

2018 Annual Report to the Congregation

University Presbyterian Church

Chapel Hill, NC



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Interim Pastor

Years ago I heard a radio interview with the filmmaker Ken Burns. I've never been able to find a transcript of that interview, but when asked about his process, Burns said essentially, "If you sit by someone long enough, you come to love that person. I know that I'm ready to tell the story when I've come to love my subject."



I used those words to open a homily at a recent memorial service, but they also seem apt as I reflect on the last year at UPC. I did not need to sit long with this congregation before I began to love you. And though that means I will miss you when the time comes to depart, it also means that you are a congregation that readily opens its heart to new companions. In spite of the grief that you still feel over the departures of Anna Pinckney Straight and Bob Dunham; you made space to welcome Elizabeth Michael, and me, and Hillary Bergman Cheek. That intentional hospitality bodes well for the season ahead of you.

Your Pastor Nominating Committee is hard at work. They gather each Tuesday evening in Dunham Hall and put in innumerable hours in the days between. They will persist in their assignment until the time comes when a joyful and mutual "yes" arises from their conversations, but they hope to recommend a candidate to the congregation before the academic year concludes.

When your new pastor arrives, he or she will discover quickly what a remarkable congregation you are—such a wealth of passions and expertise, such kindness, such willingness to serve. Your new pastor will join a staff that is both seasoned and flexible—willing to imagine new ways of ministering to a changing world and grateful for the opportunity to serve together.

Because your common life is grounded not in superficial similarities but in the unshakeable love of God, your commitment to each other, in spite of every difference, will offer a powerful witness to a world that threatens to grow more fearful and factionalized by the day. As you slip into the pew beside your neighbor, as you prepare meals with students in the PCM kitchen, as you volunteer in sites too numerous to name, may the person next to you be an invitation to love more deeply.

Margaret LaMotte Torrence, Interim Pastor

Our Mission

Founded and built upon a strong faith in God's providence, while trusting in God's abundant goodness and grace, University Presbyterian Church faces the future in joyful reliance upon God's Spirit and in willing obedience to God's Word. It is our belief that God calls us to be Christ's community of faith and moral discourse in Chapel Hill and the University—worshiping with enthusiasm and joy; proclaiming God's truth with boldness and confidence; providing a wellspring of care and nurture for the church family; equipping all members for ministry in today's world; celebrating the diversity that exists among us; reaching out with compassion and love to all who are in need in our congregation, in our local community and in the world beyond; constantly seeking peace and justice for all of God's children.

Interim Associate Pastor



Last January, I could not have known that I would become a part of this blessed community, but I am so grateful that I have. Since May, I have been filled with gratitude for the ways you have welcomed me into this family and embodied a spirit of abundant welcome. In the first conversations I was had with members of this congregation and staff, your unique spirit was palpable. With each new person I meet, each new story I have the privilege of hearing, each sacred moment into which I am invited, each moment I spend worshiping alongside you all, this gratitude grows. It has truly been a privilege and a joy to serve as your interim associate pastor for the past eight months.

At the end of the year, I preached on the importance of the in-between times, focusing on the story of teenage Jesus staying behind in Jerusalem. I didn't include it in our lesson for the day, but the lectionary paired that text with this piece of Paul's letter to the Colossians:

As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace

of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him. (Colossians 3:12-17)

When I think of this time in the life of University Church, such a pairing of texts seems entirely apropos. In this in-between time, you model the spirit of such a pairing beautifully. While understanding not only the importance of this season, but also the possibilities for growth and assessment that this season provides, you do so clothed with compassion, kindness, humility, meekness, and patience.

Though seasons of transition can be unpredictable, I have been impressed by the growth and stability of our congregation. Stephen Ministry continues to compassionately step into the lives of others and is training a new class of Stephen Ministers. The Deacons continue to both serve and to seek out new ways to serve the people of this church with energy and compassion. The staff continues to faithfully lead and inspire UPC to grow in faith and fellowship.

I admire the great hope you hold for the future and the prayer and thoughtfulness that you bring to discerning such a future. As a church filled with the Holy Spirit, you honestly embrace your past, while also enthusiastically embracing the new things God is doing here at UPC. You are not moving into this next season blindly, but with great care, vision, and the wisdom of the saints who have gone before us.

