our community, and God in this new year and beyond.

## **OTHER BOARDS AND REPORTS (continued)**

### **Hope Academy of Music and the Arts**

*Linda Addlespurger, Program 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 provide dance, theater and music training for their children. As children and youth develop skills in working together on a common artistic goal with others from all walks of life, 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.

Even through the pandemic, 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.

#### *Strategic Plan and Capacity Building:*

Implementation of Hope Academy's strategic plan, which was presented to and approved by ELPC's Session on November 19, 2019, was modified until it is possible to be in-person again. However, the core values laid out in the plan were factored into the adaptations that were made to move classes and private lessons onto virtual platforms.

#### *Program:*

In 2020, Hope Academy, the largest outreach program of the church, served over 400 unique students, from 0 to 18 years old.

The new dance studio, part of ELPC's building renovation, was reconfigured as a broadcast studio to allow teaching artists a space to teach from, virtually.

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. When classes moved from in-person to virtual they were spread out over 6 days a week.

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.

Suzuki violin and cello students continued their studies over the summer and received an additional 15 private lessons.

Tuition for courses was set at \$5 per class hour and \$40 per private lesson hour.

#### *Program Staff:*

1 full-time program director	1 part-time interim program assistant
1 Public Allies intern	13 dance and theater teaching artists
24 music program teaching artists	5 Carnegie Mellon University federal work study interns
6 Zoom emcees	



## **OTHER BOARDS AND REPORTS (continued)**

### *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.

Staff hiring for Fall 2020 was limited to Black, Brown, LGBT or Hispanic artists. Because all learning took place virtually, it was possible to hire artists from outside of the Pittsburgh area.

### *Partnerships:*

Our most significant partnerships for 2020 included: Pittsburgh Ballet Theatre (PBT), Balafon West African Dance and Drumming Ensemble, Level Up Studios, Pittsburgh Girls Choir, Chamber Music Pittsburgh, Guardians of Sound / Hip Hop Orchestra, Afro Yaqui Music Collective and Greater Pittsburgh Suzuki Institute.

### *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 2020 includes The Mac Miller Fund (Suzuki strings program) and The Hillman Foundation (Blueprint for Learning space enhancement).

### *Performance and Event Highlight:*

Pittsburgh Public Theater Shakespeare Monologue and Scene Contest—30 Hope Academy students performed 30 monologues and 5 scenes for the preliminary round of the Pittsburgh Public Theater's Shakespeare Monologue and Scene Contest. Out of the over 1,100 students who competed, 4 Hope Academy students were selected as finalists (Angelo Collins, Chloe Baker, Zora Rose and Marco Petrucci). Hope Academy students won first place for the upper division monologue (Chloe Baker) and first place for the lower division scene (Zora Rose and Marco Petrucci). Hope Academy's director, Linda Addlespurger, was awarded the Educator of the Year.

## **Presbyterian Women**

*Mary Alice Lightle, Moderator*

When everything shut down last March, Presbyterian Women in ELPC concentrated our efforts on building "an inclusive, caring community," as described in our purpose. We continued our monthly bible studies on Zoom and created a "virtual lunch" mid-month to share joys and concerns. Between 15 and 20 women attend each of these gatherings. We have welcomed women who are new to the church as well as church members who are new to PW.

This year's bible study *Into the Light: Finding Hope Through Prayers of Lament* truly is the Church's gift to the world in this present moment. To learn more about Presbyterian Women, contact [PW.ELPC@gmail.com](mailto:PW.ELPC@gmail.com).

*Members of PW Leadership Team:* Mary Alice Lightle (Moderator), Pat Krimmel (Treasurer), Peta Harrigan Cole (Secretary)

