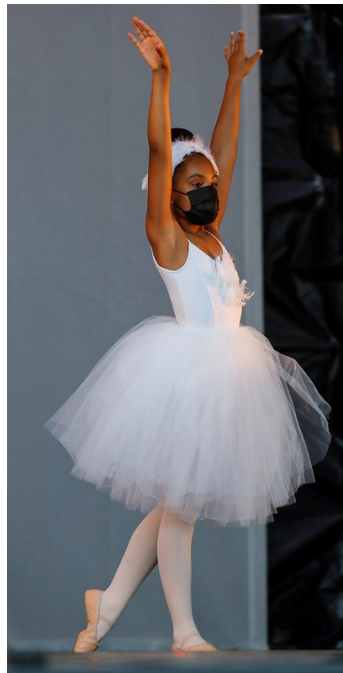




ANNUAL

REPORT 2021

EAST LIBERTY PRESBYTERIAN CHURCH



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

Sunday, February 27, 2022

In-person (Social Hall) and Zoom meeting

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 2021 ANNUAL CONGREGATIONAL & CORPORATION MEETING

RECOGNITION OF THOSE WHO HAVE DIED

Sue Bailey, Richard Depperman, Stuart “Buzz” Hutchison, David Johnston, Justin Johnson, Jean Kennedy, Daniel Kirk, Nancy Latshaw, Lee Lewand, Gretchen Lewis, Patrick Panebianco and Charlotte Smith

RECOGNITION OF OFFICERS WHO RETIRED OR RESIGNED

Retiring Elders: Ray Anthony, Michelle Bard, Damon Bethea, Mark DeWitt, Ike Ezekoye, Katie Haas-Conrad, Corinne Krimmel, Pam Walaski and Russ Walker

Retiring Deacons: Dana Carl, Doug Cooper, Dylan Geibel, Liz Gonda, Linda Harrington and Henry Petrilli

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 2022:

Karen Beasley, Andrea DeVries, Tim Engelhardt (chair), Jill Millard (Session Representative), Elaine Phillips (Deacon Representative), Jan Pressman.

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

Karen Beasley (filling a two-year term)

Presentation of nominees for the office of Deacon (Class of 2025):

JoEllen Aleshire, Yodit Betru, Dana Carl, Jeff Fritz, Jason Lucarelli

Presentation of nominee for office of Deacon (Class of 2023—serves one year):

Annabel Degenholtz (Youth Deacon)

Presentation of nominee for the office of Elder (Class of 2025):

Ray Anthony, Hollen Barmer, Sandra Brake, Carol Chonoska, Carla Depperman, Becky Gloninger, Stephen Simpson-Hunt, Matt Stufft

Presentation of nominee for the office of Elder (Class of 2023 – serves one year):

Charlotte Brake-Hoffman (Youth Elder)

Presentation of nominee for Congregational Trustee of Centennial Fund (Class of 2025):

Kathy Callahan

Presentation of congregational nominees for the Nominating Committee (Class of 2023):

Damon Bethea, Michele Bossers, Andrea DeVries, Josh Mattila, Jill Millard (Session representative), Elaine Phillips (Deacon representative)

Motion to receive and approve the slate of nominees.

SUMMARY OF COMMITTEE REPORTS

2021 MEMBERSHIP STATISTICS AND COMPOSITION

2022 BUDGET

UPDATE FROM THE STONEWALL JACKSON WINDOW TASK FORCE

REPORT OF THE HUMAN RESOURCES COMMITTEE

Approval of the 2022 Terms of Call for The Rev. Dr. Randall K. Bush:

Pastor - Effective Salary.....	\$96,111.20
(Salary	\$77,009.14)
(Housing.....	\$16,000.00)
(LTC Insurance... \$	3,102.06)
Pastor-Medical Reimbursement .	\$ 1,854.18
Pastor-Professional Expense.....	\$ 2,000.00
Pastor-Study Leave	\$ 2,000.00
Pastor-Pension/Insurance (Board of Pensions).....	\$48,072.96
Pastor-SECA (Self Employment Tax).....	\$ 7,352.51
Study Leave (two weeks) and Vacation Time (five weeks)	
Mileage reimbursement @ \$0.58.5/mile	

Approval of the 2022 Terms of Call for The Rev. Patrice Fowler-Searcy:

Pastor – Effective Salary.....	\$74,475.70
(Salary	\$48,133.80)
(Housing.....	\$26,341.90)
Pastor-Medical Reimbursement.....	\$ 1,989.51
Pastor-Professional Expense.....	\$ 1,500.00
Pastor-Study Leave	\$ 2,000.00
Pastor-Pension/Insurance (Board of Pensions).....	\$28,865.89
Pastor-SECA (Self Employment Tax).....	\$ 5,697.39
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.58.5/mile	

Approval of the 2022 Terms of Call for The Rev. Heather Schoenewolf:

Pastor – Effective Salary.....	\$74,475.70
(Salary	\$34,075.60)
(Housing.....	\$40,400.10)
Pastor-Medical Reimbursement .	\$ 2,489.51
Pastor-Professional Expense.....	\$ 1,000.00
Pastor-Study Leave	\$ 2,000.00
Pastor-Pension/Insurance (Board of Pensions).....	\$28,865.89
Pastor-SECA (Self Employment Tax).....	\$ 5,697.39
Study Leave (two weeks) and Vacation Time (four weeks)	
Mileage reimbursement @ \$0.58.5/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 2021 Reports.

RECESS TO MEET AS THE CORPORATION, EAST LIBERTY PRESBYTERIAN CHURCH

2022 ELPC Corporation Officers:

Lenore Williams, President; Bryan Lawrence, Treasurer; Carla Depperman, Secretary

Centennial Fund

Mark DeWitt, 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 Session, others by the congregation.

It is important to note that the Centennial Fund is comprised of a number of sub-accounts. Some are unrestricted in use and others have been designated for specific purposes. The Centennial Fund currently provides about two-thirds of our church's annual operating budget.

The vast majority of the Fund's investments are in publicly traded securities with a target allocation of 70% in stocks (large cap, small cap and international equities) and 30% in bonds/ fixed income investments and are managed by Arthur J. Gallagher & Co. The value of the Fund under management of Gallagher as of 12/31/2021 was \$28,666,622.

In addition, to the professionally managed portion of the Fund, the Centennial Trustees can allocate up to \$1 million for investment in local and/or worldwide opportunities pursuant to its Community Investment Criteria. Currently, the Fund has made a loan of \$250,000 to East Liberty Development, Inc. (ELDI) to support their housing rehabilitation efforts in the East End.

Adding this loan to the Gallagher managed portfolio, the Fund stood at \$28,916,622 on December 31, 2021, an increase from the prior year end value of \$26,312,537.

The managed portion of the Fund had an overall return of 15.73% for 2021, which was a continuation of 2020's return of 15.15%. The cumulative annual returns for the last three and five years have been 17.48% and 12.41%, respectively. The Centennial Fund has exceeded its internal performance benchmark, both for the short-term and long-term. In addition, the Fund has consistently performed in the top 15% of its peer group of similarly managed endowments.

The Chair wished to thank the Centennial Trustees for their dedicated service this past year.

Centennial Trustees:

Lynne Chadwick, Mark DeWitt (chair), Roberta London, Steve Massey, Allison Seidel, Bob Starzinski,
The Rev. Dr. Randy Bush (staff)

MOTION TO ADJOURN THE CORPORATION AND CONGREGATIONAL MEETING

CLOSING PRAYER



TABLE OF CONTENTS

	<i>Page #</i>
Messages from The Pastors	6
Session	10
Facing Systemic Racism Committee	11
Faith Formation Board.....	12
Adult Education	12
Children and Family Ministries	13
Spiritual Life.....	14
Youth and Young Adults Ministries.....	15
Children and Youth Ministries	15
Human Resources Committee	16
Membership and Outreach Committee	17
LGBTQ Ministry.....	18
Sewing and Knitting Groups.....	18
Mission Board.....	19
Justice	20
Neighbors	21
Peace.....	22
Property	23
Stewardship and Finance	24
Worship, Music and the Arts Committee.....	25
Organist and Music Director Report.....	26
<i>Other Boards and Reports</i>	
Board of Deacons	27
Centennial Fund.....	4
Director of Church Operations	27
Hope Academy of Music and the Arts	28
Presbyterian Women	29
<i>Statistical Reports</i>	
Budget.....	30
Pledges, Income and Expenses.....	31
Membership Statistics.....	32

MESSAGES FROM THE PASTORS



**THE REV. DR.
RANDALL K. BUSH**
Senior Pastor

There are certain words we heard over and over again last year that I'm sure you hope not to read about in this report – words like Covid, mask mandates, “You're on mute,” and the “new normal.” The 2020 congregational meeting was one of the last “normal” congregational events held at ELPC prior to the seismic shock of the pandemic and the changes we've endured these past two

years. Here we are in 2022 – still striving to be a congregation faithful to God's call even as we are understandably tired of the adjustments we have all made just to stay safe in these troubled times.

My goal during the past year (and one that has been shared by the church staff and employees) has been to offer as much as possible that is familiar in a season of so much upheaval. I feel good about how we've done with this goal. 2021 contained all the important church celebrations – from New Year's, Lent and Easter through outdoor summer worship, fall Rally Day, Advent and Christmas. We found ways to gather in our building even as we live streamed our services to those viewing from home.

We had special services in the fall to remember those who'd died, new members who'd joined us, baptisms and weddings we'd celebrated, and stewardship pledges we felt

moved to offer. We found times to get together – whether in Adult Education classes or a wide range of mission activities (diaper drive, sock collection, food donations, petition signings). The PW Bible Study took place as did Spanish as Second Language classes. Small groups were able to meet once more in our building, and Netflix movie trucks filmed dramas in our halls.

Volunteers took care of the garden areas and environmental tips plus racial justice dialogues were part of our ongoing conversations. Pride Month happened – Youth Sunday happened – Hope Academy lessons happened - Communion and Taizé and Spiritual Life retreats all happened. It was different, yet in so many ways, it was still the same ELPC we know and love.

I know that changes will continue to happen in our church in 2022. That is inevitable, particularly as we move beyond the current pandemic into the place where God is leading us. Let me express my gratitude to all of our ELPC staff and to each one of you, members and friends of ELPC. Through it all, you have blessed me and my family. May God's grace and peace continue to be seen in all the familiar ways at ELPC as we walk by faith into the year ahead.



MESSAGES FROM THE PASTORS (continued)



**THE REV. PATRICE
FOWLER-SEARCY**
Associate Pastor

It almost seems trite to say that the year 2021 was difficult, trying, and challenging. Those words replaced the overall 2020 sentiment of “extraordinary times.” And yet, despite it all, God was and is faithful and we found ways to remain as healthy as possible, engage while at a distance, and to provide and offer ministry in new and novel ways.