During this time of change, as we wait for a new senior pastor, God's Spirit will continue to inspire and transform us. I give thanks to God for the chance to do ministry with you all, and I am grateful that I have the privilege of being a part of these in-between times—walking alongside you as we grow in faith and fellowship and anticipate the season to come.

Hillary Bergman Cheek, Interim Associate Pastor

Associate Pastor for Campus Ministry and Presbyterian Campus Ministry Report



I am grateful for another year at University Presbyterian Church. I am in my 11th academic year in this position and am encouraged by the consistent student presence we have at Presbyterian Campus Ministry. What we do here is so important, and having key partners like UPC in the mix helps us carry on this important work. I also appreciate what I get here at UPC that many of my more isolated colleagues in campus ministry struggle with—a good staff to be a part of and not attempting to do this kind of ministry cut off from the congregation. How PCM and UPC exist alongside each other, physically, is a powerful statement to our students and a huge benefit to the campus minister. In all honesty, when the campus minister can feel like they are a part of something bigger than a seasonal niche ministry to a small population in the church, this is often what keeps someone around longer in this position. This relationship says to our students that our connectional structure is an important and vital component of our longterm success of both PCM and the larger church. It is important to remind UPC that though our campus ministry is in a healthy position regarding financial support and student activity, many campus ministries in our state are struggling to survive with decreased commitment from supporting partners, which often means an inability to employ

a campus minister. Our hope is to help change this tide of campus ministries dissolving and find ways to help sustain the larger work of campus ministry across our state. More on this hopefully with the next annual report for 2019.

2018 was another fun and meaningful year at PCM. I really am not sure what my children would do without the pattern of coming to dinner at PCM on Thursday nights and staying for music (where the PCM music team lets them join them in playing one of their three songs). I love how much our PCM community looks like, and to our students, feels like, a family. This year we had our normal 20+ Thursday night dinners and programs where our students fed and led about 90% of these endeavors. We served in our community in a variety of ways, such as at TABLE and the Ronald McDonald House, as well as finding creative ways to support those who are imprisoned. We fostered good leadership with our student leadership team who oversee much of what we do at PCM. We hosted an intern who was a student at Union Presbyterian Seminary's Charlotte program. We held our annual alumni event, PCM family day, and PCM worship at UPC, and of course, we held the coveted PCM Thanksgiving meal and dessert contest. We retreated to Montreat and Camp Albemarle. For our annual spring break trip, we spent a week on the central coast of California working with a solar nonprofit, Grid Alternatives, installing solar panels on clay roofs for low-income households. It was a great week to learn about community and how we care for God's creation, to better understand solar policy, and to explore parts of California that were breathtaking. We have also lived into our new kitchen space at PCM, and it has accomplished what we hoped—providing another space to better foster community life together. Thank you for helping us accomplish this vision for ministry!

PCM continues to work within the Lilly Endowment's Campus Ministry Theological Exploration of Vocation (CMTEV) initiative. We have completed our first five years of our original grant and begin in 2019 our sustainability period that will carry us through 2023. Their support of our ministry is helping us better engage our students and give them opportunities to serve, learn, travel, and worship, and these experiences have lasting impacts on their lives.

Lastly, I am grateful for my time away to be on sabbatical this past summer. You helped make possible time away in Switzerland where the natural highlights seem endless, and taking time to learn more about John Calvin while in Geneva was a first for me. Having time away as a dad of young kids does not necessarily mean one of Sabbath rest and relaxation, but this sabbatical did give me a ton of uninterrupted times with my family at a time when their young minds are very impressionable. What they are learning is that the church values giving dad a break, and for that, I am grateful.

John Rogers, Associate Pastor for Campus Ministry

Associate Pastor for Adult Ministries

"Beloved, since God loved us so much, we also ought to love one another." 1 John 4:11

"Life's most persistent and urgent question is: What are you doing for others?" Martin Luther King, Jr.



Reflecting over the past year, 2018 was filled with a lot of love. Love overflowed for me at UPC—during baptisms, weddings, worship, Adult Education classes, Second Sunday lunches, and a wonderful addition of new members. And love ebbed and flowed in the community, as well. For me, this was a year to focus on service with the wider church, with the local community, and with my colleagues. The love continues to flow.

