

PAOLI PRESBYTERIAN CHURCH

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Knowing Christ. Making Christ



2016 ANNUAL REPORT

#

Pastor's Report

Annual Report 2016

Jeff Conway

I invite you to read this document and celebrate the dynamic ministry at Paoli Presbyterian Church. During our meeting, we will spend a significant portion of our time describing and answering questions about the strategic process the session is continuing to work through to complete core values, a focus statement, and a strategy to achieve the goals we have set for the short and long term.

In worship, we began our year with a brief study on the kings of Israel. Our sermon series for Lent was an examination of the last words of Jesus from the cross. After Easter, we studied the ways God used fire as a symbol of God's presence, culminating on the day of Pentecost. Our summer series had a number preachers pick a character from Scripture to highlight that character's example for our lives. Following the strategic process and listening to your critiques of my sermons, I changed my style for the second half of the year. We had three sermon series, Everybody, ReForm and the Psalms of Christmas. I will share more about this style change at our meeting.

You have all been particularly gracious to me this year. I had about nine months that I knew something was happening to my body but not sure where it would end. I have come to learn that neuro-muscular disorders are complicated and interesting. So, for now the medicine is working well and I am working to keep strength with a personal trainer... hmm... maybe it will turn me into a bodybuilder.

I continue to be thankful for the opportunity to serve with each one of you. I am so privileged that you allow me to journey with you through the events of your lives. And I am honored to serve with our wonderful staff each day!

**Blessings,
Jeff**

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1.0 Preparing for the Visioning Retreats

We will meet for three retreats: Retreat 1 September 17 & 18, Retreat 2 October 22 & 23 and Retreat 3 January 7 & 8. The retreats will be Saturday (9AM-3:30PM) and Sunday (lunch at 11:15AM and the retreat continuing from 11:45AM-2:30PM). All retreat participants should have a copy of this report and bring it with them to the retreats. Here are some first steps to keep in mind as you prepare:

- We recommended that the visioning retreat consist of 20-28 participants from the leadership of the church (church board, key staff and key lay leaders). We also request that the same people participate in each retreat.
- Please review this report carefully, along with the articles at the end. Take notes from this discovery report. Write down your questions. Think through the church's key strengths, weaknesses, future opportunities, and potential threats.
- Required Reading: Have all planning participants read at least one of the following books by TAG authors: *The Secret Sauce* (Kevin Graham Ford and James P. Osterhaus Palgrave Macmillan, 2015); *The Leadership Triangle* (Kevin Graham Ford and Ken Tucker, Morgan James Publishing, 2013); *Transforming Church* (Kevin Graham Ford, Tyndale/Salt River, 2007); *Thriving through Ministry Conflict* (James P. Osterhaus, Joseph Jurkowski, and Todd Hahn, Zondervan, 2005) or *Your Intentional Difference* (Ken Tucker, Todd Hahn, Shane Roberson; Morgan James Publishing, 2014). They can be ordered wherever books are sold. *Note: Transforming Church is out of print, but can still be ordered for Kindle or used (hardback and paperback).*
- The meetings will begin with some basic education on visioning and related concepts. We will be in breakout groups for a good portion of our time together. This allows for greater participation and input. We will generally focus our time on developing several of the major components of your strategic plan: core values, mission, strategy, and initiatives.
- The visioning sessions are not designed to develop detailed action plans nor budget forecasts. Neither is this traditional long-range planning. Our purpose is to discover and preserve your church's identity, while clarifying the general direction for your church over the next several years. Your church's leadership should develop action planning and budgeting after the visioning plan is completed.

2.0 Executive Summary

Paoli Presbyterian Church has a rich and storied history. For more than one hundred years the congregation has served the community in and around Paoli, Pennsylvania by capitalizing on strengths that are characteristic of an experienced, mature church. The systems and processes in place have helped the church be effective in traditional areas of ministry. The church has a strong history and foundation on which to build.

In the process of Discovery more than 280 people from Paoli Presbyterian responded to the Transforming Church Insight (church survey tool), and provided more than 425 open-ended responses describing the church's greatest strengths, weaknesses and opportunities. In addition, TAG facilitated 8 focus groups/interviews with constituents to assess the current realities of the church community. Often it is helpful to utilize a framework to understand the feedback that organizational leaders receive. So, let's dive in!

A Framework for our Discussion: The Leadership Triangle

This introduction, excerpted from *The Leadership Triangle* (Kevin Ford and Ken Tucker, Morgan James Publishing, 2013) provides an important framework for Paoli Presbyterian Church because it speaks directly to the issues we discovered during the focus groups and the TCI. The following summary of the concept in the book is important to understand before you read TAG's interpretation of PPC's challenges. We've used an italic font for the book summary.

Perhaps you've heard this before: "When the only tool in your toolbox is a hammer, everything looks like a nail." The truth behind the cliché applies not just to carpentry but to church leadership as well. A classic leadership pitfall is to find an approach to problem-solving that worked in the past and use it every time. For years. And decades. And then wonder why it doesn't work anymore.

For example, much of the leadership literature of the last twenty years has emphasized the importance of "vision". Paint a clear and compelling picture of the future, you are told, and you cannot fail as a leader. The most lionized leaders are those who took the reins of dysfunctional and aimless organizations, crafted and articulated a clear vision of the future, and reached the heights of success. We have gotten good at crafting

compelling narratives of a preferred future and almost no one questions the value of having a vision shared by those throughout the organization.

But what happens when you're still stuck?

As consultants, we're called to conserve many organizations that have a great vision for the future. Their leaders have worked long and hard to imagine the future and to paint a word picture that draws others in and keeps them motivated. These leaders have wielded the hammer of vision with skill and passion. But something is still missing. What could it be?

Leadership is not just an attribute or an activity. Leadership occurs when you and your team identify a problem and know that you must choose from an array of options to tackle that problem. A skillful leader chooses the right option, which results in exponential success. But when the leader chooses the wrong option, the solution can become part of the problem itself. This is the unseen iceberg right underneath the waterline of leadership. Our commitment is to help you understand what sorts of problems you are facing so that you can choose the right option.

Over our years as consultants, we have identified three primary types of leadership challenges, represented by the three sides of a triangle. Each challenge requires a different mode of leadership behavior in response, a different option. Most leaders fail to identify the type of problem, and therefore fall back on their preferred, or default, option. The art of leadership is in knowing what sort of problem you are facing and what leadership option is required to tackle it. Each problem requires a different set of skills, language, questions, and styles of interaction.



First, let's be sure we understand each kind of leadership challenge by exploring descriptors for each side of the Triangle.

Tactical Challenges

Tactical issues can also be called “operational,” “technical,” or “fiduciary.” Tactical challenges are the daily bread of the operations-oriented manager. For pastors, they consist of preaching, teaching, pastoral care, and so forth.

Tactical issues are solved by expertise. If the roof leaks, you call a roofer. If your driveway is covered with snow, you hire the neighbor’s teenage kid who has a shovel. If your hard drive crashes, you call the Geek Squad. An astute leader faces tactical problems by identifying the right expert who offers the right solution and empowering them to solve the problem.

Strategic Challenges

Strategic challenges have to do with responding to the world outside your church. These challenges are not necessarily problems to be solved, but challenges you can anticipate. Strategy has to do with surveying the environment outside your department or organization and deciding how best your team can adapt to external opportunities and obstacles.

In the face of strategic challenges, tactical effectiveness is not enough. Anyone can operate effectively and still go out of business, fail in a charitable fund-raising endeavor, or coach a losing team. Strategy is when you choose a unique value proposition through a series of activities that become rooted in your system. Essentially, strategy is what differentiates your organization from any other.

A business sees the core needs of its customers changing and so must decide on new lines of products and services. A church sees its neighborhood demographics changing rapidly and must decide how to respond with programs and worship services. A non-profit sees its core mission taken over by a new local government program and must decide what new human need to meet.