It was a blessing and an opportunity to continue provide staff-support and leadership to the ELPC Mission Board, Neighbors, Justice, and Peace Committees, the Board of Deacons as well as to the Facing Systemic Racism and Stonewall Jackson Window Task Forces, as we sought to creatively provide mission opportunities to the congregation and to support our local and a various international organizations, missions, and agencies.

Our primarily focus in 2021, was for mission to live into two of the three markers of a Presbyterian Church (USA) Matthew 25 Congregation more fully and innovatively – Eradicating Systemic Poverty and Dismantling Structural Racism. As we were painfully aware, due to the continuation and worsening effects of the pandemic, an inordinate number of people were unable to work due to business closures, lay-offs, job loss, or illness. Therefore, throughout the year, food, clothing, toiletry, and puzzle drive-by’s were held to assist our food insecure neighbors; to provide warm socks for people living in homelessness; to provide sweatsuits for people released from the Allegheny County Jail in need of warm clothing; and to provide toiletry items and puzzles for people in the Allegheny County Jail. Miraculously, through the generosity of the ELPC members, we collected over two thousand pounds of food, 2200 pairs of socks, and 1090 toiletry items. With assistance from an ELPC member, we received a \$10,000 grant from the Pittsburgh Foundation Robert S. Waters Fund to assist our neighbors living with food and housing insecurity. Thanks to The Foundation Grant in the Mission Ministry budget and the generosity of our congregation, we expended more than \$16,000 in 2021 to assist approximately eighty households with utilities, protective transportation, furniture, appliances, and other types of assistance through the dedicated work of Gerald McClendon, who serves as the ELPC Mission Assistant

sixteen hours a week in addition to his responsibilities on the ELPC Facility staff.

The work of the various ministry teams also continued to lift up justice themes related to the environment- recycling, urban and community garden, and farming while black; the justice system – banning no-knock warrants in Pittsburgh (Breonna’s Law); issues related to incarceration – end to solitary confinement in the Allegheny County Jail; sensible state-wide gun laws and gun safety; equitable and accessible homeownership through the financial and volunteer support of Open Hand Ministries. Suspended in 2020, we reinstated receiving the four denomination-wide special offerings in 2021: One Great Hour of Sharing, Pentecost, Peace and Global Witness, and Christmas Joy. In September, the Mission Board approved a \$10,000 grant to support the Medical Benevolence Foundation mobile medical teams responding to the crisis in Haiti following the earthquake and Tropical Storm Grace.

The highlight of 2021, for me, was the commissioning of the Facing Systemic Racism Committee on Sunday, October 10, after Session voted to move the Facing Systemic Racism Task Force to full Committee status under the Mission Board, acknowledging that their work is critical to the life and well-being of our congregation. Since 2017, the Facing Systemic Racism Task Force has worked tirelessly to educate, challenge, and support ELPC as we continue to strive to be who we profess to be, a social and racial justice seeking congregation, and furthering our commitment to be diverse, equitable, and inclusive. In 2021, collaborating with the Faith Formation Board, the Facing Systemic Racism committee hosted three vignettes written by Dr. Beverly Harris-Schenz, as she explored episodes of racism she experienced over the course of her life. Additional presentations during the year included the following discussions and presentations:

- *The Notorious Trial* of Joe Brown led by Tony Norman and Steve Mellon;
- *Banished From Johnstown* led by author Cody McDevitt;
- *Critical Race Theory, What It Is and Is Not* presented by Dr. James Phillip Huguley, University of Pittsburgh Associate dean for Diversity, Equity, and Inclusion and Associate Professor at the School of Social Work;
- *Telling the Truth*, considering the courage, vulnerability, painful listening, dangers and the importance of trust and love in teaching the truth, presented by Dr.

MESSAGES FROM THE PASTORS (continued)

George Yancy, Professor of Philosophy at Emory University, Distinguished Scholar at Dartmouth College, revered author, and speaker on racism in America and the impact of white backlash in conversations about race; and

- Anti-Racism and White Fragility staff training with assistance from The Rev. Shanea Leonard, Associate for Gender and Racial Equity, PC(USA).

I also had the honor of continuing to serve on the East Liberty Development, Inc., and the Pittsburgh Theological Seminary Boards of Directors. And it was a special joy to serve on the Planning Committee for The Rev. Dr. Asa J. Lee's presidential inauguration and installation and participate in the worship service of the same. I was nominated by Lora Bethea and Michele Bossers for the inaugural Bridge Builder award at the YWCA Equity Luncheon in December. Chosen to receive that award was humbling and an honor.

To say that 2021 was a demanding and spiritually challenging year is an understatement, and God has been faithful through it all. I am thankful for the opportunity to serve ELPC and the community in my capacity as Associate Pastor for Mission at ELPC, and I thank God for the amazing colleagues with whom I work, and for the members who are committed to living out their faith through the work of the Mission Board, Neighbors, Justice, and Peace committees, and the Board of Deacons.



**THE REV. HEATHER
SCHOENEWOLF**
Associate Pastor

2021 was a year of ministry like no other.

As a people of faith, we often reflect on how we move in the direction of the Spirit's breath. We make plans; we think we know who we are and what we want; we feel safe...and the winds of the Holy Spirit blow and take us in new directions, push us out of our comfort

zones, and inspire us on new adventures – ones we cannot even imagine.

I confess that ministry in 2021 often felt shaped by the winds of Covid, whose ability to transform the landscape of our lives in every way, continued to be disorienting, disruptive and distracting from the agenda of the Holy Spirit. I spent the first quarter of 2021 ministering almost exclusively from different rooms of my home, at a folding lap desk, while my husband and I navigated childcare and full-time employment as we had since the Spring of 2020.

Spring of 2021 brought the promise of increased gathering because of the roll-out of vaccines among adults and teens. Slowly some outdoor gatherings began, cautiously. In the summer we even engaged in outdoor masked ministry to the youngest kids and their families. Ministry to adults has persisted through the challenges of Covid life, and has been the "easiest" to adapt. Premarital counseling sessions took place on Zoom; Adult Church School classes were hybrid, with flourishing attendance. But in-person ministry to children and youth ebbed and flowed. Teens were burnt out from on-line offerings, but came back to Church School and club 116 and service projects in the fall. Ministry to children remained limited because of the inability of young children to be vaccinated and the high transmissibility of first the Delta and then Omicron variants.

Faithful ministry in 2021 has required that pastors become armchair epidemiologists, and as the Associate Pastor for Educational Ministries, I have never spent more time in my life reviewing and analyzing public health statistics or seeking advice of medical experts before planning Sunday School. So much that we have taken for granted has changed. There is no predictable

MESSAGES FROM THE PASTORS (continued)

pattern, just incomplete information, best efforts, and leaps of faith.

Even still, I do trust in the faithfulness of the Holy Spirit. I think that in spite of the virus' spread, the societal/political unrest and racial tensions, and other manifestations of the "brokenness" inherent in human living, there are Holy reminders that have offered strength, wisdom, direction and hope.

I believe that we have been reminded again that we are not in charge, nor are we perfect. This truth rightly orients us with humility before God and one another.

I believe that the magnified societal tensions and challenges have also rightly pointed out our interconnectedness – the messiness of it; the complexity of it; the sinfulness within it; and the possibilities of it. I believe that if we can learn to treasure this facet of human living, and to cherish the human lives to which we are connected, we can repent from sin and boldly enact justice and love in a manner that emulates the Kingdom of God. We need to pay attention to this.

I believe that God is with us, everywhere: in our sanctuary; in a kitchen-table-office with Lucky Charms on one side and the Book of Common Worship on the other; in the streets; in vaccine clinics; on hiking trails; and even on Zoom.

I believe that God is graciously present in our shared ministry together. Through partners in ministry at ELPC – both staff and congregants – God has blessed me with the wisdom and witness of those who keep on keeping on. Together we have encouraged each other, planned new ways of being together, after the last new way was deemed unsafe. We inspired each other and challenged each other. I'm grateful for each person with whom I have met, Zoomed, prayed, and worshipped – and am particularly grateful for those who have held my family in their prayers.

I believe the Holy Spirit gives us hope. So in faith I name my hopes for 2022, knowing that God is not done with us, and this current "new normal" isn't the end of the story. I hope: for the return of in-person ministry to children in 2022, that my child can come to church again, that we can welcome children to the steps of the Chancel for a Children's Time again, that we can offer an in-person Vacation Church School again, that we can hug again. May it be so.



SESSION

Michelle Bard, Session Clerk

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.

In this second pandemic year, Session continued to operate among the complexities of being the church in a constantly shifting landscape. We sought to respond faithfully to changes in local and global public health, and to provide spiritual and tangible support to members of both ELPC and the broader community.

We continue to seek to be guided by the priorities of the PC(USA) Matthew 25 Church initiative: to dismantle structural racism, to eradicate systemic poverty, and to build congregational vitality.

This year, Session began to grapple directly with our church's own history of structural racism, as expressed architecturally in the stained glass window honoring Stonewall Jackson. Over hours of prayerful study and conversation with the congregation, Session committed not only to remove the window but also to instate a substantive externally-facing financial initiative of repair, in an effort to begin tangibly enacting our repentance for the sins of white supremacy.

Additionally, Session has sought just and innovative ways to share our building resources with community groups who need space to operate; worked to make ELPC a more just and equitable workplace; and prioritized (always creative!) spiritual vitality throughout our many hybrid programs.

Throughout, we have praised God for providing ELPC with the resources to continue in its mission. In 2022, we seek to wisely steward these resources to continue building congregational vitality, working toward robust and lasting racial and economic justice for all people, and bearing witness to Christ's love in Pittsburgh.



FACING SYSTEMIC RACISM COMMITTEE

2021 brought both challenges and opportunities for Facing Systemic Racism efforts. Those included providing relevant programs and resources while continuing to live in pandemic times, facing personal/structural internal and external realities and re-envisioning FSR as it relates to existing ELPC church structure.

Over the course of the year, FSR presented six hybrid listening and learning events for the congregation. Those included presentations by authors, journalists and academics. Topics included historical realities and personal stories. All included opportunity for reflection and discussion:

- Presentation by journalists Tony Norman and Steve Mellon on the *Pittsburgh Post Gazette* archive stories of *The Notorious Trial of Joe Thomas*;
- Discussion of *Banished From Johnston* with author Cody McDevitt;
- Let’s Talk – Intergenerational Church School discussion of *Shopping for Shoes*, vignette

- presented by ELPC member Dr. Beverly Harris-Schenz;
- *Critical Race Theory: What It Is and Isn’t* with Dr. James Phillip Huguley from the University of Pittsburgh;
- Let’s Talk – Intergenerational Church School discussion of *High School English*, vignette presented by ELPC member Dr Beverly Harris-Schenz; and
- *Teaching the Truth* with Dr. George Yancy of Emory University.