In 2018, I began my term serving on the presbytery's Committee on Preparation for Ministry. After walking alongside hopeful seminarians at Union Presbyterian Seminary as the Director of Admissions, I was excited to join this committee! (And I am not always thrilled to join a committee.) This

opportunity rekindled my passion for discernment and my hope for the future of the church. By the year's end, I affirmed several candidates as ready to receive a call (and participated in two ordination services) whom I had known when they were applying to seminaries. I joyfully agreed to be Margo Richardson's "shepherd" on the committee, and it has been a delight to support her on behalf of the presbytery and UPC as she became a candidate and discerns God's call after seminary. Working with colleagues on the CPM has given me the chance to work alongside other elders and ministers who care about the future of the church. It has been refreshing to serve.

Later in the autumn, I answered the call to join a new initiative of the presbytery: to be trained by consultants from Holy Cow! Consulting to offer support and to interpret the assessment of congregations in the presbytery. The world of organizational intelligence has enlightened and excited my ministry at UPC. I am eager to share what I've learned and to use more data-driven decision-making in our discernment and visioning of how God is calling UPC to serve our own church family and the wider community. I've been intrigued by systems thinking and the ways that data can tell stories about a collective, and I think there are many ways the work of Holy Cow! Consulting can have an impact on the presbytery and our church. It has been a joy to develop these tools with a team of colleagues to serve the wider church together.

During the fall of 2017, one Adult Education class discussed the book *Waking Up White*. The discussions from this class stirred my spirit to dig deeper and do more for anti-racism in the community. The Chapel Hill-Carrboro chapter of the NAACP was reconvening their Faith and Action committee; with the invitation from a member of the

class, I joined. Throughout 2018, I worked alongside new colleagues to create a service in honor of Martin Luther King, Jr. held at First Baptist Church; to join other voices for HKonJ on February 10; and to respond to the concerns of the community after the removal of Silent Sam with a shared voice praying for reconciliation, justice, and hope. I spent some of my continuing education funds to attend the Phase One and Phase Two trainings about anti-racism organizing sponsored by the Racial Equity Institute out of Greensboro, and I joined some meetings of the Orange County Caucus to read and discuss further. 2018 was a new page for my learning and collaborating; there is still much to be done. But I'm hopeful. Serving alongside colleagues who are quickly becoming friends with a common heart for justice has strengthened my faith in ways I am just beginning to articulate. I am not sure what the Holy Spirit is up to, but I trust the path forward will be more loving together.



With God's persistent love encouraging me to think more broadly, I look forward to the ways that serving others in the wider church and local community will continue to strengthen my ministry at UPC and widen my heart. My heart is filled with gratitude and hope for the opportunity to serve alongside this gracious congregation!

Kate Fiedler, Associate Pastor for Adult Ministries

Staff Associate for Children's Ministries



I have been reminded again and again this year of what a privilege it is to serve this congregation. It is a privilege I do not take lightly. Not every church staff person has the opportunity to minister alongside a vibrant and healthy congregation with people who truly strive to BE the Church in all they do. People of UPC, you are a gift to me, and I am ever so grateful for you.

In many ways, 2018 has been a year of transition. Our season of transition continues as we look forward to welcoming our next Pastor and Head of Staff. Sometimes I have to stop and remind myself that our current staff structure is temporary. My "work life" still feels "normal" on most days, and I give thanks for the presence and interim leadership of Margaret LaMotte Torrence and Hillary Bergman Cheek.

In March of 2018, I informed the UPC session of my intent to enroll at Union Presbyterian Seminary on the Charlotte campus. Initially there was shock that included responses such as "You're going to make that drive HOW often?" and "This program lasts for HOW many years?" Yet those responses were quickly followed by messages like "Of COURSE you're going to seminary!" and "This makes perfect sense." Thank you for your support and flexibility as I continue to navigate the journey of working full-time and being in school. Your words of encouragement lift me up

and make the minutes spent in the car go by more quickly. The miles do not seem to matter as much when you have a church family cheering you on the whole way.