When you use the Strategic Option, you are observing challenges that are rooted in the future. These challenges are about transitioning from one generation to the next, or one era to the next. Such challenges require more than a tactical fix. Strategic challenges require you to use strategic leadership—the art of leveraging strengths in order to minimize weaknesses and capitalize on opportunities.

Transformational Challenges

Transformational problems are the truly vital challenges, the kind that relate to values, behaviors, and attitudes. Transformational problems are often rooted in the system and

are not usually visible to the naked eye. These are the ones that keep you up at night, the ones that tempt you to think “We’ll never be able to solve this one!”

The essence of a transformational problem is in the concept of “competing values”. Your real work of leadership will be done on the transformational level, as you accept and even provoke conflict over values so that clarity can be reached and real change can be created.

Now, let’s apply these concepts from *The Leadership Triangle* to the real-life setting of Paoli Presbyterian Church:

**Please note that throughout this report, we show specific statements from the Transforming Church Insight (TCI) with a “%”. This refers to percentile. In other words, a 78% means that the church rated itself above 78% of other churches – and below 22% of other churches in the database. A negative response is “I strongly disagree” or “I disagree.” The “%” does not refer to a “percentage of respondents”.*

Tactical Leadership

Remember, the tactical side of leadership deals with the everyday work of ministry. It is rooted in particular areas of expertise. For years PPC has done a good job at the tactical elements of ministry and church life. Maintenance teams have kept the property looking nice. Outreach ministries such as City Team, Thanksgiving Dinners and Winter Wonders were well executed. The Choir and Instrumentalists performed with excellence. Tactically, the church staff and members have done a good job because of a high-level of commitment to the people of Paoli Presbyterian. As part of our Discovery process, eleven members of the Leadership Staff participated in a Prevailing Talents assessment. It is not surprising that two of the team’s top 5 talents are “Responsibility” and “Achiever”. These talents are characterized by the ability to get a lot done and a passion to follow through on commitments made to others (see section 3.0 Prevailing Talents Team Profile for more detail).

Let’s look at a few of the areas that the people of Paoli Presbyterian highlighted as the church’s tactical strengths!

Core Values

Because Jesus is Lord, we commit ourselves to living out these core values:

1. Gather to glorify God

Our reason for existence, as individuals and as a community, is to give glory to God and to find joy in His presence. In gathered worship, we eagerly experience God through passionate Biblical preaching, awe-inspiring music, and vulnerable prayer. Heb. 10:25 Matt 6:9-15 Psalm 150

2. Every person known and loved

Just as God passionately pursues us in love, we too pursue one another. Whether calling PPC home for generations or are walking in the doors for the first time, we want you to experience being authentically known and deeply loved.

John 13:34-35- A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.

3. When young people thrive, everyone thrives

We are committed to discipling the next generation. We know that when children, youth, and young adults learn to know God, have a personal relationship with Jesus Christ, and engage in the broader life of the church, the rest of the body will thrive.

1 Tim. 4:12-13 - Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.

Matthew 19:14 - Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

4. Joining Jesus- anywhere, anytime, anyhow

Recognizing that Jesus is at work in the world, we will follow Him. With all that we are and all that we have we live out the Gospel, in our words and our actions, offering Christ's compassion with people near and far.

Amos 5:24 - But let justice roll down like waters, and righteousness like an ever-flowing stream."

Micah 6:8 - He has told you, O mortal, what is good; and what does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God?"

Matt. 28:19- Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

5. Shaping the future on the foundation of our faithful past

With love and respect for those who laid the foundation of our church before us, we prayerfully and joyfully move into the future that God has planned for us.

Romans 15:4-6 – For everything that was written in the past was written to teach us, so that through endurance and the encouragement of the Scriptures we might have hope. May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ.

Associate Pastor of Administration

Annual Report 2016

Jonathan Mikesell

It has been my privilege to share in God's work through Paoli Presbyterian Church in 2016. Working with the Finance and Stewardship Committee, we met our financial obligations and worked to increase resources for key ministries. Under Al Plambeck's leadership, the committee worked hard to maintain fiscal discipline while funding important ministry work. A full fiscal year financial report will be presented in April. A successful audit of our financial records from April 1, 2015 through March 31, 2016 was completed this year. Under Doris Humphrey's leadership, the stewardship team worked hard to lead The Big Day and to continue our pattern of three special giving opportunities per year. This culminated in a successful Year-End appeal resulting in more than \$75,000 for medical missions in Cairo and Philadelphia, youth room upgrades, and choral scholar funding. Thank you to everyone who served on the Finance and Stewardship committees this year. Thank you also to the team of offering counters who give their time each week to ensure financial integrity in the church.

Working with the Property Committee, PPC's buildings and grounds remained vibrant ministry tools. A highlight from this year was work with the architectural firm of Lenhardt Rodgers on plans for upgrades to our facility. Reports of this work should be available in the first part of 2017. It was a joy to work with Larry Haack as he led the committee and to join the exceptional individuals giving time and expertise throughout the year. A special thank you goes to the members of the Toolbelt Ministry who completed numerous needed maintenance and building needs throughout the property.

Working with the Fellowship Committee, we brought together the congregation in more meaningful ways. We especially focused on improving our welcoming ministries on Sunday. A big thanks to Amy Siverling and the entire committee for their hard work this year.

Church communications also progressed in 2016. Susan Alloway continues to provide skill and expertise in this area. Susan contributed greatly to our web site, weekly bulletins, quarterly Paoli Press, video boards, and various other communications streams. She also developed our mobile app this year. We also greatly appreciate the time and efforts of our various photographers documenting church activities. A special thank you to the office volunteers who assist with printing and production of bulletins and Paoli Press.

It is a privilege to share ministry with a great staff here at PPC. Gail Glass faithfully maintains financial and membership records keeping a smile in spite of the many interruptions to her day. Ginny Iacone balances various tasks including coordinating building use and the myriad of activities going on here each day. To each of these ladies, I give a great thank you! Our outstanding team of custodians (Danny McFarlin, Wes Thomas, and Vickie Foti) work hard to maintain the cleanliness and appearance of our buildings. As mentioned above, Susan Alloway is a tremendous asset to our church communications. Thank you to each for jobs well done!

Thank you for the privilege of sharing in the ministry of Paoli Presbyterian Church. I am excited to see all that God has for us in the year to come!

Associate Pastor for Young Adults & Families

January 17, 2017

Becca Bruner

*As I look back on 2016, the main thing that stands out to me as I reflect on our ministries for young adults and families is the wonderful growth we are experiencing in **deepening relationships** with one another. The young adult and young family communities really love one another well.*

Young Adults

The vision of the 505 is that we would create a thriving **young adult community** with a multi-generational approach through **experiential worship, authentic community** and **hands-on mission**.

- **Experiential Worship:** One highlight of our gathered worship experience this year was the sermon series we offered in January-February called "I Doubt It". Exploring the major hangups many people have with the Christian faith, we allowed people to bring their honest questions and doubts while still authentically holding on to Jesus. This was a very fruitful series.
A major change in the area of worship was the departure of our Associate Director of Contemporary Worship, Adam Ruggieri. Adam had been with us since the very beginning of the 505 and we were sad to see him go. But with the arrival of Michal Reaves, we have continued to have incredible musical worship leadership and look forward to this new season of ministry together with Michael.
- **Authentic Community:** For 2016, this has been our greatest strength. The 505 is a deeply relational community. We had 14 new members who joined PPC this last November through the 505. Those 14 people all initially came to PPC for their own varied reasons. But a large majority would say that they stayed, that they committed themselves to membership, because of the relationships they formed when they got here. These relationships have been formed most especially through the ministry of small groups. As of November, we had 7 functioning small groups, with a total of 60-70 people participating.
- **Hands-On Mission:** This will be the growth edge for the 505 in 2017. Three 505 participants attended the Egypt Vision Trip in January 2017 and at least one will be going to Israel. There is a strong desire to be in mission together, and we are discerning how best to go about it.

Families

Programs that successfully brought current families together and reached out to new families this year **were Screen on the Green outdoor movies, Parents Night Out and Jingle Jam**. These were all new programs for PPC and all did a wonderful job infusing new energy and life into our ministry to families.