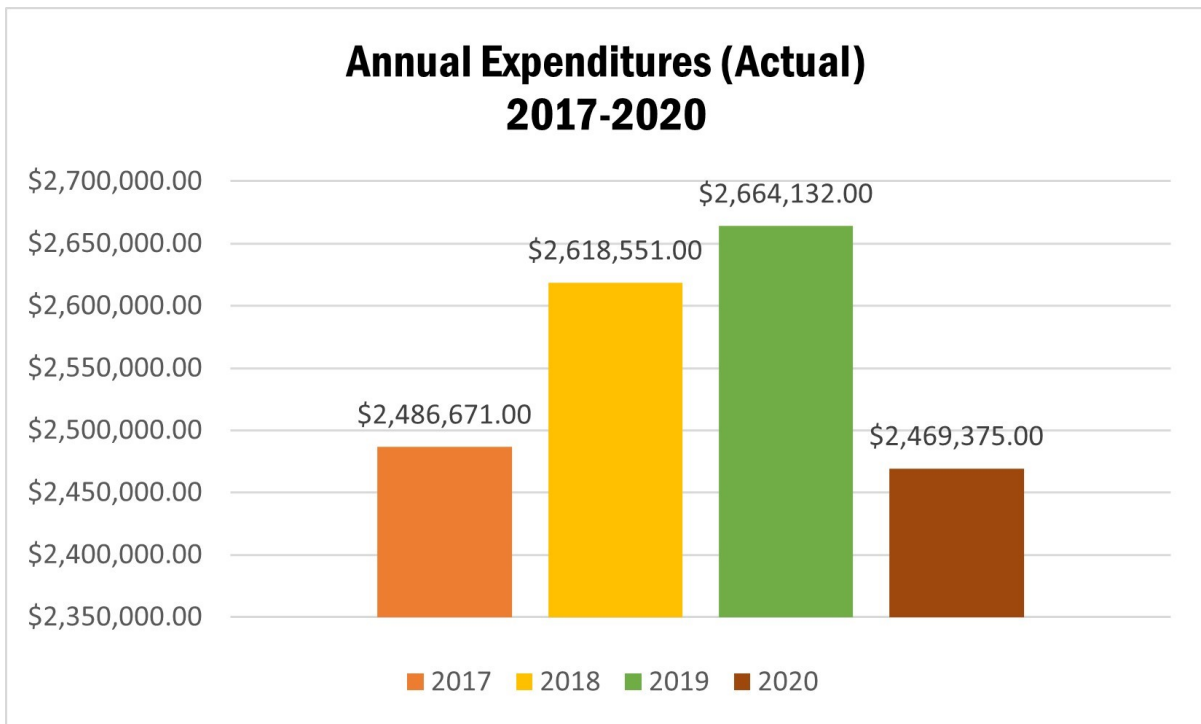
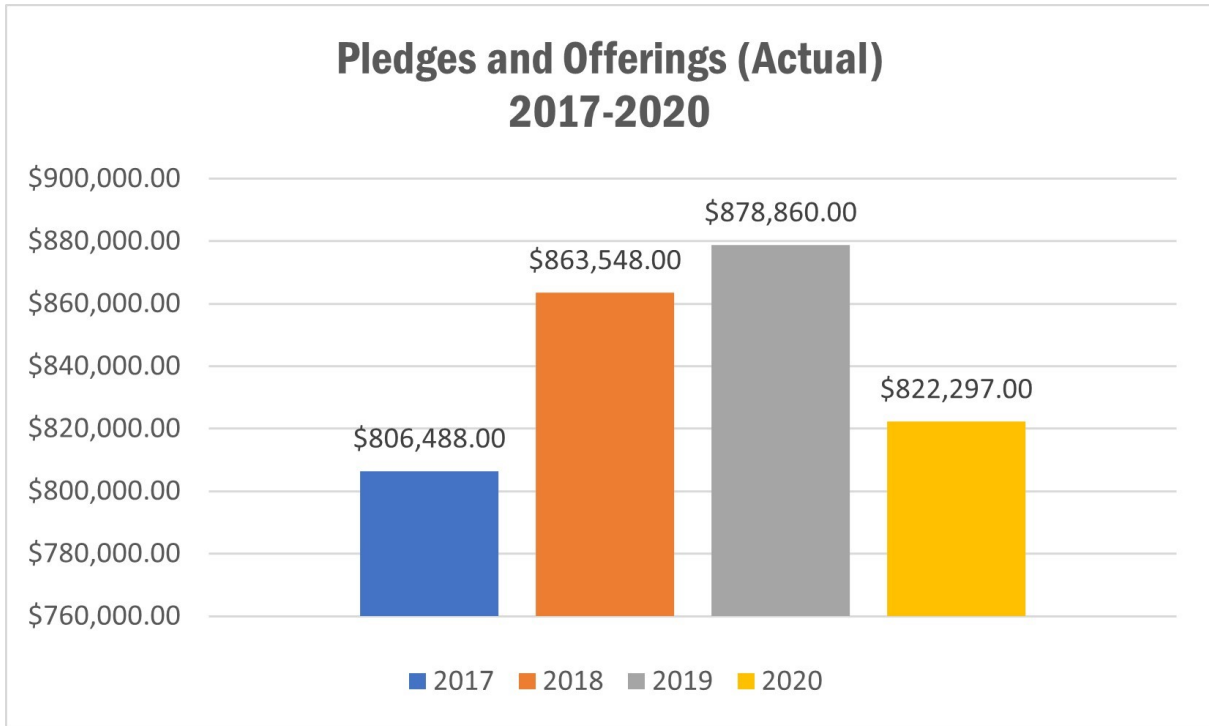
*At-large Members:* Gretchen Chapman, the Rev Diana Harbison, Linda Lane, Janet Pollard, Judy Roberts, Sung Yoo