There are numerous highlights as I look back on 2018:

- UPC's second annual Children's Sabbath was on Sunday, October 21. It has quickly become a favorite service for me, and I continue to be inspired by the faith and leadership of our children.
- We welcomed more new babies into our church family. Each new baby is given a copy of *The Jesus Storybook Bible* by the Children's and Youth Ministries Committee. Thanks to the generosity of many of you, we are also able to offer a meal train to each family.
- Sunday School classes and Godly Play took place each Sunday with gifted teachers and storytellers leading the way. We have 34 Sunday School teachers for children and seven regular storytellers in the Godly Play program. Parents of Godly Play children volunteer as Door Keepers.
- We gathered at New Hope Camp & Conference Center in June for Vacation Bible School, co-chaired by Stephanie Duncan and Stacey Lange, where together we explored the theme *Rolling River Rampage: Experience the Ride of a Lifetime with God*. As usual, many volunteers helped make it a wonderful, faith-filled week for over 100 children!
- The Kirk Club program for 4th and 5th graders continues to meet and is now in year four. They enjoy coming together for fellowship, thought-provoking discussions, and time to dig deeper in faith.
- Parents of Young Presbyterians (PYPs) had monthly events including a night out for moms and another for dads, the annual Easter Egg Hunt, a pancake breakfast complete with supplies and instructions to do an at-home gratitude tree, two picnics, a potluck with kid-friendly meal options, and an afternoon at the Notasium music center in Durham.
- UPC's third annual Congregational Retreat took place in Montreat, NC. This continues to be a favorite weekend for many in the congregation—and for staff members, too!
- The Advent Craft Festival was another big success, thanks to the efforts of many volunteers and the leadership of Tracy Lovelady and Lauren Garber. Participants again packed (70) bags of non-perishable food to be donated to TABLE. Children and families are invited to host Mary and Joseph in their home during Advent as they take part in the Las Posadas tradition. This culminates with the family service on Christmas Eve as we ring our bells and celebrate Christ's birth.
- A Back to School Worship service the night before school gave families an opportunity to start the school year with God as the focus.
- The voices and laughter of children and teachers in the University Presbyterian Preschool continue to fill the downstairs halls each weekday morning. UPPS, under the guidance of Ellen Parker (Director) and Caroline Jones (Assistant to the Director), is highly regarded in the Chapel Hill community. The staff and teachers make it a wonderful place for the children of UPPS to come for preschool.



We have a multitude of volunteers who share their gifts with the UPC family. It is a wonderful thing to watch baptismal vows being lived out in this faith community. Special thanks to the hardworking and diligent Children's Sub-committee and especially to Kelli Smith and Lou Pons who each chaired CYM for a portion of the year. It continues to be a joy and a privilege to be in ministry with you and to serve alongside dedicated and gifted colleagues. I look forward to seeing what God has in store for the year ahead for each one of us and for UPC.

Grace and peace,
Nancy Myer, Staff Associate for Children's Ministries

Staff Associate for Youth Ministries



The Youth Sub-committee of the Children's and Youth Ministries Committee provides incredible support and leadership for the youth programs at University Presbyterian Church. In 2018, the Youth Sub-committee continued its transition to a full roster of youth and adults. Both youth and adults serve in one of three areas: Sunday School, Youth Group, or Confirmation. This committee addresses big picture ideas with Presbyterian Youth Connection (PYC) and continues to respond to changing dynamics in the lives of youth, families, and culture.

PYC continues to be a safe and encouraging space for our youth to ask tough questions and wrestle with answers as they move along in their faith journey. In 2018, PYC continued our new four-week model of ministry, focused more on relationship building with our youth. Our intergenerational small groups continue to bring fresh energy to PYC and offer youth a new way to connect to the larger congregation. We are so grateful for the over 30 UPC adults who have volunteered to lead this aspect of our ministry.

Our 13 PYC volunteer advisors continued to support and challenge our youth in their faith development. I am grateful each day for the wonderful and willing adults who are part of the PYC program each week and who choose to live out their baptismal vows with our teenagers. We wouldn't be able to support our youth adequately without them.

Our confirmation class for 8th graders continues to be a source of incredible faith development for our youth. We have a record-breaking number of confirmands that began the class this fall and will be confirmed in 2019. Our dedicated teachers make the material fun, our retreats make the bonds grow stronger, and our adult mentors make faith come to life!