A great deal of thanks is due to Daphne Hager and Felicia Mulé for the work they put into putting on wonderful children's pageants and musicals. Not only were these productions a great tool for teaching our children the Gospel; not only did they delight our congregation... quite unintentionally, I witnessed these programs bring our families together into deeper relationship with one another. As parents faithfully brought their children for rehearsals, they got to know one another better. Relationships deepened and friendships were formed, which is a very good thing.

Personal

In August 2016, my family moved from Princeton, New Jersey back to Paoli, into the Mission House next door to PPC. We are so grateful for the flexibility PPC offered us during the season in which Dave needed to be closer to school. But we are thrilled to be back in town now, able to engage more fully in the community life here. Eleanor is in kindergarten at General Wayne Elementary and thriving there. And more often than not, the Mission House lives up to its name as various members of the PPC community gather here for dinners, small groups, and fellowship time together. We love being able to be family with our church community in this house and thank you for the opportunity to do so.

Director of Youth Ministries

Annual Report 2016

Bryan Jones, Director

- Winter Retreat - February 5th-7th, the youth ministry at PPC went to Bushkill, PA for our annual Winter Retreat. The theme this year was "Refresh." We explored the things that we can do to stay fresh in our faith and helped the students gain a fresh perspective on God and Jesus. I spoke to the students this year about Christ come as the messiah and that the Israelites expected him to be a great warrior that would take back the Temple and Jerusalem by force. Jesus came as servant and not warrior. We learned that in order to be first, you have to be last. We looked at what being a servant means and even practiced foot washing. Adam Ruggieri and the 505 Band led worship for the 40 students and 12 leaders that went to MontLawn Retreat center that weekend. God really showed up on the retreat at our worship sessions, small groups, and traditional candle lighting experience.
- Jr. High Youth Group has been meeting regularly on Sundays from 9:30am-11am. We have continued to have growth over the last year and expect more. You can see us on Sunday mornings playing games in Forester Hall before our lesson and discussion in the youth rooms.
- Sr. High Youth Group has been meeting regularly on Sundays from 6:30pm-8:30pm. We now have 3 functioning small groups that have spun off of that.
- Jr. High fall retreat – Breakaway – was September 30th-October 3rd. Our middle schoolers, along with 500+ other ones from the area went to Northbay adventure camp for a weekend. Many of our group were first timers and seemed to really enjoy the experience and get connected to the ministry after.
- Sr. High fall retreat – We had planned a trip to Jim Thorpe, PA for Whitewater rafting this year, a similar experience to last year. I was called 3 days before the trip by the rafting company to let me know that they had to cancel all the trips that weekend because the water levels were way too low. I did manage to scramble and put together a day trip to the Philadelphia Project, a mission organization based out of Roxborough Presbyterian Church. TPP work mostly in the Germantown area of Philly. We brought 5 high schoolers to the city for the day to work on the new Wakefield location for the project. Afterward we got Cheesesteaks and had a lock-in back at church.
- The Great Escape – On July 25th-30th, PPCyouth took 14 people to join 500 other middle schoolers for The Great Escape (TGE). The Great Escape was in Johnstown at the University of Pittsburg, Johnstown. PPC has been attending this conference for a very long time and even had 12 of our high schoolers there as work crew.
- Creation Fest – We took 9 people to Creation Fest at Agape Farm in Central PA for a massive outdoor Christian music festival. We stayed one night and had an awesome time! I had not been to his even since I was in high school and it was pretty great to reminisce about old times at the place first felt called to ministry.
- I attended the National Youth Workers Convention with Youth Specialties (YS) this year at Cincinnati in November to join thousands of other youth workers from around the country for training and spiritual renewal. YS has been doing this conference for over 50 years and have done an incredible job helping and progressing youth ministry world wide.
- Confirmation – The 2016 confirmation program 'graduated' 7 students last year under the direction of Melissa Cassel, Terry Ambrose, Erin Cates, and myself. Last year, we revamped the program to allow a longer schedule (moved from 9 weeks to 16 weeks) and an opening retreat. We have 7 students in this year's class that will run from November 2016-March 2017.
- My wife and I had a baby! Beckett was born on July 13th, 2016 and is doing better than ever. We are so blessed to have an amazing church family that has gathered around us over the last 6 months. We thank you, from the bottom of our hearts, for all of the love and support.

Be Blessed,

Bryan Jones
Director of Youth Ministries

Christian Education

Annual Report 2016

Daphne Hager, Director

I have completed over 12 years as the Director of Christian Education and continue to learn and grow in my position and in my faith. Thank you for the opportunity to join the congregation of PPC in my ministry.

- **Curriculum and Children's Sunday School**

We are using the Deep Blue curriculum from Cokesbury. We hold an opening assembly at 9:00am on Sunday mornings and then the children are dismissed to age/grade classrooms. During the 505 Worship Service, the same curriculum is offered to a group of children who are not separated by age or grade. Choir rehearsal is held after the Children's Sermon Story time during the 10am worship service. The children sing at the 10am worship service every 2nd Sunday of the month. The children also offer two musicals during the year; Christmas and Spring.

- **Bibles**

We presented Bibles to our 3rd Graders in worship on October 16. Our Bible Night was held on October 19.

- **Personnel**

The Sunday School Superintendents are Lori Gordon and Kathie Ryan. Our Children's Music Director is Felicia Mule. Praises to her and her leadership of our children!

- **Special Events**

1. One Great Hour of Sharing fish banks were given out during Lent
2. Easter Egg Hunt the Saturday before Easter.
3. Children in each Sunday School class beginning in Kindergarten learned their recitations; the classes recited them during the Children's Sermon Story time during the worship service in April.
4. Teacher Appreciation Brunch the first Sunday of May– Howard Cates, Amy Siverling, & Doug Perry donated the food and served the meal. Lori Gordon organized the invitations and decorations.
5. I directed VBS. We charged \$30 per camper to offset some of our expenses. We had 120 children in attendance this year.
6. Christmas Eve Service held at 4pm. Felicia Mule directed Fear Not Factor. This pageant was also offered at the 10am worship service on December 18. The children did a wonderful job and the congregation gave tremendously positive feedback.

- **The Worship Bag Ministry Team** continues to flourish and the children look forward to using the bags during the worship services. Jenifer Murray is the Worship Bag Team Leader. We want to thank all who help in this important ministry.

- **Adult Education – Gould Library** -Jonathan Mikesell leads an in-depth Bible study each Sunday during the 9am hour. **Churchill Hall**-We started the year with a 5-week series on the history of the

Presbyterian Church led by Jeff Conway and several elders. Other series were led by John Pauley from Eastern University, John Galloway, Jeff Yoder, our Mission Team, and Sam Virgilio led a small group study of The Purpose Driven Life in December. We prepared a Lenten Devotional Booklet with submissions from members of our congregation and staff. Our Lenten book study was Jesus the King, by Timothy Keller. We offered an Advent devotional book called Why This Jubilee?, by James C. Howell during the Advent season.

- **Personal Education** I am doing a program where I read through the Bible in a year and I find myself looking forward to my daily reading. I read several other books (too numerous to mention) to help me grow in my faith. As a member of the Deborah Circle, for 9 months we meet once a month and do an in-depth Bible Study. The Deborah Circle also offers money to Winter Wonders, provides cookies to various families, and offers money to the Food Closet.

Music Ministries

Annual Report 2016

Jonathan Kreamer, Director

The music ministries of Paoli Presbyterian Church continue to follow the psalmist's orders by 'making a joyful noise' unto our God every Sunday in worship. Our choir holds strong at an average of 40 members in the loft on Sunday mornings and close to 50 during Advent and Holy Week. I am blessed to work with volunteers and four paid section leaders who are committed in giving the church wonderful singing. The choir participated in the following activities:

- Joint worship services with First Presbyterian Church of West Chester Chancel Choir. *Requiem for the Living* by Dan Forrest accompanied by a chamber orchestra.
- Immaculata Symphony Christmas Program where the Sanctuary Choir performed with the Symphony.
- *Let There Be Christmas* cantata during worship in Advent.