**PROPOSED 2021 BUDGET**

<b>Accounts</b>	<b>2019 Actual</b>	<b>2020 Actual</b>	<b>2020 Budget</b>	<b>Proposed 2021 Budget</b>
<b>REVENUE</b>				
Pledges and Offerings	878,860	822,296	940,000	846,200
Grants, Bequests, Memorials	2,820	45,709	4,000	5,500
Other Income	30,795	398,097	30,000	21,800
Standard Endowment Draw 5.6%	1,388,371	1,383,087	1,382,337	1,334,224
Trust Income	41,261	32,069	41,261	51,610
Excess Draw / Cash Flow	140,000	0	290,887	323,197
<b>Total REVENUE</b>	<b>2,482,107</b>	<b>2,681,258</b>	<b>2,688,485</b>	<b>2,582,531</b>
<b>EXPENSES</b>				
Administration	161,698	179,016	195,750	187,035
Adult Education	954	665	2,500	2,500
Children & Family Ministries	9,905	4,095	9,415	9,415
Deacons	3,581	6,769	5,855	5,855
Education & Spirit Form Board	2,588	4,537	2,850	2,850
Facilities	421,934	352,401	394,125	386,325
Fellowship	8,615	3,704	8,100	8,100
Membership & Outreach	55,054	47,599	55,450	52,550
Mission	84,565	81,363	106,232	104,107
Mission Ministry	10,278	6,706	10,500	10,500
Opportunities	14,323	7,283	12,000	11,700
Personnel	1,724,909	1,659,589	1,740,000	1,658,036
Session	65,673	62,479	60,658	60,658
Spiritual Life	6,340	3,889	5,300	5,300
Stewardship	3,698	2,098	4,000	4,000
Taizé	3,627	2,836	4,600	4,600
Worship, Music & Arts	38,438	29,810	40,000	39,200
Youth & Young Adult Ministry	31,011	14,761	31,150	29,800
<b>Total EXPENSES</b>	<b>2,647,191</b>	<b>2,469,600</b>	<b>2,688,485</b>	<b>2,582,531</b>

## PLEDGES, OFFERINGS AND EXPENDITURES AND ENDOWMENT VALUE



## ENDOWMENT INFORMATION

End of the Year Value—\$26,312,537 (which includes the \$250,000 grant to ELDI)

## 2020 MEMBERSHIP STATISTICS AND COMPOSITION

Active Membership (as of 12.31.19) ..... 778

### Gains for 2020:

Profession of Faith, Reaffirmation, Restoration ..... 33  
 Certificate of Transfer ..... 11  
**Total Gains** ..... **44**

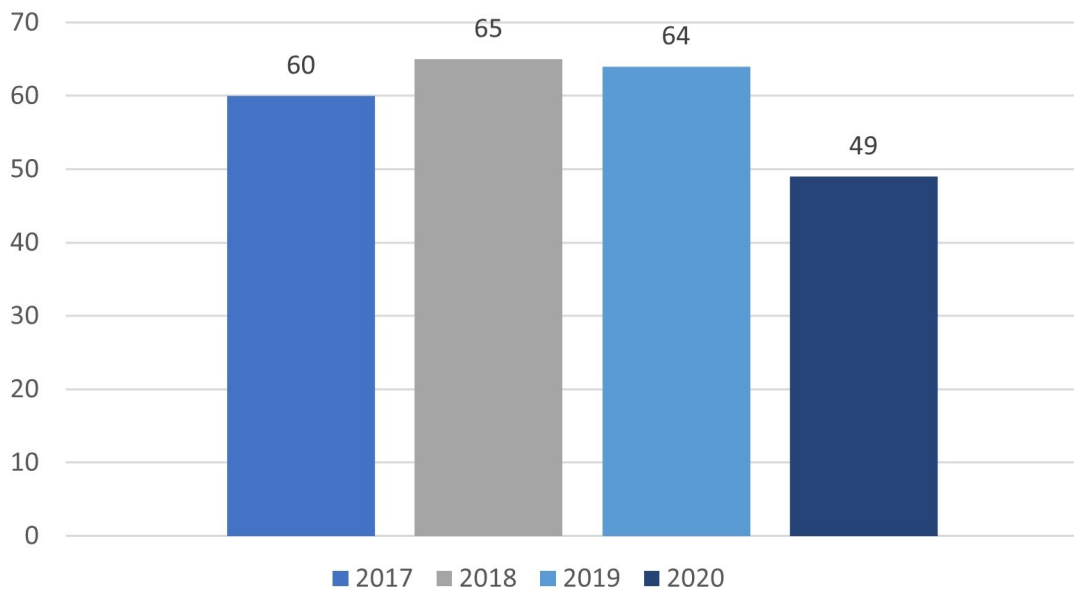
### Losses for 2019:

Certificate of Transfer ..... 2  
 Deaths ..... 5  
 Removed by Session (*joined another church, termination requested, no contact info*) ..... 21  
**Total Losses** ..... **28**

**TOTAL ACTIVE MEMBERSHIP** ..... **794**

## NEW MEMBERS, FRIENDS AND AFFILIATES

**New Members, Friends and Affiliates**



## 2020 ANNUAL CONGREGATIONAL AND CORPORATION MEETING MINUTES

East Liberty Presbyterian Church of Pittsburgh  
Annual Congregational and Corporation Meeting Minutes  
Sunday, February 23, 2020 in the Social Hall

### Opening Prayer:

Rev. Heather Schoenewolf, Associate Pastor and Co-moderator opened the meeting with prayer at 12:51 PM.

### Recognition of a Quorum:

The Clerk of Session, Elder John Buckley, reported that well more than a quorum of the congregation was present, with due notice having been given in church newsletters, Sunday bulletins, and from the pulpit. The meeting was duly convened for ecclesiastical matters.

### Approval of Minutes:

A motion was made by Diana Armstrong, seconded and passed to approve the minutes of the February 24, 2019 Annual Congregational and Corporation meetings.

### Recognition of Those Members and Friends Who Died in 2019:

Pastor Heather acknowledged: Joseph Adjaye, Cecil Birt, Jack Burley, Marva Evans, Lois Fetzer, Robert Griser, Beverly Kreger, Jane Krisel, Gladys May, Julianne McAdoo, Rev. Tom Menk, Farley Wetzel, and Dorothy Youngman.

Pastor Heather then offered a prayer for all these people and the many others associated with ELPC that had died in 2019. Recognition of Retiring Officers: Nearing completing their terms, with appreciation, Pastor Heather acknowledged:

### RETIRING ELDERS

John Buckley  
Stefani Danes  
Dee Flaherty  
Isaac Degenholtz  
Charles Krimmel  
Kiara Rockymore

### RETIRING DEACONS

Tucker Ferda  
Richard Frederick  
Kira Mukogosi  
Matt Stufft  
Antwon Wright

### Report of the Nominating Committee:

Rev. Patrice Fowler-Searcy, as Co-moderator recognized the members of the Nominating Committee for the Class of 2020: JoEllen Aleshire, Michelle Bard (Session Rep.), Yodit Betru, John Buckley (Session Rep.), Doug Cooper (Deacon Rep.), Tim Engelhardt and Bob Forloines (Chair).

Bob Forloines, Chair of the Nominating Committee, presented the committee's report to the congregation. The Nominating Committee is responsible for bringing a slate of candidates to the congregation for election. The Committee seeks nominees whom they believe would offer effective leadership to ELPC.

*Presentation of nominee for the office of Deacon (class of 2021) as follows:*

Charlotte Brake-Hoffman (Youth Rep.).

## **2020 ANNUAL MEETING MINUTES (continued)**

*Presentation of nominees for the office of Deacon (class of 2023) as follows:*

George Clark, Carla Coles, Elaine Phillips, Jim Russ, Linda Sanders, and Sharla Yates.

*Presentation of nominee for the office of Elder (class of 2021) as follows:*

Sonia Degenholtz (Youth Elder).

*Presentation of nominees for the office of Elder (class of 2023) as follows:*

Bill Buchanan, David Carl, Lynne Chadwick, Kathy Glass-House, Jan Irvin, Heather Lawrence, Tom Morton and Laura Ristau.

*Presentation of nominees for the Nominating Committee (class of 2021) as follows:*

JoEllen Aleshire, Karen Beasley, Yodit Betru, John Buckley, and Tim Engelhardt.

Pastor Patrice provided an opportunity to hear nominations from the floor. There being no nominations from the floor, the motion was received from the Committee, seconded and passed.