This fall, UPC held its third Congregational Retreat in Montreat, NC, and it was once again, one of the highlights of our year together. My colleagues and I love organizing the details of this event and bringing all ages of our church family closer together.

This year, we continued Kirk Club for 4th and 5th graders, the Back to School Worship service for families, and the Opening Convocation on kick-off Sunday to celebrate going back to Sunday School, choirs, and youth group.

I also continued my work staffing the Nominating Committee. It was a pleasure to be a part of their diligent and faithful work. Few nominating committees have as much fun while being led by the Spirit as this one! I look forward to serving this dedicated group of people as they serve UPC.



I spent the summer on sabbatical, a gracious gift from this congregation. I traveled and read books that had been on my list for ages. I am so deeply grateful for the ways that you care for your staff through this time away for renewal.

Additionally, this year, I shared responsibility with my colleagues for leading worship, pastoral care for our youth and families, and various other duties. As we work to keep up with the business of the church during our pastoral transitions, I am constantly grateful for the energy and enthusiasm this congregation has for its work in the church and the world and it's life-giving energy to BE the church. I am equally grateful for my colleagues at UPC. It is truly a blessing to serve in our shared ministry!

Kim McNeill, Staff Associate for Youth Ministries

Minister of Music



The Music Department continued to strive to offer its best to God in the work of worship at University Church in 2018. Our four choirs (Chancel, Youth, Junior, and Children's) rehearsed regularly and offered a wide variety of music to the glory of God from January through May and September through December in 2018.

The Chancel (Adult) Choir remains the centerpiece of University Church's choral program. It numbered 27 regular members in 2018 and was occasionally buttressed by students home on break from college and by visiting friends. The choir lost one member to retirement and gained one new soprano in 2018. The Chancel Choir provided musical leadership for thirty-eight services in 2018, from January through May, and late August through December, and rehearsed regularly on Wednesday evenings. As every year, the amount of time given to University Church to produce our weekly choral offerings is immense. On average, each member gave approximately 170 hours of service in rehearsal and leading worship on Sunday mornings, for a total of nearly 4,600 combined hours or 192 24-hour days in volunteer time. One highlight of our choral year is always the Festival of Christmas Lessons and Carols, this year held on December 23, with carols sung by all the choirs. Our good friends Paul Neebe, trumpet, and Anita Burroughs-Price, principal harpist of the North Carolina Symphony, enhanced our worship that day. In all, the Chancel

Choir rehearsed and offered forty-two anthems and carols sung variously in English, German, and Latin.

Our young people's choral program continued to flourish under the caring leadership of Beth Auman Visser. The Youth Choir, in addition to occasionally leading our worship during the year, presented *Miss Persia* in February to enthusiastic audiences in three sold-out performances. In late April, *It's Cool in the Furnace* was offered by members of the Junior and Children's Choirs. In June, Beth Visser—for the thirty-first time—again took members of her choirs to the Music and Worship Conference in Montreat. Amidst some stiff competition, a vignette from *It's Cool in the Furnace*, performed by members of the Junior and Children's choirs, stole the show on Talent Night. In December, the Children's Choir sang prior to the worship service at the Carol Woods Retirement Center; the Junior Choir walked and caroled in the Berryhill neighborhood, and the Youth Choir caroled at Carol Woods Health Center and individual's homes. To finish their year, our Youth Choir joined the youth choirs from the United Church of Chapel Hill, University United Methodist Church, and Binkley Baptist Church in a Benefit Concert that raised \$3,500 to benefit Josh's Hope, a mental health initiative for young adults and teens. Continued best thanks to Beth for her good and gracious work with our young singers and to Betsy Carmichael, accompanist.



Throughout 2018, the new Priscilla D. Bevin Memorial Choir Suite has proven indispensable in the work of the

Music Department. The new choir rehearsal room, a welcome new home to all the choirs, is just what the doctor ordered, and the robing room has alleviated many Sunday morning traffic jams when more than one choir is preparing for worship.