The Choral Scholars continue to enhance worship every week by offering solos/duets and giving their expertise to the choir in weekly rehearsals and anthems on Sunday morning. The 4 scholars are as follows:

Soprano:	Lyndsay Varsaci
Alto:	Lara Kennedy
Tenor:	Robert Rinaldo
Bass:	Michael Spaziani

The Paoli Brass Ensemble continues to enhance worship once a month by offering special music and hymn accompaniment. Our membership holds strong at 6 with the following voicing:

Trumpet I:	Bill Schwenk
Trumpet II:	Phil Lawson, Paul Smyth
Horn:	Kim Gibney
Trombone:	Steve Tross
Tuba:	Roger Smith

Unfortunately, the PPC Bell Choir did not have enough interest to make an appearance this year.

ECCLESIASTICAL AND CORPORATION MEETING MINUTES

Paoli Presbyterian Church
225 S. Valley Road
Paoli, PA 19301

April 24, 2016

The Annual Ecclesiastical and Corporation meeting of the congregation was convened by the Reverend Jonathan Mikesell, Moderator, in the sanctuary at 11:20 a.m., on Sunday, April 24, 2016, following the 10:00 worship service. There were approximately 110 members present. Rev. Mikesell opened the meeting with prayer and declared a quorum. Dorothy W. Spencer was appointed Secretary for the Congregation.

President of the Corporation and Chair of the Finance Committee, Al Plambeck called the corporation meeting to order and presented the financial report for the fiscal year April 1, 2015-March 31, 2016. The report is attached to these minutes. Members of the Finance Committee were introduced and they were commended for their service: Doris Humphrey, David Straub, Howard Cates, Randy Scott, and Scott Hatherill. Appreciation was expressed to Pastor of Administration Rev. Jonathan Mikesell and Financial Manager, Gail Glass for their day-to-day work and oversight on the finances of the church. Highlights included completing the fiscal year in the black and ahead of expenses. Following an opportunity for questions, **by motion passed**, the financial report was received.

The budget in the amount of \$1,369,121 for the fiscal year April 1, 2016-March 31, 2017 was presented. This report is attached to these minutes. Following an opportunity for questions, and having been approved by Session, **by motion passed**, the budget for 2016-2017 was received by the congregation.

Corporation President Al Plambeck presented the slate of corporation officers, as specified by the PPC By-Laws:

President – Chairman of the Finance Committee - Al Plambeck
Vice President – Chairman of the Property Committee – Larry Haack
Secretary – Clerk of Session – Dorothy W. Spencer
Treasurer- The third-year Finance Committee Elder – Doris Humphrey

By motion passed, the officers were elected.

Having completed the required business, **by motion passed, the corporation meeting was adjourned.**

The Ecclesiastical meeting was resumed, and Reverend Mikesell described several new avenues open to congregants to contribute to Paoli Presbyterian Church, specifically a program called PushPay. Finance Committee members will be available following this and other worship services during the coming weeks to explain this program and to guide those who wish to sign up at this time.

Chair of the Nominating Committee, Richard Hawkins, announced that there had been a resignation for Elder from the Class of 2018, and from the committee, presented the name of William Norcini in nomination to complete that unexpired term. There being no further nominations from the floor, **by motion passed**, the election was unanimous.

Roger Devonald, Chair of the Personnel Committee, was named temporary moderator for the purpose of presenting the pastoral Terms of Call. Committee members were introduced and thanked for their service. Donna Russell, Bruce Bittenbender, Maribeth Hacker, Pat Henige, and Bill Lee. The pastors and their families were excused. Terms of call for fiscal year April 1, 2016-March 31, 2017 were presented as follows:

Rev. Dr. Jeffrey Conway
Pastor/Head of Staff
Terms of Call April 1, 2016-March 31, 2017

- Total Effective Salary \$110,367
 - Salary 64,805
 - Housing 45,562
- Total Benefits \$57,900
- Total Package \$168,267
- Study Leave 2 Weeks
- Vacation 4 Weeks + 1 Weekend

Rev. Becca Bruner
Associate Pastor – Young Adults and Young Families
Terms of Call April 1, 2016-March 31, 2017

- Total Effective Salary \$63,213
 - Salary \$38,889
 - Housing \$24,324
- Total Benefits \$36,386
- Total Package \$99,599
- Study Leave 2 Weeks
- Vacation 4 Weeks + 1 Weekend

Rev. Jonathan Mikesell
Associate Pastor – Administration
Compensation Package: April 1, 2016-March 31, 2017

- **Total Effective Salary** **\$72,477**
 - **Salary** **\$43,677**
 - **Housing** **\$28,800**

- **Total Benefits** **\$40,541**

- Total Package** **\$113,018**

- **Study Leave** **2 Weeks**
- **Vacation** **4 Weeks + 1 Weekend**

A question was raised related to the level of compensation for Becca Bruner who has been living in Princeton, NJ while her husband attends Princeton Seminary. She commutes to Paoli three days per week. Roger Devonald responded that Becca does work a 40-hour week and some of her work is done from home. There was an endorsement of the programs for Young Adults and Young Families which Becca has developed, particularly the 505 worship service. The motion includes the Terms of Call for both Dr. Conway and Rev. Bruner. The question was called. **By motion passed**, with two negative votes, and the terms of call for The Reverend Dr. Jeffrey M. Conway and the Reverend Becca Bruner were approved. It was noted that Reverend Jonathan Mikesell is hired by Session and does not require approval by the congregation; however, his terms of call were included to present a complete overview of pastoral compensation.

The pastors were invited to return to the meeting.

There was a question about funds donated as a result of the year-end giving appeal. It was confirmed that all of the funds donated for mission causes had been distributed and were already at work in ministries in Belize, City Team (Chester, PA), and Egypt.

By motion passed, the meeting was adjourned at 11:55 a.m. and closed with prayer by Jonathan Mikesell.

Respectfully submitted,

Jeffrey M. Conway
Moderator

Dorothy W. Spencer
Secretary for the Congregation

SPECIAL ECCLESIASTICAL MEETING MINUTES

Paoli Presbyterian Church
225 S. Valley Road
Paoli, PA 19301

May 15, 2016

A special Ecclesiastical meeting of the congregation was convened by the Reverend Dr. Jeffrey M. Conway, in the sanctuary at 11:05 a.m., on Sunday, May 15, 2016, following the 10:00 worship service. There were over 125 members present. Dr. Conway opened the meeting with prayer and declared a quorum. Dorothy W. Spencer was appointed Secretary for the Congregation.

Chair of the Nominating Committee, Richard Hawkins, announced that there had been a resignation of an Elder from the Class of 2018, and from the committee, presented the name of Linda Hassett in nomination to complete that unexpired term. There being no further nominations from the floor, **by motion passed**, the election was unanimous.

There being no further business to come before the meeting, **by motion passed**, the meeting was adjourned at 11:10 a.m. and closed with prayer by Dr. Conway.

Respectfully submitted,

Jeffrey M. Conway
Moderator

Dorothy W. Spencer
Secretary for the Congregation

ECCLESIASTICAL/CORPORATION MEETING

Paoli Presbyterian Church
225 S. Valley Road
Paoli, Pennsylvania

October 23, 2016

The called annual meeting of the congregation of Paoli Presbyterian Church was convened by the Moderator, The Reverend Dr. Jeffrey M. Conway, on October 23, 2016, at 11:05 a.m., following the 10:00 a.m. worship service. Dr. Conway opened the meeting with prayer and declared a quorum. There were approximately 165 members in attendance. Clerk of Session Dorothy W. Spencer, was appointed secretary for the congregation.