Members of FSR also engaged ELPC staff in discussions of systemic racism within church structures in general and within ELPC in particular. While these were challenging and difficult conversations for all who participated, they revealed that even in the most inclusive settings, racism is embedded within U.S. society, institutions, and culture. It is only through the intentional willingness for personal and corporate self-examination that we can, indeed, overcome.

Concurrently, the Mission Board and members of the Facing Systemic Racism Task Force entered into a time

of discernment which led to a recommendation to Session that FSR transition from a Mission Board Task Force to a standing committee of the church which was adopted by Session. The transition is in reality transformational by acknowledging that facing and challenging racism is an ongoing struggle that demands lamentation and repentance before reparation, healing, and restoration.

Committee Members: Sherry Anderson, Frank Baurele, Damon Bethea, Michele Bossers (co-chair), Gretchen Chapman, Carol Chonoska, Ted Cmarada, Kathy Glass-House, Jessica Giannotta, Beverly Harris-Schenz, Becky Gloninger, Jim Gordon, Katie Haas-Conrad, Linda Lane, Jeff Parsons, Laura Ristau, Emily Rosenthal, Susan Spangler, Russ Walker, Lenore Williams (co-chair), Jen Hykes Willson, Eddie Willson, Pastor Patrice Fowler-Searcy (*staff support*)



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 and a staff representative sit on this board.

FFB met six times in 2021 to share updates and committee needs among board members. Additionally, there were discussions about various Christian Education offerings to all ages at ELPC. Here are several 2021 FFB offerings:

- This board worked together to offer Lenten activities for all ages with a focus on “Being in the Desert.” The activities focused on offering members and friends opportunities to reflect on “desert” experiences in their lives.
- FFB partnered with the Facing Systemic Racism Committee to host two intergenerational sessions called “Let’s Talk.” These sessions focused on vignettes led by Dr. Beverly Harris-Schenz that occurred during the Church School hour (9:45-10:45 AM). Beverly shared personal stories from her life at each session and volunteers from FFB and Facing Systemic Racism Committee led small group discussions.
- ELPC Seminary Intern, Kathryn Ophardt, started Spanish classes with church members and friends to learn and practice their use of the language. Members and friends learned the Lord’s Prayer in Spanish and recited it at the Pentecost Service.
- FFB worked with Children and Families Ministries and YAYA to prepare for outdoor Church School for fall of 2021. Children gathered in the Garth/Courtyard, while youth met in the playground area on the Baum Avenue side of our church. All measures to keep them safe during Church School were taken by staff and teachers. As the weather became colder, the number of children attending Church School waned, while the youth continued to attend. Youth classes started meeting in the 2nd Floor Parlor (masked and social distanced).
- For Advent 2021, FFB came together to offer opportunities for members and friends to share stories about times in their lives where they exercised waiting. A collection of these stories was offered to the ELPC community for meditation and reflection.

As we enter 2022, FFB continues to adjust to the changing landscape during the COVID pandemic, while finding new and creative ways to offer Christian Education to ELPC members and friends of all ages.

Staff: Rev. Heather Schoenewolf, Rev. BJ Woodworth, Sara Hackett, Kelli Booher (she ended her YAM Coordinator role on 12.31.21), Kathryn Ophardt



Adult Education

Lora Bethea, Co-Chair

Joe Hajdu, Co-Chair

As a ministry of the Faith Formation Board, Adult Education offers a variety of weekly classes that provide unique options to a diverse community of adults who are questioning, reinforcing, or expanding their journeys of faith. During 2021, the Adult Education Ministries continued to provide classes during the Sunday morning church school hour, reaching an average of 60 adults each week both in-person and virtual.

Throughout 2021 our planning was still impacted by the unpredictability of Covid. We adapted as many of our offerings as possible to a hybrid model so that we could continue to reach all interested adults. This provided us an opportunity to reach people outside of our church family and welcome new people from around the country and beyond.

Journey with Scripture studied Psalms, the Apocrypha, and Revelations through June 2021. In the fall they began a new study of the Psalms, Hebrew scriptures, Paul’s letters, and readings found only in Matthew and Luke called the Ps and Qs of Scripture. Seekers continued to explore a variety of topics through video presentations and discussions such as the Navajo Water Project, our church school offering recipient, discussing the relationship between God, nature, and humanity, and hearing a presentation from Asa Lee, Pittsburgh Theological Seminary’s new president. Parenting Circle began the year by reading, *This Life is Ours*. In March, the author, Lauren Burdette, presented to and had a Q& A with the class. For fall, the class began reading *The Sandbox Revolution*, a series of essays written by parents about issues important to parenting. Soul Food read several books during the year: *Falling Upward*, *In My Grandmother’s House*, and *No Other*

FAITH FORMATION BOARD (continued)

Gods. The class is broken up into discussion groups, each with a facilitator, both in-person and hybrid. They also joined with Spiritual Life for the CONSPIRE conference in September offered by the Center for Action and Contemplation.

We are thankful for the facilitators of each class, Jan Irvin and Lora Bethea, Trish Buben, Gwen Puza, and Joe Hajdu as well as for the leadership of Lora Bethea and Joe Hajdu who serve as co-chairs of the Adult Education Committee.



Children and Family Ministry

Sherry Anderson, Co-chair

Heather Lawrence, Co-chair

2021 was another challenging year. We began in January with no in-person children's programming due to the lack of/limited vaccination of children and adults. The committee provided at-home church school lessons that included prayers, picture book recommendations, bible study questions, and materials for hand on activities.

Vacation Church School took place as three monthly in-person events with the theme of "Sanctuary" in nature, in the church, in the world. Two gatherings were held at Highland Park in the Lake Point Grove, and one event took place at ELPC. Parents/caregivers accompanied their children to each event. Sunday School teachers, teens and volunteers guided families in small clusters through singing, Bible story-telling, crafts, service projects, science and recreational activities throughout the afternoon. Reflective discussion occurred. Follow up/take-home activities related to the theme were provided.

For the resumption of Church School in the fall, we used the garth with a large space in which we gathered on rugs and towels to hear a Bible story and sing. Each age group then moved to its own space for age appropriate activities. The 2-3 and 4-5 groups had the most regular attendees. As fall progressed and got cooler and rainy, attendance dropped off. We ended the classes in November.

We were blessed once again to have Rev. Ashley De'Tar-Birt as our author/creator of our Christmas Pageant. Entitled the *Perspective Pageant*, children and youth told the story of Christ's birth on December 12 using a hybrid model of in-church participation and pre-recorded home

videos. Our middle schoolers were fine narrators and we had a blessedly sufficient number of sheep and angels.

The committee is once again indebted to the love, talents and gifts of time and talent provided by Rev Heather and Sara. Their joy and energy kept the committee going throughout this difficult year. We are hopeful for 2022.



Spiritual Life and Taizé Ministries

The Rev. BJ Woodworth, Director

Thanks to Reed Williams, Jeff Parsons, Kathy Glass, Susan Spangler, Shirley Fair and Dawn Morgenstern (the Spiritual Life Committee) for their support, creativity, and encouragement in shaping and growing the Spiritual Life ministries of ELPC this year.

At various times throughout the week, we offered 6 weekly opportunities to connect with God and one another through Contemplative Prayer, Mindfulness Meditation, Journey Dance, Cathedral Yoga, Taizé, and Yoga and Centering Prayer.

We were able to offer 4 virtual retreats this year. We hosted a Lenten retreat for 35 people focused on a journey into the desert; we had a retreat for 15 of our deacons, mission and FSR committee members to help them live more fully into the restful rhythms of Jesus; we hosted a retreat with Cole Arthur-Riley, for 20 people, exploring the gift of a contemplative spirituality marked by the liberating habits of storytelling, emotion, and embodiment and finally our Advent Retreat just last month, focused on the gift of darkness.

This past summer we had times of silence and stillness that involved a Silent Walk on the Butler Freeport Community Trail and the viewing of the film *In Pursuit of Silence*. Finally, we hosted the virtual CONSPIRE Conference of the Center for Action and Contemplation. Twenty-three of us gathered Friday night, Saturday, and Sunday for lectures, prayer times, communal times of silence and hearty conversations in the Social Hall about our own spiritual journeys and our pursuit of justice in the world.

This year Spiritual Life Committee also took a more active role in helping oversee and shape Taizé. I want to express my deep gratitude for the joy of working with our amazing musicians: Jennifer Gorske, Billy Wayne Coakley, Brother

FAITH FORMATION BOARD (continued)

James Avant, Gerard Rohlf, Charlie Anderson, Kathy Whittaker and Chris Markwell. In addition, Taizé would not be as aesthetically beautiful and creative if it were not for Katelyn Winters, who puts her artistic and creative touches to the altar week in and week out. Katelyn has also brought more interactive and hands-on ways to pray, create and be present to God in all five of our senses and for that I am so thankful! This year we also added an abbreviated recording of the Taizé service that can be listened to as a contemplative podcast and prayer time at any point during the week. I hope that this will continue to grow and expand Taizé's reach in our congregation and beyond. You can find it very easily on our ELPC App. Thanks to Wayne Gaines who records and edits the service each week.

It has been a fruitful year and I know the fruit that has come and is continuing to grow is rooted in our own personal and individual intentions to abide and remain in the Vine; for apart from that quiet, still and trusting posture we can do nothing (John 15:5).



Youth and Young Adult Ministries

David Carl, Chair

The Youth and Young Adult Ministry Team (YAYA) is grateful for all the staff and volunteers that made possible the programming we offered in 2021.

Confirmation – In October of 2021 Confirmation classes began. The class meets once a month to explore faith, theology, and church membership along with confirmation leaders and their sponsors.

Club 116 – started in 2021 on zoom but was able to begin meeting outdoors in the spring. Older youth met in the play yard and younger kids were visited again in their yard. In September we transitioned again, modifying our schedule and programming to be able to more safely gather again at the church. Our 7th through 12th grade group, mostly vaccinated by September met inside and the 1-6th graders met in the courtyard in our outdoor learning space until the weather became too cold to continue meeting outdoors.

The Middle and High School Church School classes continued to meet monthly from January to May. In September the classes combined and met outside in the

play yard and roasted donuts over the fire pit but moved indoors when the snow came. Middle School youth narrated our Christmas pageant, and High School youth planned and led our Youth Sunday Worship in June.

Tween and Teen Events – In early 2021 youth did a variety of service projects at home over zoom. They made blankets for Jeremiah's place, wrote letters through Amnesty International and cooked dinner for their family. In April and May we gathered to volunteer at Garfield community farm and to send 'thinking of you' packages to members of the congregation. September through December youth met twice a month for both fun and service projects. They went ice skating, led Advent wreath making for the congregation, did yard work, went Christmas caroling, and went on a polaroid photo scavenger hunt of East Liberty.