### **Reflection on Being a Matthew 25 Church:**

Pastor Patrice provided the history and meaning of Being a Matthew 25 Church. She particularly emphasized the marks of such a church and ELPC's own performance so far. She also emphasized the need for ELPC to strive to go further.

### **Summary of the 2019 Committee Reports, Membership Statistics and Composition, and 2020 Budget:**

Pastor Heather briefly reviewed the major highlights of the year, excluding the financial aspects. She then reviewed Membership Statistics and Composition.

Elder and Co-chair of the Finance and Stewardship Committee, Tiffany Sudar provided highlights on the financial and stewardship developments and results, including the 19% draw from the endowment in 2019 and the budget for 2020. She answered, with the help of others, a significant number of questions from those in attendance.

Becky Gloninger moved the receipt of the reports and the 2020 budget. The motion was seconded and passed.

### **Report of the Personnel Committee:**

Elders Brittany Krieger and Mark DeWitt, Co-chairs of the Personnel Committee were brought forward to provide a report on behalf of the Personnel Committee. Among the many highlights of their report were the changes in compensation to ensure all full-time staff were receiving a living wage and changes to the retirement plan to make it more viable. After their report and several questions from those in attendance, Pastors Heather and Patrice were excused from the room during the time of discussion and voting on Terms of Call.

Elders Krieger and DeWitt reviewed the committee recommendations. They also took a few questions from those in attendance seeking to understand the terms of call.

## 2020 ANNUAL MEETING MINUTES (continued)

### Approval of the 2020 Terms of Call for The Rev. Dr. Randall Bush:

Pastor - Effective Salary .....	\$94,243.00
(Salary .....	\$76,846.00)
(Housing.....	\$16,000.00)
(LTC Insurance.....	\$ 2,605.00)
Pastor-Medical Reimbursement .....	\$ 1,884.86
Pastor-Professional Expense.....	\$ 2,000.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance .....	\$47,734.36
Pastor-SECA (Self Employment Tax) .	\$ 7,210.00
Study Leave (two weeks) and Vacation Time (five weeks)	
Mileage reimbursement @ \$0.58/mile	

### Approval of the 2020 Terms of Call for The Rev. Heather Schoenewolf:

Pastor – Effective Salary .....	\$73,010.00
(Salary .....	\$33,010.00)
(Housing.....	\$40,000.00)
Pastor-Medical Reimbursement .....	\$ 2,460.20
Pastor-Professional Expense.....	\$ 1,000.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance .....	\$27,950.00
Pastor-SECA (Self Employment Tax) .	\$ 5,585.00
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.58/mile	

### Approval of the 2020 Terms of Call for The Rev. Patrice Fowler-Searcy:

Pastor – Effective Salary .....	\$71,692.47
(Salary .....	\$52,192.47)
(Housing.....	\$19,500.00)
Pastor-Medical Reimbursement.....	\$ 1,433.85
Pastor-Professional Expense.....	\$ 2,000.00
Pastor-Study Leave .....	\$ 2,000.00
Pastor-Pension/Insurance .....	\$27,793.00
Pastor-SECA (Self Employment Tax) .	\$ 5,485.00
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.58/mile	

Elder Krieger moved on behalf of the Personnel Committee to approve terms of call for Rev. Randy Bush, Rev. Heather Schoenewolf and Rev. Patrice Fowler-Searcy. The motion was seconded and passed.

Pastor Patrice returned to resume co-moderator duties.

### Annual Congregational meeting was recessed at 1:52 PM to convene the meeting of the Corporation, East Liberty Presbyterian Church of Pittsburgh

The annual meeting of the Corporation was called to order by President and Elder Mark DeWitt.

## **2020 ANNUAL MEETING MINUTES (continued)**

### **Report of the Centennial Fund:**

Elder DeWitt, member of the Centennial Fund, provided a report on the fund, noting that the Fund remained basically flat in 2019 after the 19% draw for expenses and the significant return on market investments. He also noted that Session had passed a resolution relating to gun control and that part of that resolution called for the divestment of gun manufacturers and others involved in the gun industry.

### **Motion to adjourn the Corporation and Congregational Meetings:**

A motion was made by Diana Armstrong, seconded and passed to adjourn the meetings.

### **Closing Prayer:**

Pastor Patrice closed the meeting with prayer at 2:12 PM.

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Rev. Patrice Fowler-Searcy, Co-moderator

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John T. Buckley, Clerk of Session

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Rev. Heather Schoenewolf, Co-moderator