Dr. Conway described the process to call The Reverend Jonathan Mikesell as a Called Associate Pastor of Paoli Presbyterian Church. Rev. Conway had been employed by PPC as a covenant Pastor of Administration. He has served as an ordained pastor in the Wesleyan Church and has a background in finance and administration. Presbytery had been requested to propose a path to ordination in the PCUSA. Rev. Mikesell has completed the required coursework in areas such as Presbyterian Policy. The pathway included a three-year wait. Committee on Ministry has verified his meeting the requirements and has given Session approval to call a meeting of the congregation. Session presented to the congregation a motion to call The Reverend Jonathan Mikesell as Associate Pastor of Paoli Presbyterian Church. The motion was made and seconded. Terms of call are:

Total Effective Salary	\$72,477
Salary	\$43,677
Housing	\$28,800
Total Benefits	\$40,541
Total Package	\$113,018
Vacation	4 weeks + 1 Weekend

There is no change in this information, which had been presented to the congregation at the time Terms of Call were approved for currently called pastors at the annual meeting in April, 2016. All three packages were provided as a complete presentation of staff compensation.

By unanimous and enthusiastic vote, the congregation approved the call of the Reverend Jonathan Mikesell as Associate Pastor of Paoli Presbyterian Church.

The Chair of the Nominating Committee, Rick Hawkins, presented the names of those who are nominated for the office of Elder, Class of 2019:

Melissa Cassel (re-committing for a second term), Amir Metry, Rex Cassel, Amy Miller, Betty Gianforte, Stacy Sempier

For the Class of 2018 – (unexpired term – Janet Sainsbury)
Robert Turner

There being no additional nominations from the floor, a motion was made and passed to close the nominations and the clerk was instructed to cast a unanimous ballot.

The Chair of the Nominating Committee, Rick Hawkins, presented the names of those who are nominated for the office of Deacon, Class of 2019:

Janet Devonald	(recommitting for a second term) Renee D'Antonio
Tony Larocca	Maribeth Hacker
Tracy Lopez	Brad Warfel
Julie Simek	
Nancy Weigel	

There being no additional nominations from the floor, **a motion was made and passed** to close the nominations and the clerk was instructed to cast a unanimous ballot.

Rick Hawkins, presented those who are nominated as At Large Members of the Congregation on the Nominating Committee, Class of 2019:

Linda Zink

There being no additional nominations from the floor, **a motion was made and passed** to close the nominations and the clerk was instructed to cast a unanimous ballot.

There being no further items to come before the meeting, **a motion for adjournment was approved** at 11:15 a.m. and the meeting was closed with prayer by Dr. Conway.

Respectfully submitted,

Jeffrey M. Conway
Moderator

Dorothy W. Spencer
Secretary for the Congregation

2016 SESSION REPORT

Annual Report

Session Membership

Class of 2016:

Melissa J. Cassel, Roger C. Devonald, Richard M. Hawkins,
Doris D. Humphrey, Susan B. Mayes, Elizabeth D. Yespelkis

Class of 2017:

Frances F. Alloway, Larry C. Haack, William J. Norcini, Allan Plambeck,
Donna S. Russell, Amy Siverling.

Class of 2018:

Susan E. Archibald, Charles E. Baker, Linda H. Hassett, Stephen N. Krentel,
David Straub, Robert Turner

Membership Statistics

Number on Roll – January 1, 2016 **939**

Additions

Restore to active roll	1
Transfer to PPC	8
Join – reaffirmation of faith	13
Join – profession of faith	3
Join – Affiliate to Membership	1
Join – profession of faith & baptism	<u>0</u>
Total Additions	26

Deletions

Transfer from PPC	4
Death	15
Inactive	20
Deletions	1
Deletions from inactive roll	<u>0</u>
Total Deletions	40

Number of Roll – December 31, 2016 **925**

Dorothy W. Spencer
Clerk of Session

2016 NECROLOGY REPORT

PAOLI PRESBYTERIAN CHURCH
Paoli, PA 19301

<u>Date of Death</u>	<u>Name</u>
January 26, 2016	Virginia W. Fegley **
March 1, 2016	Claramae Cami B. McClatchy
March 9, 2016	Elizabeth Lawrie Sheaffer
March 26, 2016	Esther Smith
April 3, 2016	Florence Louse Confer
April 8, 2016	Joseph Neff Ewing, Jr. *
August 1, 2016	Joan Morrison Sitman
August 10, 2016	Joseph A. Hackenbracht, Sr. **
August 21, 2016	Ruth Harvey Pike
September 26, 2016	Virginia Evans Renninger
September 30, 2016	David Owen Brown ** *
November 16, 2016	Barbara Ranck Ashenfelter **
December 29, 2016	Ruth M. O’Ryan **
December 30, 2016	Daniel Kramer *
July 19, 2013	F. Randolph Gane
October 21, 2014	Daniel N. Black, III
December 8, 2008	Margaret E. “Sally” Wilson

* Ordained Elder
** Ordained Deacon

Dorothy W. Spencer
Clerk of Session

Christian Nurture

2016 Annual Report

Melissa Cassel, Chairperson

Committee Purpose: To help develop a closer relationship with Christ and others by providing effective Christian education and nurture opportunities for all ages. To support and encourage the education/nurture staff.

Here are few 2016 Highlights:

- Committee successfully partnered with Fellowship for the Fall Kick-off picnic and activities.
- Adult Education: Offered robust topics and guest speakers (John Galloway, John Pauley, Bill Hess, Dr. Peter Ayukachale, and Gerry Morris). Jonathan Mikesell led in depth bible studies on Sunday mornings.
- Children's Ministries: Vacation Bible School a success, wonderful children's pageants. Sunday school continued with the opening assembly format led by Felicia Mule and then broke into age/grade appropriate classrooms in the morning. The 505 used the curriculum materials from the morning.
- Youth: Youth group attendance for Senior and Junior high went well this year with regular attendance. New this year is a Thursday morning breakfast with a small group of high school students who meet before school at Panera for breakfast and bible study. Confirmation: Retreat held in November 2016. We meet Wednesday with 7 students, 2 high school mentors, 3 leaders, and 2 interns from Eastern.
- Young Families: A new parent's night out was offered. Jingle Jam was a success (replaced Advent Family Fun Day). There were also several activities throughout the year for families to get together.
- Young Adults: 505 going strong with 14 new members joining the church this fall.

Warmest Regards,
Melissa Cassel

For specific updates on each of the sub-committee's activities, please see reports submitted by Daphne Hager, Bryan Jones, and Becca Bruner.

Fellowship Committee

Annual Report 2016

Amy Siverling, Chairperson

In 2016, the Fellowship Committee expanded the committee charter to allow more member representation from the congregation. New committee members welcomed to the group included: Betty Gianforte, Amy Miller, Megan Fitzpatrick, Frank Doyle, Pam Campisano, Nancy Weigel, Marge Geiger and Betsy Sautter. Susan Archibald joined the committee as the second elder, serving as the committee Vice Chairperson.

Welcoming was a focus during 2016, with an updated Welcome Gift created and available for visitors to the 10AM service or other times at PPC. A focus on overall welcoming and personal engagement among the congregation on Sunday mornings continues into 2017.

The Fellowship Committee was represented on the Facility Improvement Planning Team. The committee had the opportunity to make suggestions to enable Fellowship related activities.

Committee members supported new member classes for both the Sunday morning and 505 services. A light reception was initiated as the Fall new member class meeting with Session. This event facilitated great interaction among new members and Session members.

During 2016 the Fellowship team supported numerous church events

- January: First Sunday, Congregation Meeting Chili Cook Off
- February: First Sunday, Ash Wednesday Light Supper and St. Norbert's Reception
- March: First Sunday with Mission Committee, Palm Sunday Pancake Breakfast and Maundy Thursday Light Supper
- April: First Sunday
- May: First Sunday, The Big Day lunch
- September: Fall Kick Off, including games, food, photo booth
- October: First Sunday, Golf outing
- November: Pancake Breakfast with Winter Wonders Family Shopping Day, and NYC Broadway trip (Holiday Inn)
- December: First Sunday

At the end of 2016, Glenn Gorman, Amy Miller and Betty Gianforte transitioned off the committee to accept leadership roles in other areas at PPC.