Summer Mission Work – the High School group went to Crestfield Camp and Conference Center for a 4-day mission retreat where they did projects around camp while also enjoying God's creation and doing some creating of their own through a variety of art projects. The Middle School group 'camped out' in tents at the church for a mission overnight and did some service projects and fun activities around the church. It was good to be together for service, worship, and play.

Young Adults – Kelli Booher continued her Interim leadership throughout all of 2021. She hosted a range of virtual and in-person events, classes, and retreats for Young Adults at ELPC. Over Zoom, Young Adults gathered for craft nights, Bingo, and evening prayer. As the weather improved and vaccines began to roll out, YAMS engaged in city walks, in-person day-retreats and hybrid study series. Highlights of 2021 include: partnering with Pastor BJ for a Spiritual Fermentation series in the spring and another series exploring Taizé in the fall, a day-long spring retreat at ELPC; Tubing down the Stonycreek in Johnstown, a "Friendsgiving" dinner, road trips with the Happy Wanderers, and more!

We give thanks for Kelli's joyful and generous leadership of the Young Adult Ministry throughout all of 2021!



FAITH FORMATION BOARD (continued)

Children and Youth Ministries

Sara Hackett, Coordinator

I'm grateful for all the programs youth and families participated in this year because the ELPC youth ministry is so much more than what we can schedule on the church calendar. It's the teen who, as everyone is leaving Club 116, informally asks their peers how they can pray for them in the coming week. It's the kids who are so excited to see their friends Mr. David, Mr. Ryan, and Ms. Aura pull up to their house in the church van. It is the thoughtful conversations teachers have as they create all new curriculum for this season of ministry. It's YAYA having conversations with partner organizations around the importance of anti-racism work as part of our Christian calling. It's the thank you notes adults write to the youth after they do yard work to let them know they are appreciated, valued, and loved. It is these and hundreds of other moments when we encounter and recognize the Divine; when the love of another helps us remember that we are loved by God or when our loving kindness for someone else deepens our understanding of Jesus' love for us.



HUMAN RESOURCES COMMITTEE

Lora Bethea, Co-chair

Jen Hykes Willson, Co-chair

The Human Resources (*formerly Personnel*) Committee would like to thank our entire staff for their dedicated service to ELPC during the second year of the COVID crisis. Despite the health challenges the pandemic presented, our workforce faithfully kept the church operating in a safe and efficient manner in 2021.

In addition, the Committee would like to thank the Property Committee for their cooperative spirit in coordinating a safe facility, not only for our congregants, but for all our staff.

Personnel Changes

Staff changes were relatively modest during 2021. Kelli Booher completed her leadership of YAM at year-end, despite being in a remote location (Oklahoma!). We would like to thank Kelli for her efforts on behalf of ELPC. Later in the year Necko Robinson was hired to bolster our custodial capabilities.

Compensation Adjustments

During 2021, the Committee changed several aspects of compensation. Most importantly, all full-time staff received a 1% cost of living adjustment at the beginning of the year and another 1% increase at mid-year. Also, many part-time staff are now being compensated on a per diem basis as opposed to an annual rate. Several individual staff members had compensation adjustments based on equity and other factors.

A new payroll system was initiated in December 2021. The new system aligns with best practices and allows us to more easily deal with overtime and vacation. Changes include a shift to a 26-week pay schedule and the ability to track time electronically. No compensation levels were impacted by this change.

Policies/Procedures/Employee Handbook

In 2021, the Committee began the process of updating our Employee Handbook, revamping our approach to hiring and formalizing the working relationship we have with our staff. We believe the old policies, while well-intentioned, have been inconsistent and inequitable. To begin the process of addressing these issues, the Committee contracted with Columbus Brooks for a human resources audit of ELPC. Mr. Brooks produced a 29-page report, which examined in detail our needs and set forth the priorities to address. As a result, our Committee has contracted an HR Consultant, Tina Lynch, to help us coordinate changes moving forward. Tina will be on location within ELPC for at least the first six months of 2022. When final updates are in place, a revised Handbook will be sent to Session for approval.

One outgrowth of this exercise was the Committee's decision to institute Diversity, Equity, and Inclusion training for program staff, managers, and members of the Human Resources and Facing Systemic Racism committees. The first session was held in late September with another extended session in January 2022. The Committee will continue to work with staff to prioritize training and development in this area.

Changes to Committee Leadership

After three years, Brittney Krieger and Mark DeWitt stepped down as co-chairs of the Committee. Lora Bethea and Jen Hykes Willson are assuming committee leadership going forward. We want to thank Lora and Jen for their commitment to the work ahead.

Human Resources Committee (2021): Brittney Krieger (co-chair), Mark DeWitt (co-chair), Lora Bethea, Bill Buchanan, Jen Hykes Willson, Alan McIvor, Nicole Molinaro-Karaczun



MEMBERSHIP & OUTREACH

Jan Irvin, Chair

The Membership and Outreach (M&O) Committee helped to orient and welcome 38 new members and friends in joining our congregation in 2021. This is an amazing amount, given the circumstances. We thank God and ELPC staff for keeping us all going through our reduced in-person attendance during Covid.

The committee provided support to Pastor Randy for 4 Inquirers' classes and provided follow-up contact to these including written correspondence. Membership and Outreach assisted with the Church Life Sampler on September 25th, held outside on a closed Whitfield Street – that was fun to have it all for people in lieu of cars. It was well attended in terms of sponsored tables (>20), participants and visitors (>100 attendees). For part of the summer we also hosted a refreshment table after the 11:00 a.m. worship service and hosted a much needed Italian ice break after the July 25th service.



M&O is also the home for Happy Wanderers, a group offering fellowship opportunities for older members (although not limited!). Two Happy Wanderer events took place in fall 2021, including outings to Hartville Marketplace and Flea Market (20 people) and a Christmas Dinner at Rocky's (12 participants). In 2021, there were 3 Connections gatherings including meeting together at the Botanical Gardens, the Asian Lantern festival (at the Zoo), and a summertime gathering in Gretchen Chapman's back yard. Other active groups within M&O include: LGBTQ, Toymakers, and the Knitting and Sewing Groups (see updates elsewhere in this report). The Toymakers are awaiting new workshop improvements prior to getting back to their crafting.

Advertising, newsletters, and website communications are housed within the Membership and Outreach Committee. 2021 has seen the development of a new ELPC Android phone app, now available (iPhone app to follow shortly), since over 40% of website visitors access it via their smart phones. In 2021, our Facebook page continued to grow to include 2,462 friends. If you haven't already done so, please Like us on Facebook!

In 2021, at the beginning of our monthly meetings (8), we reflected on various membership and outreach subjects including "friendship". Friendship, particularly a friendship in Christ amidst all our differences, is fostered by frequently being present to each another in a setting that encourages people to let their guard down and to confide in each other. While challenging in 2021, we have the assurance that nothing can separate us from the love of God. Our hope is that in 2022 we have opportunities to promote a welcoming spirit and gatherings to foster such friendships.

Many thanks to M&O committee members who have actively participated through the year for events, in our monthly meetings, and mailings. We thank Megan Leisher and Rachelle Calfee for keeping all the names and numbers decently and in order!

Peace to you!

Members: Nicholas Genger-Boeldt (Elder representative), Valire Copeland (Elder representative), Molly Davidson-Welling (Deacon representative), Martha DeMarzi, Andrea DeVries, Jan Lyle Irvin (Elder representative), Janet Pollard, Gwen Puza, Kimberly Schriver, Beth Urbaitis; Randy Bush (staff)



MEMBERSHIP AND OUTREACH COMMITTEES

LGBTQ Ministry

Wil Forrest, Coordinator

ELPCs Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ) Ministry seeks to welcome self-identified LGTBQIA+ people of faith and their allies. This Ministry steadily draws a significant number of participants who are members at other churches or have no church home, but come to ELPC due to the acceptance and safety 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 15 participants in 2021 with about 20% of the participants this year being new to the ministry. One month we had 8 new people join us at the same meeting! Some ministry highlights from 2021 were:

- We formed an Advisory Group who met periodically to assess ministry goals and programmatic plans prayerfully and intentionally.
- In January, we began the year with our annual retreat on Zoom. We focused on “being still” and knowing God in new ways. Different members of the group led worship and creative response time. We even shared a common meal delivered to our individual homes.
- In the spring, we returned to in-person periodic fellowship gatherings recognizing the need for safe human connection. We had a series of outdoor events at Highland Park attracting many people and even some pets.
- In the summer, we supported ELPC’s Full Inclusion Subcommittee (of the Justice Committee) as they planned ELPC’s participation. ELPC shared a virtual booth at People’s Pride with other inclusive PC (USA) congregations around Pittsburgh.
- We had different discussions related to the intersectionality of being LGTBQIA+ and being a person of faith at monthly fall spiritual gatherings.
- LGBTQ visibility was fostered by bringing back the bookmark in the pews with an inclusiveness pledge and ministry information; making pronoun pins available, and wearing and selling colorful tie-dyed Ministry t-shirts, etc.

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



Knitting & Sewing Groups

Diane Jackson, Coordinator

While we have not gathered at the church for about two years, 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.



Toymakers

Mike Anderson, Coordinator

Unfortunately, the *Toymakers* have little to report. We have been in hibernation since March 2020, waiting for the church to reopen for normal activities and for us to get back to sanding, painting and decorating our toys.

In 2021 we distributed about two dozen toys to Sojourner House. They were available from a surplus left over from the year before.

We are hopeful that our stalwart little group will be back in business soon. I have commitments to return to toymaking from nearly all our members. All we need is for this blasted pandemic to disappear or at least subside.



MISSION BOARD

Becky Gloninger, Co-chair

Katie Haas-Conrad, Co-chair

The Rev. Patrice Fowler-Searcy, Staff

In 2021, The Mission Board's (MB) greatest accomplishment was designating Facing Systemic Racism from a ministry team to a full Mission Board Committee. Lenore Williams and Michele Bossers are the first co-chairs of the Facing Systemic Racism committee. As a committee, Facing Systemic Racism will now have a designated budget within the Mission Board budget. This act was in line with our church's dedication to being a PC(USA) Matthew 25 Congregation. The three main foci of a Matthew 25 Congregation are: Eradicating Structural Racism, Dismantling Systemic Poverty and Building Congregational Vitality. The MB continued to operate virtually for most of 2021 and to fund and support mission ministry initiatives led by ELPC and local, national, and international partner organizations and agencies.

The Mission Board congratulates our own Rev. Patrice Fowler-Searcy for being honored with the inaugural award of Bridge Builder by the YWCA at their annual Equity Awards Luncheon in November 2021. ELPC members, clergy and staff were able to attend the awards luncheon to celebrate Patrice.