Stewardship & Finance Committee

Annual Report 2016

Al Plambeck, Chairperson

Committee Members: Al Plambeck, Elder, Rex Cassel, Elder, David Straub, Elder and Chair of the Stewardship Committee, Howard Cates, Scott Hatherill, and Randy Scott. Doris Humphrey, a vital member of the Committee during 2016 acting as the Chair of the Stewardship Committee, retired from service at year end.

The purpose of the Finance and Stewardship Committee is the review and oversight of all aspects of the congregation's financial resources, including providing financial giving education, and motivation to (a) support members' and attendees' spiritual growth, and (b) adequately support the congregation's various ministries and financial obligations. The Committee's Charter was revised, submitted to Session, and approved in September.

The Committee met 10 times during 2016.

During the year we also entered into a contractual arrangement with PushPay, a company from the Seattle area offering a phone application allowing donors to give money to PPC via their smart phone whether they be in a pew or on the beach. Our hope is for this program to lead to increased contribution income and less seasonality in giving over time.

The Church budget has a Fiscal Year that runs from April 1 through the following March 31. Therefore, we do not have a complete report of our status to offer at this time. However, through nine (9) months our actual contribution receipts trail our budgeted amount by approximately \$64,000. Our expense controls have been very good so far for the year and are running approximately \$8,000 under budget. We anticipate expenses will continue to track favorably with the budget, but are concerned about the shortfall in contribution income. Most of the shortfall has resulted from receiving less contribution income from worshippers who do not participate in the annual Estimate of Giving Campaign, but give nonetheless. Admittedly, estimating giving from this sector of the Congregation is difficult, and has been especially so in the current year.

After a review of our Restricted Investments a recommendation to move assets in the New Covenant Family of Funds to Vanguard was made during 2015. The movement of the funds was completed during 2016.

Once again, the Stewardship Committee under the direction of Doris Humphrey spearheaded our 'Big Day' in May. Once again we collected funds for the One Great Hour of Sharing, and prepared over 20,000 meals for "Stop Hunger Now". Monies collected for the One Great Hour of Sharing were used to support the "Stop Hunger Now" initiative and projects suggested by the Mission Committee.

In August, we received the Fiscal Year 2015-16 Audit Report from CliftonLarsonAllen, LLP, our independent auditing firm. Their report was basically a so-called clean opinion. Their only exception was that we do not follow generally accepted accounting principles by not calculating depreciation on our fixed assets. We have never done this, and follow generally accepted conventions by other entities such as churches that are not required to file federal income tax returns. The auditors understand our policies and practices and noted no other discrepancies other than to suggest closer scrutiny be given to the Senior Pastor's expense accounts by someone other than a staff member who reports to the Senior Pastor. A policy change was implemented following that comment, and periodic reviews of the expense accounts are now conducted by a member of the Finance and Stewardship Committee.

Our Fall Stewardship Campaign dates were moved earlier and limited to three weeks instead of four to reduce potential conflict with Winter Wonders and our Year-end giving campaign. The results were mixed. During the 2016 campaign we received 247 pledges totaling \$852,371 compared with 240 pledges in 2015 totaling \$844,401. In response to the campaign theme of give 1 per cent more, 71 pledges showed an increase in their planned giving by 47% over last year.

Our Year End Giving campaign was scaled back this year owing to a lack of significant project proposals brought forth by the various committees and resulted in a campaign asking donors to consider giving \$15,000 to support the Worship and Music Committee's Choral Scholars program in 2017, supporting the Property Committee's proposal to renovate the youth room facilities in the church and to the Mission Committee supporting Michael Johnson's medical mission program in Philadelphia and the Kolali Church in Cairo, Egypt. In addition to funds raised from the Congregation, an additional \$25,000 was requested and received from the DiAddio Charitable Fund. Total funds received were \$ 67,173. After deducting \$15,000 for Choral Scholars and \$15,000 for Youth Room renovations, the remainder will be split as the Mission Committee determines for the two mission projects.

Rex Cassel, a prior member and Chairman of the Finance and Stewardship Committee will be rejoining us in 2017; Doris Humphrey will be stepping down after three years of service. Dave Straub will be assuming responsibility for the activities of the Stewardship Committee for the next two years. Thank you Rex, Doris and Dave.

Special thanks also go to Jonathan Mikesell, Associate Pastor for Administration and to Gail Glass-Wagner, Financial and Membership Secretary. Both are always prepared to answer any question, or to prepare any report we need to help us meet our purpose stated above.

And I would be remiss if I neglected to thank the Counting team for their tireless efforts on most Monday mornings counting the proceeds given the previous Sunday, and reconciling it to our books and records. Their dedication and service often go un-noticed until a mistake is made, and that does not occur very often.

Mission Committee

Annual Report 2016

Betsy Yespelkis, Chairperson

The Mission Committee, at the close of 2016, included Paul Archibald, Jen Baker, Jim Burke, Emma Gibney (youth representative), Amir Metry (incoming Elder) Sharon Moore, John Ryan, Bob Turner (incoming Elder) and Betsy Yespelkis (outgoing Elder and Chair). Tom Infield, PPC Mission Coordinator, was the staff representative. Elder Janet Sainsbury left the committee at mid-year to relocate to Florida. Bob will complete the remaining two years of Janet's term. Amir will serve a three-year Session term and is the 2017 Mission Chairman.

2016 Mission Highlights

➤ Mission conference:

About 160 people participated in PPC's day-long mission conference April 9 that featured a mission fair, panel discussions and keynote address by Tony Campolo. Breakfast, mid-morning coffee and lunch were provided. The conference built on our March 2015 mission conference.

➤ Belize Ministry:

- Three adults and four youth traveled to Belize July 30-August 6 to work with ministries of the Word At Work. The group was caught in Hurricane Earl but was safe at Banana Bank Lodge. The team spackled and painted -- and supported the girls -- at Marla's House of Hope in Belmopan, Belize.
- The entire Paoli Pres. family worked from May to September to pack a 40-foot shipping container with a host of items (among them, bicycles, sewing machines, wheelchairs, clothing, housewares and tools) for our ministry partners in Belize. We shipped the container on Homecoming Sunday, Sept. 11.
- With end-of-year giving for 2015, PPC was able to finance security cameras and lighting to protect the girls living at Marla's House of Hope.

➤ Egypt Ministry:

- Also with funds from 2015 year-end giving, PPC financed construction of a dairy-production facility and hydroponic greenhouses at Health and Hope Oasis, which serves children undergoing treatment for cancer.
- PPC also helped complete an industrial kitchen at the Fowler Home for Girls and helped with preparation for the building of a medical clinic at the Kolali church in Cairo in 2017.
- PPC hosted a group of seminary leaders and graduates from Cairo Protestant Evangelical Seminary.

➤ Cityteam, Chester, PA:

- PPC's work with Cityteam included hosting a Hope Cafe dinner for Chester residents.
- With year-end 2015 giving, we supported Cityteam's Mother-Baby program by providing significant funds for infant car seats, school backpacks and school shoes.

➤ Cornerstone Christian Academy:

- With spring mission giving, PPC helped finance rehab of the school's technology center.
- PPC hosted the Cornerstone Choir on April 10.