The Facing Systemic Racism (FSR) Ministry Team (Committee) continued to offer opportunities for the congregation to move towards becoming an anti-racist place of worship, by shepherding and presenting the following programs: a five-week study of the history and current aspects of Health Disparities based on race; vignettes written by Beverly Harris-Schenz based on her experiences while shopping for shoes with her father as a child, and a high school student treated unfairly and inequitably by her classroom teacher. The FSR Ministry Team also conducted five anti-racism and anti-white supremacy sessions for church staff, with assistance from Rev. Shanea Leonard, PC(USA) Associate for Racial and Gender Justice. These sessions were the impetus for the Diversity, Equity, and Inclusion training held later in the year for church leadership and program staff. The FSR Committee 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.

To assist families who were food insecure during this season of Covid-19, the Neighbors Committee sponsored successful food drives in the spring and fall 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, continued to volunteer and financially support Open Hand Ministries and other local missions and ministries.

The Mission Board continues to financially support organizations, ministries both locally and globally who carry out the mission of helping those in need or in times of crisis and conflict. Our mission co-workers this year were Chenoa Stock Clauré and José Luis Clauré, who continue to serve as mission co-workers and coordinators for PERUSA located in Peru as they reside in the United States; and the Rev. Paula Cooper, who serves as Regional Liaison for East Central Africa facilitating relationships with partner churches and institutions in Malawi, Kenya, Rwanda, and Zambia. The Mission Board funded a \$10,000.00 grant to support the relief work of the Medical Benevolence Foundation assistance and work in Haiti after the devastation of the earthquake and Tropical Storm Grace.

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: The first Sunday focused on our connectedness as a diverse community, mutually seeking peace, justice, and equity for all of God's people that culminated on World Communion Sunday, Oct. 3, and receiving the Peace & Global Witness Offering. Sunday, October 10, an after-worship session was held on Critical Race Theory – what it is and is not, featuring Dr. James Phillip Huguley, associate dean for Diversity, Equity, and Inclusion and associate professor, School of Social Work, Pittsburgh University. Sunday, October 31 during the church school hour, Dr. Beverly Harris-Schenz graciously

MISSION BOARD (continued)

shared her vignette about her being treated unfairly by her English teacher as a student in high school.

Chapel Market Free Clothing Ministry: This ministry was on hold during 2021. There is hope that in 2022 we can connect this ministry with community partners in specific arrangements until it is safe to open to the public again.

Mission Leadership: Session Elders serving on the MB are: Ray Anthony, Katie Haas-Conrad (MB Co-chair), Bob Forloines (OHM Board representative), and Russ Walker (Peace Committee Chair). *Other ministry team leaders include:* Carol Chonoska (Justice Committee Chair), Becky Gloninger (MB and Neighbors Committee Co-chair), Michele Bossers (Facing Systemic Racism Co-chair) and Lenore Williams (Facing Systemic Racism Co-chair). At large members: Emily Rosenthal, Ryan Booher, Frank Bauerle (OHM Board representative), Linda Harrington, Deacons Representative and Peta Harrigan Cole, PW Representative. Pastor Patrice Fowler-Searcy is the staff leader



Justice Committee

Carol Chonoska, Chair

2021 was a challenging year under the ever-present Covid 19. All meetings were held virtually, but we did get together to collect toiletries and sweatsuits for the Allegheny County Jail, as well as signatures for petitions to get Solitary Confinement and No-knock Warrants on the Pittsburgh ballot.

We use Matthew 25 as a guide for our service. Despite the restrictions on in-person gatherings we were able to make significant progress on our goals and began a completely new program answering the call to welcome refugees coming to Pittsburgh.

1. Represent ELPC in the LGBTQ community by participating in events and increasing congregational participation.
 - Participate in People’s Pride virtually this year.
 - Attend the LGBTQ+ Spirituality group activities and volunteer opportunities.
 - Provide financial assistance to Project Silk, designed to help LGBTQ youth in Pgh with a drop-in center
2. To ensure the sustainability of Casa San Jose and expand our support of their services.
 - Network with other Presbyterian Churches in Pittsburgh that are actively reaching out to the LGBTQ community with the message that “God loves you just the way you are”.
 - Casa San Jose resumed English Conversation classes in our building in the fall.
 - Advertised for volunteers to assist immigrants on their journey to their host families with Abuelas Responded (grannies respond).
 - Support HB279, Driving PA Forward, fighting for the driving rights of undocumented immigrants to obtain a legal driver’s license. We formed a letter-writing campaign to encourage our legislators to pass this legislation. We also brought to Session an overture from Bower Hill PC, asking Pittsburgh Presbytery to support this bill as well. Our session concurred with Bower Hill PC.
 - We partnered with AJAPO, the smaller of two local agencies responsible for placing refugee families in homes and settling them into the community. AJAPO secures housing and sets the timeline for providing government services. The partner organizations provide the furnishings, clothing, and integration into the community.
 - Improve and expand our support for the Foundation of HOPE Adult Diversion program and support for those in the Allegheny County Jail.
 - Collected toiletry articles from the congregation for the jail.
 - Collected 48 sweatsuits from the congregation for the jail.
 - Learned about the new Youth Diversion program at Foundation of HOPE, arranged for presentation to congregation in 2022. Provide financial support.
3. Address the ways systemic racism impacts Allegheny County Jail, such as the cash bail system.
 - Collect petition signatures to get Solitary Confinement and No-Knock warrants on the ballot in Pittsburgh.
 - Attend book lecture for Pennsylvanians for Alternatives to the Death Penalty.

MISSION BOARD (continued)

4. Develop environmental awareness, education, and congregational engagement in environmental stewardship of our earth. To network and engage with community organizations addressing environmental impact.

- ELPC was certified as a PCUSA Earth Care Congregation in 2020. We continue to complete activities and projects in the fields of worship, education, facilities, and outreach to be recertified each year.
- ELPC to switch to a renewable energy contract, we wanted to consider gas usage (heating energy usage). Committee to develop meaningful and measurable energy reduction strategies going forward.
- Engage Centennial Trust Committee on divesting of fossil fuel funds and stocks, following the guidance from PCUSA Mission Investment Committee
- Our annual Earth Day related event focused on urban farming and regenerative agriculture, as models of local community empowerment and Earth stewardship. We featured speakers from Black Urban Gardens and Farmers, Grow Pittsburgh Farm at Braddock and Garfield Community Farm. We collaborated with Seekers, Soul Food and Spiritual Life groups in this planning.
- Viewing over zoom of the film “Kiss the Ground”. It made the case for the healing power of soil, and its capacity to sequester carbon.
- Volunteered for a monthly Rain Garden maintenance.
- Supplied congregants with beans and flowers seed packets, and encouraged connecting with and caring for the Earth as a spiritual practice.
- Tips in Reaching Out, focusing on food waste reduction and composting, electrification of home tools and appliances to reduce dependence on fossil fuels and reminder to switch to renewable energy.
- Book discussions *Farming While Black* by Leah Penniman (discussion at Garfield Community Farms), *Walden* by H.D. Thoreau, and *Mother Tree, Discovering the Wisdom of the Forest* by Suzanne Simard.

Members: Sherry Anderson, Michele Bossers, Tom Caulfield, Carol Chonoska (chair), Stephanie Creasy, Becky Gloninger, Linda Harrington, Nancy Heastings, Eric Jester, Jason Lucarelli, Judy Mancini, Meg Parker, Vivienne Selia, Kay Shissler, Pat Valoon. Rev. Patrice Fowler-Searcy, staff



Neighbors Committee

Becky Gloninger, Co-Chair
Tim VanFleet, Co-Chair

The Neighbors Committee worked to meet the needs of our community throughout 2021 in modified ways due to the ongoing Covid pandemic. We worked to feed, shelter and clothe our neighbors in need through formal partnerships with Open Hands Ministries (OHM) and East End Cooperative Ministry (EECM). We continue to assess the safest way to re-open the Chapel Market and re-engage with Garfield Community Farm and have begun planning for 2022.

Examples of Neighbors activities include:

- Food drives in the spring and for Thanksgiving in a COVID sensitive fashion resulting in 1,550 pounds of food delivered to EECM
- Continued ongoing financial support through Mission Board annual grant
- Participation on OHM Board of Directors as a founding church (Frank Bauerle and Bob Forloines); also participation in Board committees (Emily Rosenthal, Tiffany Sudar)
- Provided participants for OHM’s Team Works Community (formerly “Circles”), the family development program of OHM, as well as ongoing participation in community events
- Provided funds for OHM Tuesday evening Team Works Community dinners throughout the year as allowed by the pandemic. (In the past ELPC volunteers would host the dinners and provide the food. The method of providing supper changed due to COVID.)
- Provided volunteers for Saturday and Wednesday housing rehab work days throughout the year as allowed by the pandemic
- Provided special funding for OHM family assistance at Christmas

I’d say we had a remarkable year!

MISSION BOARD (continued)

- Encouraged ELPC runners and fund raising in support of OHM in the 2021 Virtual Pittsburgh Marathon.

Members: Frank Bauerle, Ted Cmarada, Jim Eng, Bob Forloines (Elder), Becky Gloninger (Chair), Pat Krimmel, Jon Nelson, Henry Petrilli (Deacon), Emily Rosenthal, Susan Spangler, Tim VanFleet, Rev. Patrice Fowler-Searcy (staff)



Peace Committee

Russell Walker, Chair

During 2021, the Peace Committee engaged in the following activities:

- Participated in the church-wide sampler.
- Hosted a zoom discussion of the background on the Stonewall Jackson window.
- Hosted zoom discussions of gun policy with Mayor Peduto and Representative Ed Gainey.
- Co-operated with the Presbytery's Peacemaking Committee.
- Continued our financial support for our sister church, Balaka Church Central Africa Presbyterian, Balaka, Malawi.
- Continued our support for the Forman Christian College in Pakistan.
- Supported two theology students from South Sudan studying at the Zomba Theological College in Malawi.
- Supported refugees arriving in Pittsburgh, contributed to providing firewood for refugees in Europe; and Cease Fire PA, who works to end the epidemic of gun violence across the Commonwealth and country through education, coalition building, and advocacy..

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 meetings.

Members: Peta Harrigan Cole, Derek Harrigan, John Jordan, Pepo Mazingi, Gwen Puza, Kay Shissler, Ron Stone, Vivienne Selia, Russ Walker, The Rev. Patrice Fowler-Searcy (staff)



PROPERTY

Thomas Morton, Chair

During the 2021 calendar year, the Property Committee at East Liberty Presbyterian Church was engaged in numerous projects; most importantly, we tried to help guide the church's response to the ongoing and ever-changing Covid pandemic and also maintain the building and property. In the paragraphs that follow, many but not all of the Committee's efforts during 2021 will be reported; space does not allow for a full and detailed listing.

A year ago at this time (February), we were not having our normal worship services in-person due to the severity of the pandemic. Routinely throughout 2021, the Property Committee crafted and revised the guidelines for our return to in-person worship and the general building use guidelines, including for weddings. The Committee took the position that we should have a slow and intentional opening.