➤ Adult education series:

- PPC held a series of six mission-related Adult Education programs from Oct. 23 to Nov. 27. The Belize mission team gave a report. We heard about ministry in Egypt, hosted presentations by Cityteam and Cornerstone, got an update on eduKenya, and learned about Christianity in China.
- Mission Partnership Dinner:
 - Our second annual mission dinner in November featured Adam Gould, of eduKenya, as guest speaker.
- Mission house at 219 S. Valley Road:
 - PPC bid farewell to Al and Marjorie Haamanjanji, residents of our mission house for two years. The Haamanjanjis were active participants in the life of PPC as our missionaries in residence from Zambia.
- Stop Hunger Now:
 - As part of the Big Day in May, PPC packed 20,000 meals for hunger relief.
- Furniture Ministry:
 - The Furniture Ministry relocated from a warehouse at Church Farm School to rooms on the lower level of the church. This move enhanced the ministry by making it easier for volunteers (the warehouse was unheated) and by more closely connecting the work to the church. We did, however, lose some square-footage.
- Food Closet:
 - The Food Closet provided monthly food distributions to supplement the diet of low-income seniors and families in our area. PPC also provided holiday dinners at Thanksgiving, Christmas and Easter.
- Community Garden:
 - The PPC Community Garden provided fresh produce for food-supplement programs in our area.
- Winter Wonders:
 - PPC's largest annual mission project on Dec. 9 provided an evening of food, music and fellowship, plus 1,100 Christmas gifts for 109 families (400 individuals). Between 150 and 200 volunteers pitched in to make the evening happen. Between 400 and 500 meals were served. Families and volunteers packaged 380 personal-care kits for the homeless in Chester. Sixty gift bags were delivered to The Village in Rosemont.
- Turkey Feathers and Mitten Tree:
 - PPC's Turkey Feathers effort provided Christmas gift packages for the children of our missionaries and Christian workers all over the world. PPC also provided mittens, gloves, hats and scarves for families in North Philadelphia via the Mitten Tree.

Nominating Committee

2016 Annual Report

Rick Hawkins, Chairperson

The Nominating Committee developed lists of candidates, always keeping in mind that our job was to discern those whom God had been preparing for various roles in the Church. For Session we focused on intentional succession of committee leadership, and worked with committee chairs to identify relevant interests and skills of those who would be called. For Deacons we consulted with the moderator of Deacons and looked for those who would best serve in caring ministries. The Committee called candidates for Deacon, Elder, and Member-at-large of the Nominating Committee for the class of 2018 - all of whom were elected by the congregation. Due to resignations, two nominees were called to be voted on to replace existing positions: Bob Turner, Elder, Class of 2018 (replacing Janet Sainsbury) and Leslie Kingston, Deacon, Class of 2018 (replacing Sandy Forrester).

Elected Elders Class of 2019	Elected Deacons Class of 2019	Elected Nominating Committee Members at Large	
Amir Metry	Renee D'Antonio	Nancy Weigel	Tom O'Reilly
Betty Gianforte	Janet Devonald	Tony Dahm	Howard Cates
Amy Miller	Tony LaRocca	Mary Beth Siverling	Linda Zink
Stacy Sempier	Tracy Lopez	Valerie Virgilio	
Melissa Cassel	Julie Simek	*Donna Whiteside	
Rex Cassel	Brad Warfel		

Elders		
Class of 2017	Class of 2018	Class of 2019
Fran Alloway	Susan Archibald	Amir Metry
Al Plambeck (for Lindsay Bell)	Chuck Baker	Betty Gianforte
Bill Norcini (for Annemarie Lange)	Linda Hassett (for Tammy Sue Carriker)	Amy Miller
Larry Haack	Steve Krentel	Stacy Sempier
Donna Russell	Janet Sainsbury	Melissa Cassel
Amy Siverling	Dave Straub	Rex Cassel

Deacons		
Class of 2017	Class of 2018	Class of 2019
Becky Bemis	Kathy Agnello	Renee D'Antonio
Suzi Burke	Jane Alexander	Janet Devonald
Pat Henige	Betsy Bemis	Tony LaRocca
Patti Conway (for Kay Joseph)	Karen Bittenbender	Tracy Lopez
Lynne Little	Kim MacDonald Brown	Julie Simek
Patty Madara	Becky White-Burke	Brad Warfel
Janet O'Reilly	Charlotte Fitzpatrick	Nancy Weigel
Doris Peraino	Leslie Kingston (for Sandy Forrester)	Tony Dahm
Pat Sebring	Marge Kennedy	Mary Beth Siverling
Tom Sebring	Noreen Perrone	Valerie Virgilio
Doris Rickards	Ann Plambeck	*Donna Whiteside
Julia Ruccius		
Jane Wafula		

* - Donna Whiteside is a 1 year substitute for MariBeth Hacker who has committed for another 3 years

Recognition

The Nominating Committee thanks and recognizes Tony LaRocca and Andy Foreman for their service to the Committee. They were integral members who made numerous contributions and will be missed.

Respectfully submitted, Rick Hawkins Chair, Nominating Committee

Personnel Committee

Annual Report 2016

Roger Devonald, Chairperson

The Personnel Committee is a permanent committee established by, and responsible to the Session. Responsibilities of the Committee include the annual review of Terms of Call for pastoral staff, recommendations of compensation and benefits for staff, management of budget expenditures, maintaining the Personnel Handbook, job descriptions and other related information, staff performance management and staff development.

Early in the year the committee worked with the finance committee to achieve a balanced budget for the 2016/17 fiscal year. Total budget growth was held to 2.24% and by the introduction of lump sum merits, the growth in the church's salary base was held to just 1.66%. In addition to payroll costs, the budget funded continuing education for the support staff to keep current in their job skills, renewal of required background checks and the continuation of the annual recognition luncheon for all staff and their families (which was postponed to early 2017).

In addition to budgeting, the committee dealt with various staff issues including staff evaluations, hiring Michael Reaves to replace Adam Ruggieri, developing a paternity leave plan for Bryan Jones, a new time recording policy mandated by changes in federal compensation guidelines, restructuring the Mission Coordinator job description to more accurately reflect evolution of responsibilities from initial hire, changing the reporting structure of the music staff to more closely integrate them into the activities they support, a review of a new PC-USA Board of Pensions benefits plan for non-ordained staff and planning for coverage during Jonathan Kreamer's study leave.

The committee has embarked on a project to develop, through comparison with similar jobs at similar churches, salary guidelines for each non-ordained staff positions. These guidelines will be used in the determination of salaries for new hires and the merit planning for current staff. The initial set of guidelines was successfully applied in the hiring of Michael Reaves and will continue to be refined as more comparison data is gathered in the coming year.

The Personnel Committee acknowledges the outstanding leadership and contributions of Bruce Bittenbender, Bill Lee and Roger Devonald as they completed their service on their committee.

2016 Committee Members: Roger Devonald (C), Donna Russell (VC), Bruce Bittenbender, Maribeth Hacker, Pat Henige, Bill Lee and The Rev. Dr. Jeffrey Conway (ex-officio).

Property Committee Name

Annual Report 2016

Larry Haack, Chairperson

Chairperson: Larry Haack

Vice Chairperson: Chuck Baker

Committee Members: Bruce Field, Murray Gordon, Chip Hassett, Scott Horn, Doug Purdy, Bill Rafferty

Staff liaison: Jonathan Mikesell

Major Accomplishments:

Property expenditures were within budget for the year, this was due in part to no catastrophic failures in our aging building complex and to the ability to make improvements due to the generosity of the yearend gifts.

Projects funded by year-end gifts:

1. A Facilities Improvement Task Force was formed to develop a schematic plan for the development of the buildings to better meet the needs of our numerous ministries. Lenhardt Rodgers Architects assisted in this plan and are now developing budget estimates and phasing plans for these improvements. I thank the Task force for their dedicated work to date and look forward to present the results to Session and the Congregation.
2. We contracted with a PECO program to upgrade lighting throughout the building with energy efficient fixtures and lamps. This has reduced our monthly electric bill and reduced lamp replacement costs.
3. Energy efficient and quiet air conditioning units were installed in Churchill Hall.
4. The old commercial stoves were sold and replaced with new easily operated and maintained units.
5. New parking bumpers were purchased for the front parking lot, these will be installed in warmer weather.

These results are in no small part due to the efforts of Jonathan Mikesell, Associate Pastor of Administration who maintains numerous contracts and expenditures for PPC.

I wish to thank the Property Ministry Teams for their efforts. Toolbelt Ministry provides countless hours in the maintenance and improvement of the building and grounds saving tens of thousands of dollars in cost. The Memorial Garden Team, Flower Planting Ministry, and Rose Garden Care Team all keep the outside beautified.