During the church's recent renovation project, there was a proposal to improve the chancel light; however, this was not done. Due to the need to have good lighting, especially for the livestreamed worship services, this chancel lighting proposal was resurrected and completed this year. Similarly, there is a desire to have a dedicated AV Room within the church that could service all of the church's needs. This is a joint project with the Worship, Music, and the Arts Committee, and will continue in 2022.

Further, the church's Landscaping Team, led by Don Breitbarth and Megan Leisher, had a very active and productive year. Decked out in "Blessed are the Weed Pullers" t-shirts, church volunteers worked throughout the summer and fall to clean up the landscaping around the church, especially in the rain garden and the adjacent areas.

Complementing this, professional companies were brought in for the trimming of trees, shrubs, etc. and providing advice.

In addition, this year the Property Committee has had an active role in the discussion around the removal of the Stonewall Jackson panel in the History of Presbyterianism stained glass window in the east transept. Once Session voted to remove the panel, the Property Committee was tasked with finding bids for the window's removal and the insertion on blue glass to replace it.

In terms of other projects, the Committee also looked intensively at energy consumption; expanding the columbarium; the renting of building space, especially for the filming of TV shows and movies; and the servicing of the building's elevator.



STEWARDSHIP AND FINANCE

Nathaniel Morley and Tiffany Sudar, Co-chairs

The Finance Committee oversaw an ELPC expense budget of \$2,474,354 in calendar year 2021.

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 \$2,458,474 in total revenue received.

With expenses totaling \$2,474,352, we finished the year with a net negative, or excess endowment draw, of \$15,878.

Overall, in 2021:

- The congregation gave generously with \$996,206 in pledges and plate offerings; a 21% increase over 2020. Considering the continued pandemic, we are very grateful that ELPC members and friends have remained supportive and given generously.
- Most of the space use income, approx. \$40,000, came from Netflix's filming of *Archive 81*. This was helpful timing since we were not able to collect fees or rent our spaces fully due to Covid protocols.
- Expenses were lower than projected due to limited in-person programming.
- The 'other income' category returned to the historical average since we did not qualify for Paycheck Protection Program funds this year. We did qualify in 2020 for approx. \$350K which has since been forgiven and we will not need to pay back.
- The Capital Projects Budget does not appear on the annual budget summary but roughly \$140,000 is earmarked each year.
- The 2022 approved ELPC budget is \$2,757,265. It reflects a 6.7% increase in expenses over last year. This is the result of increased insurance costs, filling of previously vacant positions, a newly approved Human Resources consultant (contracted position), and overdue facilities maintenance.

Our 2022 pledge commitments are lower than anticipated at this point in the year. We are hopeful that we will continue to see strong giving from the congregation, much like we did in 2021, as the year moves forward. This would help close the gap in the budget.

At this time, Session has approved an excess draw of up to \$400,000. Without additional giving, our long-term goals of not taking excess draws and aligning the standard draw

with an optimal percentage are not advanced. The Committee will continue to monitor this and report back to Session throughout the year.



WORSHIP, MUSIC AND THE ARTS COMMITTEE

Steve Evrard, Chair

In 2021, 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 continuing 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 refine our livestream capacity to provide virtual worship service opportunities by way of Zoom, Facebook, and YouTube. The church remained closed to in person worship until Pentecost Sunday May 23rd when the church opened to up to 100 worshippers on a prior registration basis. On the second Sunday in September the cap on the number of people attending was lifted.
- *Attendance:* The average weekly attendance for worship services listed in three time frames:
 - * Jan – May: All services were remote. The

average weekly attendance was 227.

- * Summer (June – 1st Sunday in Sept): Services were offered remote, and in-person and the Journey Service was on hiatus. The average weekly attendance was 168, divided evenly between remote and in-person.
- * 2nd Sunday in Sep – Dec 31: Services were offered remote, and in-person. The average

weekly attendance was 303 (96 remote and 207 in-person).

- *Guest Preachers:* ELPC hosted the following guest preachers in 2021:
 - * Sunday, Feb 28: Rev. Gail Bowman, J.D.
 - * Sunday, Nov 21: Dr. Asa Lee, President, Pittsburgh Theological Seminary
- *Prayer Services:* ELPC continued to offer brief prayer services on Zoom on Tuesdays at 8:00 am hosted by Pastor Randy Bush.



- *Arts:* Our Cathedral of Hope contains some of the most magnificent stained-glass windows in the country. To better share this gift with the greater community, Worship, Music, and the Arts Committee member Henk Bossers initiated a project to capture the beauty of the stained-glass in electronic media to enable all to view and enjoy the art via the ELPC website.
- *Church Tours:* ELPC resumed offering Church Tours, which had been suspended due to pandemic-related safety precautions. The following tours were conducted in 2021:
 - * Sanctuary and Chapel – Nov 28
 - * Sanctuary and Chapel – Dec 10
 - * Sanctuary and Chapel – Dec 26



WORSHIP, MUSIC AND THE ARTS COMMITTEE (continued)

Organist/Music Director Report

Dr. Edward Alan Moore

As we maneuvered through another year of the pandemic, I am very grateful for the flexibility of all our musicians and willingness to keep the music singing and playing!

Journey Praise Team – Michael Warren, director, with singers Adrianna Cleveland, Delana Flowers, David Jennings-Smith, and Robin Schmeider began 2021 by leading the all-Zoom Journey Service from the Sanctuary, returning to the Social Hall in September for Thursday rehearsals and Sunday services.

Chancel Choir – Singers Adrianna Cleveland, Todd Farwell, David Jennings-Smith, Daniel Miller, Gail Mosites, Michael Painter, Robin Schmeider, and Denise Sheffey-Powell provided Sunday morning leadership for the broadcast during the first part of the year. When the service moved to the Garth, members of the Chancel Choir returned for Summer Choir. In September we resumed Thursday rehearsals and singing for Sunday Services from the Sanctuary.

Handbell Choir – The ELPC Ringers resumed rehearsals in September and played for worship on October 10, November 14, and December 19.

The Brass Roots – We were able to slowly bring back our amazing brass group in residence throughout 2021. On Easter (April 4) and May 9 we had 2 brass players and timpani, returning to our full compliment of 5 brass and timpani on September 12, November 21, and Christmas Eve.

Guest Musicians – In addition to all our wonderful musicians on staff, our services were blessed with many guests throughout 2021: sopranos Chantal

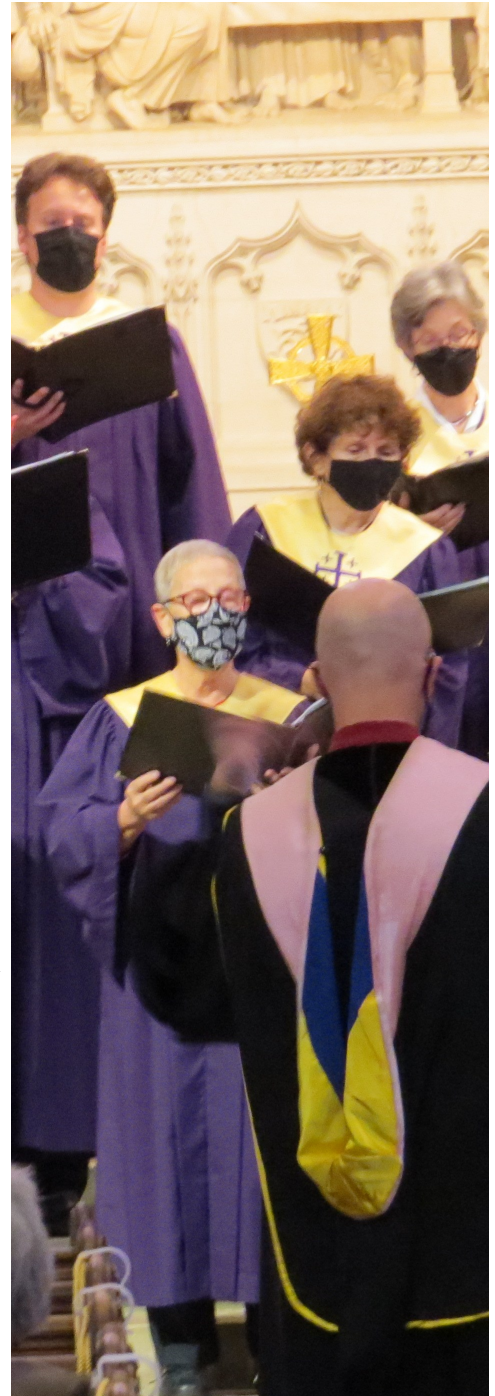
Braziel and Charlene Canty, Mike Tomaro and his combo, and bagpiper Palmer Shonk. Organist Ethan LaPlaca joined us several times throughout the year assisting with service playing and accompanying the choir.

Cathedral Concerts – With the pandemic still preventing us from having in-person concerts, we continued offering recorded concerts that were premiered on our YouTube and Facebook channels: Jade Piano Trio (March 26), Kassia Ensemble with Anqwenique (May 7), and A French Feast Encore with the Brass Roots and Dr. Ed (June 11). All of these programs are available to watch again on demand by visiting the ELPC YouTube and Facebook channels. In addition, Dr. Ed was joined by organist Ethan LaPlaca for a recorded organ concert from our sanctuary on May 14 that is available to watch on the Organ Artists Series of Pittsburgh YouTube and Facebook channels.

Christmas in East Liberty – Christmas in East Liberty returned IN PERSON on Friday, December 17! Dr. Ed Moore and guest conductor Daniel Curties, the ELPC Chancel Choir, The Brass Roots, organist Ethan LaPlaca, narrator Jim Cunningham, offered a program of favorites old and new for an audience of 525 people (!) in person plus many more online. Featured on the program were newly commissioned works by Marcus Grant and Mary Beth Bennett. It was a glorious night of much-needed in-person music for the season after two long years since the previous concert. The concert is available to watch again on the ELPC YouTube and Facebook channels.

Hopefully 2022 will allow us to resume more of our regular activities

for worship services and special events. We are blessed to have had so many people doing so much over the last two years when the pandemic put a halt to so many events.



OTHER BOARDS AND REPORTS

Board of Deacons

Doug Cooper, Co-Moderator

Sharla Yates-Seif, Co-Moderator

In 2021 the Board of Deacons 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 were resumed in September. After a hiatus of one year, the pre-Christmas event at 10,000 Villages took a new form. Instead of the event being held at the store in Squirrel Hill, people from Ten Thousand Villages came to us with a December sale at ELPC on a Saturday after activities and Sunday after the sanctuary service. Through the generous purchases by the congregation, \$377.14 was raised, representing 15% of all the sales (\$2514.27), to support the Thanksgiving and Giving Tree ministries. 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 videos prepared by Deacons of their favorite dishes. The Giving Tree has changed over its predecessor version in that we are no longer wrapping individual gifts, but instead providing the means for parents to wrap the gifts after seeing them first. 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, the deacons initiated a new worship experience, called Blue Christmas. This vespers service is an opportunity to reach out to members of our church and others around the city for whom Christmas may be a time of sadness and need for healing. In 2020 during the worst of COVID we moved the event to an online format, but this year we held the service once more at the church with a very well-received Taizé-like service in the Chapel.

In prior years, the Board had experienced some attendance and participation problems. One unanticipated result of COVID and our move to an online format for meetings has been a rise in participation. It is possible that we will remain with a full online format for the foreseeable future—given the negative experience many have had with a hybrid format.

Members: Dana Carl, Doug Cooper (co-moderator), David Cowan, Dylan Geibel (youth), Peta Harrigan-Cole, Elaine Phillips, George Clark, Henry Petrilli, Linda Harrington, Linda Sanders, Molly Davidson-Welling, Jim Russ (resigned effective September because he moved from Pittsburgh), Sharla Yates-Seif (co-moderator), Susan Spangler, Susan Wadsworth-Booth, Andrew Simpson, Tom Sturgill, Pastor Patrice Fowler-Searcy (staff support)



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 Human Resources Committees.

Our work remained significantly altered, but still continued as the shifting demands of the pandemic changed our lives and modified the way we use the church building. Throughout the year, we have observed and revised our ELPC pandemic safety protocols which are reflections of governmental, public health, and common sense practices and are approved by Session. While we do have slightly reduced operating hours, church staff come to work in the building each day to ensure our operations, programs, and ministries function.

Due to the impact of the pandemic, we have limited non-ELPC groups and activity happening in the building. Some partner programming has returned to ELPC, such as Casa San Jose ESL classes, the Renaissance City Choir rehearsals, and some 12-step support groups. In 2021 we were able to welcome multiple production companies to use parts of our building for filming television and movie scenes. Not only was it exciting to support the growing entertainment business in Pittsburgh, but their payments have helped an otherwise sagging building use budget.

In 2021, we saw more staff changes. Kathryn Ophardt returned for a second year as our seminary intern. In September, Zo Zielinski began working as the Hope Academy intern. In November, Necko Robinson joined the staff as a facility custodial staff member. In December,

OTHER BOARDS AND REPORTS (continued)

Tina Lynch joined the staff as the Human Resources Specialist and Kelli Booher departed from a second term of coordinating 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 during another challenging year. I look forward with hope to serving the staff, the congregation, our community, and God in this new year and beyond.



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; providing dance, theater and music training for young people who might not otherwise have the opportunity. 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.

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.

PROGRAM

In 2021, Hope Academy, the largest outreach program of the church, served over 200 unique students, from 3 to 18 years old. This is less than half the number of students that we served prior to the pandemic, because we needed to be able to accommodate in-person, virtual and hybrid learning, as needed.

Dance and Theater offerings included multiple levels of tap, ballet, jazz and hip-hop dance, Balafon West African dance, and acting.

Music offerings included a Suzuki strings program for violin, viola, cello and guitar; private lessons for voice and flute; and a year-long enhancement of our partnership with Hip Hop Orchestra to support the personal and musical aspirations of young adult mentors.

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

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

PROGRAM STAFF

- 1 full-time program director
- 1 part-time interim program assistant
- 4 dance and theater teaching artists
- 6 private lesson music program teaching artists
- 5 Hip Hop Orchestra teaching artists
- 6 young adult mentors Hip Hop Orchestra / Pittsburgh Ballet Theatre

INTENTIONAL DIVERSITY

In order to be intentional about serving a greater number of marginalized 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 to fill existing positions was limited to Black, Brown, LGBT or Hispanic artists.

PARTNERSHIPS

Our most significant partnerships for 2021 included: Pittsburgh Ballet Theatre (PBT), Guardians of Sound / Hip Hop Orchestra, Balafon West African Dance Ensemble, Level Up Studios and Chamber Music Pittsburgh.

PERFORMANCE AND EVENT HIGHLIGHTS

In addition to recitals, masterclasses and workshops on zoom, the following special events took place in 2021:

- Pittsburgh Public Theater's Virtual Shakespeare Monologue and Scene Contest - Twenty-seven students submitted recordings of monologues and scenes. Three Hope Academy students (Suraya Collins, Zora Rose, and Sidra Bandy) were selected for the Showcase of Finalists on 2/22/21. Eight students received honorable mentions.

OTHER BOARDS AND REPORTS (continued)

- Virtual Shakespeare Festival 4/23/21- Livestream event of recorded monologues and scenes.
- Open Air Ballet & Tap Performance 5/17/21 - Pittsburgh Ballet Theatre's stage on Flagstaff Hill in Schenley Park.
- Open Air Balafon African Dance Performance 5/28/21- Hope Academy's African dance students performed with Balafon on Pittsburgh Ballet Theatre's Open Air Stage
- Suzuki Violin and Cello Outdoor Workshop in Highland Park - 5/22 and 5/23/21



Presbyterian Women

Mary Alice Lightle, Moderator

Presbyterian Women in East Liberty Presbyterian Church, guided by the Holy Spirit, are engaged in local, national and international concerns. We are ever-mindful of PW's purpose of strengthening the Presbyterian Church (U.S.A.) and witnessing to the promise of God's kingdom.

PW monthly bible studies offer an opportunity to nurture our faith and build an inclusive, caring community of women. In May, we concluded our nine month study of lament, *Into the Light*. In September, we began our study, *What My Grandmothers Taught Me*, based on the women identified in Matthew's genealogy of Jesus. Our 2022-2023 bible study is entitled *Celebrating Sabbath*. We meet on the first Monday evening and first Tuesday morning of the month, September through May.

Since the beginning of the pandemic, we have been meeting on Zoom. In the last two years, participation in the Monday evening bible study has grown to an average of 17 women, from 6 or 8 when we met in person. Participation in our Tuesday morning bible study has

remained at 16 to 20 women. We continue to welcome women who live outside the area and women who belong to other churches.

For more than 200 years, Presbyterian Women have served the mission of the church worldwide. We are grateful to the congregation of ELPC for their support of Presbyterian Women. In March, we hosted a Diaper Drive as part of "Celebrate the Gifts of Women." We received about 12,000 diapers and over 13,000 wipes, in addition to \$2,441 in donations to support to the Western Pennsylvania Diaper Bank. In November, we received \$3,400 for the annual Thank Offering of Presbyterian Women. These gifts are in addition to the regular mission giving of PW in ELPC.

Presbyterian Women are called to work for Justice and Peace. In 2021, we reviewed our missions in light of our Matthew 25 commitments to serve the hungry, the oppressed, those in prison and the poor. Our discretionary mission giving addressed hunger, health care, and support of women and children in zip code 15206, Pittsburgh Presbytery, the nation and the world.

Coordinating Team members: Mary Alice Lightle (Moderator), Elaine Phillips (Treasurer), Peta Harrigan Cole (Corresponding Secretary) and at large members Sherry Anderson, Rev. Diana Harbison, Linda Lane, Pat Krimmel, Janet Pollard and Sung Yoo.