Worship and Music

Annual Report 2016

Susan Mayes, Chairperson

1. We continued to meet the first Monday of most months, either at local restaurants at 6:00 or at 7:00 in the library or Jeff's office. Committee Members included: Susan Mayes, Chair; Fran Alloway, Vice-Chair; Jeff Conway; Mike Nasielski; Jason Christides (will be stepping down next year); Jonathan Kreamer and Nancy Chace. Suzanne Jackson became our newest member-at-large.

2. Response has been positive to the current worship schedule of three Sunday services: 7:30 am chapel, 10:00 am sanctuary, 5:05 pm sanctuary, which is a more contemporary format.

3. The organ task force actively researched options for replacing the current organ. The task force made a formal proposal to session, which received their report. In summary since there is a facilities task force, which has representation of organ task force members, no further plans for organ type or solicitations for funds have been collected. The end-of-year giving funds for the organ were put into a designated account.

4. The committee has tried to be frugal with all money, and as of this writing we are under the yearly budget of \$2000. Seasonal banners were purchased out of the music budget to hang in front of the sanctuary on the walls behind the choir loft. Bruce Field will change banners.

5. Communion servers for all services were arranged and communion was served traditionally or by intinction. Communion was coordinated with the Deacon Ministry Team led by Linda Zink.

6. Lou Perrone wants to pass the torch to someone else to coordinate the ushers. Our committee will try to solicit more volunteers. As of now, we will stay with the general structure of making a two-month commitment with the hope of having enough volunteers to make it a one-month commitment.

7. Chancel Guild, headed by Kathy Compton, continued to decorate for Easter, Thanksgiving, and Christmas. Jonathan Kreamer also decorated the sanctuary for Pentecost.

8. Amy Brent Miller joined the committee as the new vice-chair, while Fran Alloway became the new chair as Susan Mayes' three-year term as elder ended.

Paoli Presbyterian Church

Board of Deacons

Annual Report for 2016

Church members who served the congregation as Deacons in 2016 were as follows:

Class of 2016 - Brad Warfel, Bev Loesche, Mollie Van Zanten, Kathie Ryan, Joan Overdorf, Leslie Kingston, Sue McCormick, Carol Lenker, Maribeth Hacker, Grant Harris, Barbara Woodcock, Renée D'Antonio & Linda Zink

Class of 2017 - Suzi Burke, Pat Henige, Janet O'Reilly, Julia Ruccius, Doris Rickards Becky Bemis, Patty Madara, Lynne Little, Jane Wafula, Doris Peraino & Patti Conway

Class of 2018 - Betsy Bemis, Kathy Agnello, Jane Alexander, Karen Bittenbender, Sandy Forrester, Charlotte Fitzpatrick, Marge Kennedy, Noreen Perrone, Kim MacDonald Brown, Becky White-Burke & Ann Plambeck

In October, Sandy Forrester stepped down as Deacon. Leslie Kingston agreed to finish out the 2 years left in Sandy's term.

- The 2nd annual PPC Mission Conference was held Saturday, April 9th. As in the previous year, the Deacons coordinated the luncheon. And as in 2015 we relied on Dixie Picnic Scratch Kitchen & Café to provide delicious food for our special guests & attendees.
- May 22nd brought the 2nd annual Big Day. The task set before the Deacons was to box up medical supplies collected for our ongoing mission in Belize.
- And this year, Karen Bittenbender felt led to resurrect the Bereavement Ministry. This ministry, which was originated by Carley Phillips, a few years earlier, had been without leadership for 2 years. Without a leader, the ministry fell by the wayside until Karen stepped up.

Of course, the Deacons also gave their *time and talents* in leading the ministry teams. The team leaders for this year were:

Bereavement Ministry – Karen Bittenbender

Card Ministry - Leslie Kingston

Communion Preparation - Linda Zink

Extended Communion – Pat Henige

Flower Delivery- Suzi Burke & Kathie Ryan

Funeral Reception - Janet O'Reilly & Betsy Bemis

Lovin' from the Oven - Julia Ruccius

Music Outreach – Mollie Van Zanten

New Baby Ministry – Patty Madara

Nursing Home/Homebound Care - Brad Warfel

Pamphlets – Lynne Little

Post-High School Care - inactive

Prayer Shawl Ministry - Linda Zink
Nominating Committee – Renée D’Antonio

The Deacons continue to work with Gail Glass, Fellowship Committee & the Usher team to keep our attendance records & database (ACS) up to date.

The Paoli Presbyterian Church Board of Deacons looks forward to serving our church family & beyond in 2017.

Renée D’Antonio, Moderator

Equipping Ministries Leadership Team

Annual Report 2016

Kayo Nolan, Convener

Throughout 2016, the Equipping Ministries Leadership team was guided by I Corinthians 12 which states that there are a variety of gifts given by the Spirit; we celebrate one God together and use our different gifts to honor and praise God. Continuing our endeavor to be a connected body of Christ, all worshipers were invited to identify their individual gifts/interests through the Spiritual Gifts Profile. The goal of empowering one another to do ministry was continued in our leadership training of new Elders and Deacons. Other endeavors:

- The Spiritual Gifts Profile was introduced in January, presented through weekly PPC e-blasts, announcements in worship, bookmarks, handouts, bulletin, and video screens. Four posters listing and describing spiritual gifts were on display in the church hallways. Congregants were invited to complete the Profile via the PPC Website or paper copy, and submit their top three gifts to the Equipping email. Equipping recorded all responses and entered them in the PPC data base in order to match individual gifts to potential ministry team participation. The Profile and ministry team information is shared with all new member classes.
- All PPC ministry teams submitted job descriptions that detail what is expected for participants on their teams. Descriptions include desired spiritual gifts, time commitment, job requirements, and contact information. Equipping is working on uploading all ministry team job descriptions on the PPC website so all congregants have access to the information.
- From March through November, various Ministry Teams were highlighted in videos prior to Sunday worship. Teams were shown engaged in ministry with each team's spiritual gifts identified.
- The New Officer Training Evaluation Survey was distributed in March to newly elected officers of the class of 2018. Survey responses provide Equipping with suggestions for future training.
- We worked with staff and team leaders to explore ways to improve communication between and among teams. In Session we reviewed Equipping's responsibilities with regard to equipping leaders, emphasizing the need for staff and team leaders to continue to energize their teams.
- Team leaders were sent a memo requesting them to prepare a one page list of yearly responsibilities to give incoming officers in order to clarify the role of leader for his/her team.
- For Stewardship month, Equipping created a time/talents video that focused on ways we can use spiritual gifts in service to others. This was shown prior to worship four Sundays in the fall. Time/talent commitment cards were distributed in September and November to target seasonally active teams.
- When new people sign up for ministry teams, Equipping sends a list of name matches to team leaders who then contact each person by phone. Response info is reported back to Equipping.
- Equipping prepares/distributes ministry opportunities through the *Opportunities for Service Ministry* booklet, available at the Welcome Desk and in the church office.
- Equipping and staff conducted leadership training for new Deacons and Elders from Oct.30-Nov.20.
- Planned, organized, and prepared the Officer Dinner on December 13, 2016.

Equipping M.L.Team (Linda Hassett, Mike Chamberlain, Kayo Nolan, Al Plambeck, Dottie Spencer)

PPC Memorial Garden

Annual Report 2016

Jim Foreman, Manager, PPC Memorial Garden

The Memorial Garden Care Team is responsible for the operation and care of the garden situated on the East Side of the church building.

The garden was developed in 1991, and its primary purpose is to hold cremains of deceased church members and friends (154 to date). There are also two bronze plaques on the main gate walls to hold the names and dates of those memorialized and not interred in the garden (54 to date).

The extensive gardening and maintenance required to keep the garden in excellent condition was done by the following team church members:

Jean Anstine, Mort Bauer, Bruce and Karen Bittenbender, Andy and Nancy Bodine, Rex and Joyce Cassel, Nancy Chace, Helen Clark, Roger and Janet Devonald, Jim and Ginny Foreman, Wendy Kelly, Lynne Little, Patty Madara, Bill Norcini and Alice Young.

Respectfully submitted,

James R. Foreman
Manager, PPC Memorial Garden