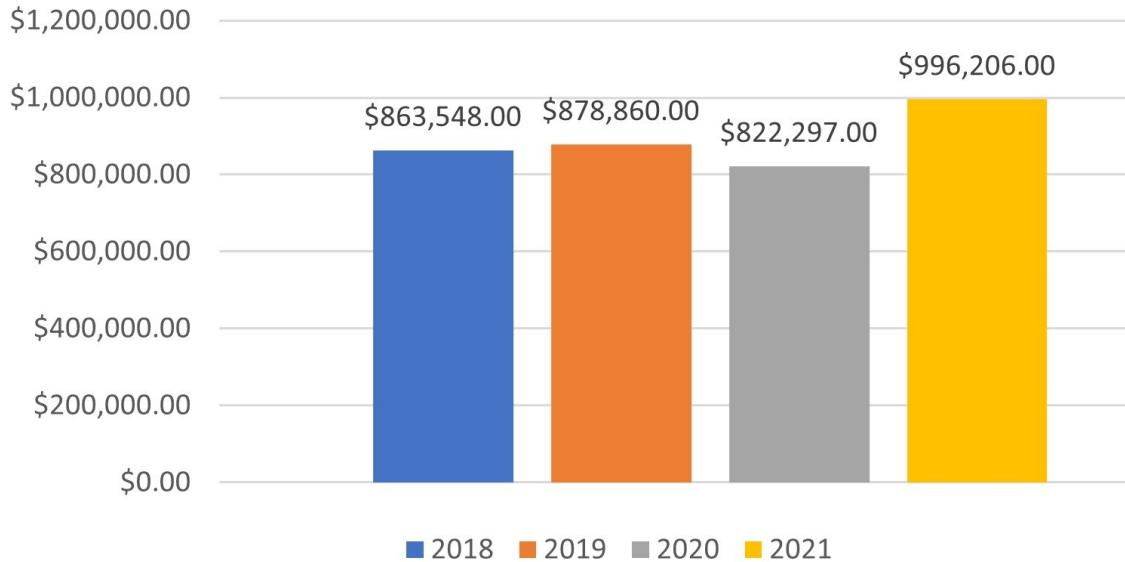


PROPOSED 2022 BUDGET

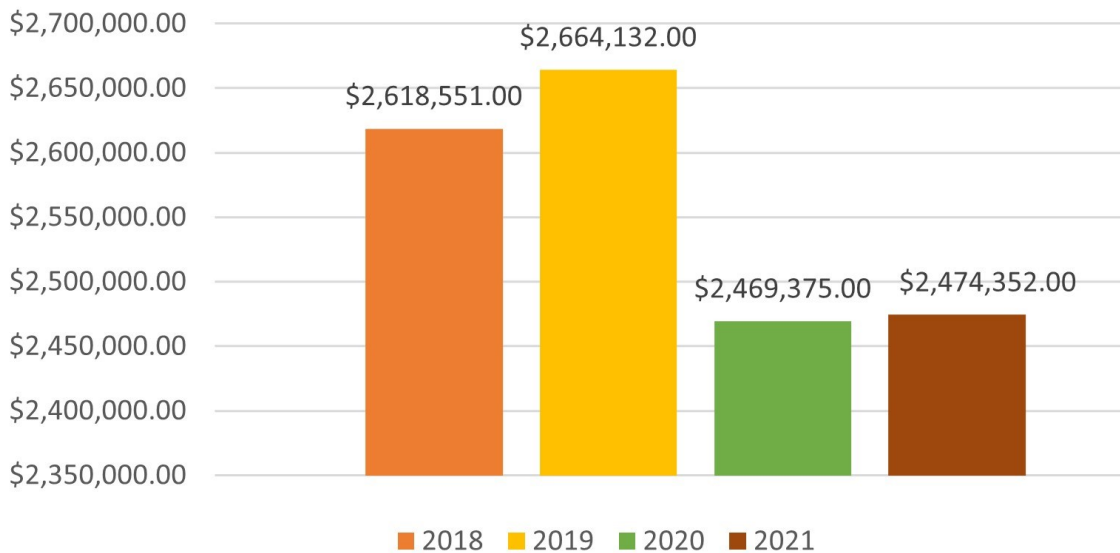
Accounts	2019 Actual	2020 Actual	2021 Budget	2021 Actual	2022 Budget
REVENUE					
Pledges and Offerings	878,860	822,296	846,200	996,206	888,000
Grants, Bequests, Memorials	2,820	45,709	5,500	30,349	5,000
Other Income	30,795	398,097	21,800	57,948	45,000
Standard Endowment Draw 5.6%	1,388,371	1,383,087	1,334,224	1,334,224	1,376,000
Trust Income	41,261	32,069	51,610	39,747	40,000
Excess Draw / Cash Flow	322,024	0	0	15,878	403,265
Total REVENUE	2,664,131	2,681,259	2,259,334	2,474,352	2,757,265
EXPENSES					
Administration	161,698	179,016	187,035	193,559	199,250
Adult Education	954	665	2,500	633	2,500
Children & Family Ministries	9,805	4,095	9,415	5,527	9,415
Deacons	4,151	6,769	5,855	2,262	5,855
Education & Spirit Form Board	2,588	4,537	2,804	2,509	2,804
Facilities	421,934	352,401	386,325	405,242	395,650
Fellowship	8,615	3,704	8,100	5,055	8,100
Membership & Outreach	55,054	47,599	52,550	40,830	53,000
Mission	84,610	81,363	104,107	93,885	104,107
Mission Ministry	10,278	6,706	10,500	1,469	10,500
Opportunities	14,323	7,283	11,700	8,710	11,500
Personnel	1,741,135	1,657,735	1,632,459	1,571,602	1,806,852
Session	65,673	62,479	60,658	81,754	64,332
Spiritual Life	6,340	3,889	5,300	4,454	5,800
Stewardship	3,698	2,098	4,000	1,473	4,000
Taizé	3,627	2,836	4,600	4,275	4,600
Worship, Music & Arts	38,438	29,810	39,200	30,174	39,200
Youth & Young Adult Ministry	31,210	14,761	29,800	20,939	29,800
Total EXPENSES	2,664,131	2,467,746	2,556,908	2,474,352	2,757,265

PLEDGES, OFFERINGS AND EXPENDITURES AND CAPITAL PROJECTS/ENDOWMENT VALUE

Pledges and Offerings (Actual) 2018-2021



Annual Expenditures (Actual) 2018-2021



CAPITAL PROJECTS AND ENDOWMENT INFORMATION

2021 Capital Projects: Budget — \$143,450.00; Actual — \$74,965.16

Endowment End of Year Value — \$28,666,622 (and an additional \$250,000 grant to ELDI)

2021 MEMBERSHIP STATISTICS AND COMPOSITION

Active Membership (as of 12.31.20) 794

Gains for 2021:

Profession of Faith, Reaffirmation, Restoration 14
 Friends 15
 Certificate of Transfer 9
Total Gains **23**

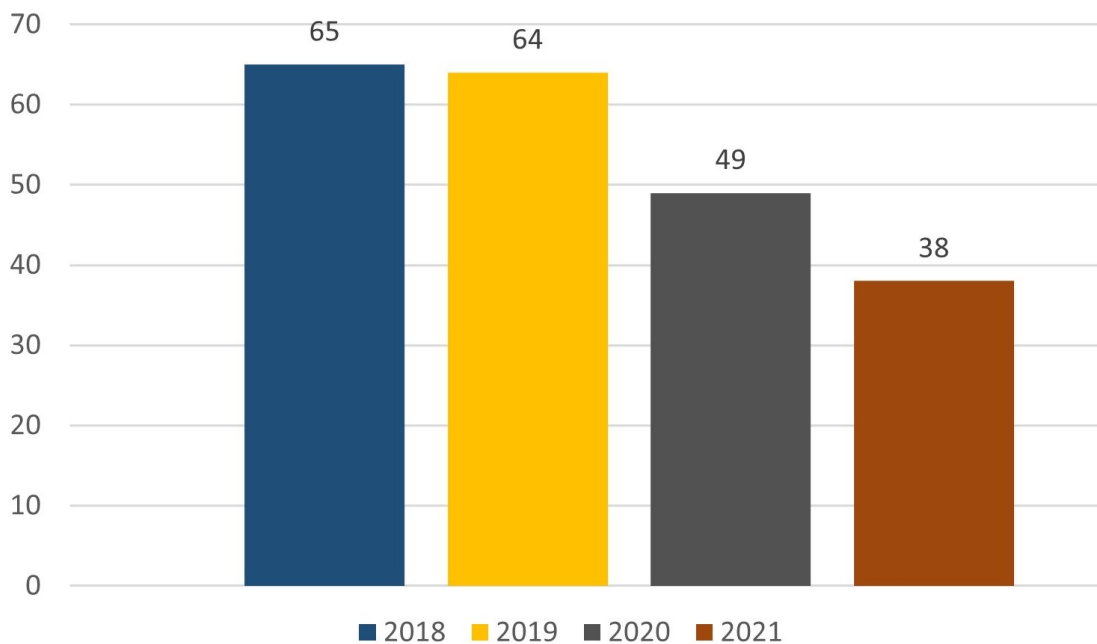
Losses for 2021:

Certificate of Transfer 0
 Deaths 9
 Removed by Session (*joined another church, termination requested, no contact info*) 24
 Moved to Friend 8
Total Losses **41**

TOTAL ACTIVE MEMBERSHIP **776**

NEW MEMBERS, FRIENDS AND AFFILIATES

**New Members, Friends and Affiliates
2018-2021**



2021 ANNUAL CONGREGATIONAL AND CORPORATION MEETING MINUTES

East Liberty Presbyterian Church of Pittsburgh
Annual Congregational and Corporation Meeting Minutes
Sunday, February 21, 2021 via Zoom

Gathering:

At 12:35 pm, Pastor Randy opened the meeting with a prayer.

Recognition of a Quorum:

Session Clerk M. Bard recognized the presence of a quorum.

Approval of Minutes:

Fran Wilson moved to approve the minutes from 2020's Congregational and Corporation Meeting; Beth Minnigh seconded the motion, which passed.

Recognition of Persons Who Have Retired, Resigned or Died:

Pastor Heather named and gave thanks for those in ELPC's family of faith who have died during this difficult year. She also acknowledged and thanked retiring church officers, who helped provide wise direction for this time.

Report of the Nominating Committee:

On behalf of the Nominating Committee, Jo Ellen Aleshire introduced nominees for the office of Deacon, the office of Elder, Congregational Trustees of the Centennial Fund, and the Nominating Committee. Diana Armstrong moved to approve the slate of candidates recommended by the Nominating Committee; Henry Petrilli seconded the motion, which passed.

Being a Matthew 25 Church:

Pastor Randy spoke about the ways ELPC has sought to fulfill our designation as a Matthew 25 church. In the area of congregational vitality, 25 volunteers checked in regularly with around 300 church members during COVID-related shutdowns and reported needs to the pastoral team. In the areas of eradicating poverty and systemic racism: ELPC hosted drive-by collections of food, socks, and money and helped community members get flu vaccines; helped community members make rent, mortgage and utility payments; purchased food, clothes, diapers, and other necessities for neighbors in need; and provided financial support to Pittsburgh's Bukit Bail Fund. Facing Systemic Racism facilitated a five-week educational series on institutional racism as expressed in healthcare disparities; ELPC members planned and participated in protests against racial injustice and police brutality; and we are beginning to grapple with symbols of institutional racism in our church building. Pastor Randy noted that, as a Matthew 25 congregation, we still have much to work on, and he asked members to prayerfully consider how they might participate this year in ELPC's mission work. Pastor Patrice added that we must plant the seed, that future generations will water, and that God will facilitate the increase.

Further, Pastor Randy noted that, in the area of systemic racism, words and symbols do matter and have power. He called members' attention to the presence, in the Sanctuary's East Transept, of a stained-glass window honoring Confederate General Stonewall Jackson, installed at the time of the church building's construction. As "white supremacy is heresy," Pastor Randy announced the formation of a task force, to include members of Facing Systemic Racism; the Peace, Property and Faith Formation committees; and the congregation at large. He requested that any interested members contact Michelle Bard.

2021 ANNUAL MEETING MINUTES (continued)

Summary of the Committee Reports:

Pastor Randy noted that the church is making plans to fully reopen in various ways and stages, in alignment with public health recommendations. He commended especially the Personnel and Property committees for their extensive work during this COVID year, and thanked all staff for their careful and attentive work. He commended committee reports, as included in the Annual Report, to members' thoughtful reading.

2020 Membership Statistics and Composition:

Pastor Randy called members' attention to the membership statistics listed in the Annual Report, praising God for new members who have joined during an unusual year.

Budget:

Nate Morley gave an overview of the 2021 budget, noted that the 2020 budget included federal *Paycheck Protection Program* (PPP) funds, and thanked congregation members for their continued and generous giving.

Report of the Personnel Committee:

Brittney Krieger introduced the Personnel Committee. Mark DeWitt introduced new staff and noted the Personnel committee's intentional commitment to diversity and full inclusion. Because Personnel takes seriously employees' physical and financial health, M. DeWitt recommended a 1% cost-of-living raise at the beginning of the year and implement another 1% raise July 1. In response, Penn Hackney moved to approve the terms of call for The Rev. Dr. Randall K. Bush, The Rev. Heather Schoenewolf, and The Rev. Patrice Fowler-Searcy, including a 1% cost-of-living raise effective January 1 and another 1% raise July 1; Gwen Puza seconded, and the motion passed.

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	

2021 ANNUAL MEETING MINUTES (continued)

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 Receive the 2020 Reports:

Susan Spangler moved to accept the 2020 reports; Fran Wilson seconded, and the motion passed.

The Congregational meeting was recessed to meet as the Corporation, East Liberty Presbyterian Church.

Report of the Centennial Fund:

Centennial Fund Chair Bryan Lawrence announced that the return on the endowment this year was 15.2%. In response to a member's question, he noted that Gallagher, the church's investment manager, regularly tracks our investments to ensure that, in accordance with PC(USA) guidance, the endowment is invested in socially and environmentally responsible funds.

Motion to adjourn the Corporation and Congregational Meetings:

Tom Morton moved to adjourn the corporation and congregational meetings; Sherry Anderson second, and the motion passed.

Closing Prayer:

At 1:45 pm, Pastor Randy closed the meeting with prayer.

The Rev. Dr. Randall K. Bush, Moderator

Michelle Augustine Bard, Clerk of Session



**East Liberty
Presbyterian Church**

116 South Highland
Pittsburgh, PA 15206



www.ELPC.church