Our Sanctuary pipe organ, whose noble voice continues to inspire our worship, continues to struggle with mechanical issues. The slider motors, the solenoids that turn the organ's stops on and off, continue to fail. Out of the organ's 45 original motors, 33 have thus far been replaced, with ten new motors installed in 2018. I hope the project of replacing all the motors will be completed in 2019.

I contributed 163 organ masterworks to our worship in 2018. In the form of Organ Voluntaries and Offertories, this music was among the best from the pens of the best composers from the Sixteenth to the Twentieth centuries.

From June 29 to July 3, I attended the National Convention of the Organ Historical Society in Rochester, New York. Although I don't attend every year, these conventions are a way for me to refresh and maintain professional relationships, hear a variety of organs and artists (I attended *thirty* organ recitals that week!), and interact with organbuilders and organ supply professionals. I have previously been a member of the national board of this organization.

On June 1, I began my seventeenth year of service to University Church. As I wrote last year, it would be a cliché to say that the time has flown by—but it has! I continue to feel very blessed and lucky indeed to work and make music among this gracious and faithful community.

Thomas Brown, Minister of Music

"Music is an outstanding gift of God and next to theology ... a precious gift bestowed on people alone to remind them that they are created to praise and magnify the Lord."

Martin Luther

2018 Annual Report of the Clerk of Session

In 2018, the session witnessed many changes. With great sadness, we said goodbye to the Reverend Elizabeth Michael as she married Bob Ross in June and joined him in Pittsburgh, PA. We were pleased, however, to welcome the Reverend Hillary Bergman Cheek as our Interim Associate Pastor and are enjoying getting to know her. In March, we joyfully endorsed Nancy Myer for consideration as an Inquirer to the Ministry of Word and Sacrament. She will continue her duties at UPC while commuting to Union Seminary in Charlotte for Saturday classes.

Eleven stated session meetings were held during 2018. Here are some highlights:

In December 2017, the session approved the formation of a Mission Study Team. In January, the team began its work of seeking to discern God's calling for the next chapter of this church's ministry. The Mission Study Team included Mac Gilliland, Nancy Jones, Carolyn Karpinos, Vicki Lotz, Madi Marvin, Gordon Merklein, Thad Monroe, Katie Sanford, and Lee Scott and was led by Scott Singleton. In order to complete the mission study, the team compiled demographic data, conducted community interviews, edited a brief history of the church, and designed a congregational survey, as well as facilitating small group conversations during the Sunday School hour. Conversations were also held with deacons, young adults, and residents of Carol Woods and Carolina Meadows. At their June meeting, the session approved the Mission Study Report; the Presbytery of New Hope's Commission on Ministry approved it in July. The election of the Pastor Nominating Committee (PNC) followed on July 22. Its members are Patty Baum Haydon, Brian Curran, Carolyn Karpinos, Mary Ellen Olson, Scott Singleton, Karen Vandersea, Hank Waters, Bill Whisenant, and Eleanor Wilson. In September, the session endorsed our own Margo Richardson to the Presbytery

of New Hope as a candidate for ministry. Elder commissioners were elected to represent our congregation at stated meetings of the presbytery in February, July, and October. Sunday School teachers, youth advisors, and preschool teachers were approved, and the session had the joyful experience of examining 15 confirmands in May, as well as the new officers in December. Throughout the year, the session approved 15 baptisms, five weddings, and eight membership transfers.

In addition to the stated meetings, nine called meetings were held for the purpose of receiving new members, examining officers, and examining confirmands. There were 12 new members by letter of transfer, 13 new members by reaffirmation of faith, 16 new members by profession of faith (of which 15 were confirmands), and one new affiliate member. Including two reactivated members with these groups, we saw a total gain of 44 members. Our congregation welcomed eight new babies during the year but also mourned the deaths of 16 church members. Our active membership as of December 31, 2017 was 1315.

The session called three congregational meetings in 2018. At the first meeting on February 18, the *Annual Report to the Congregation* was presented and the congregation approved changes in terms of call for the pastoral staff with much-deserved increases in salary. On May 14, the congregation met to elect a Pastor Nominating Committee. And the final meeting of the congregation on September 30 was to elect officers.

It was a very busy year, as usual, and we would like to thank our Ruling Elders, Class of 2018 for their service to the session. They are Anna Blythe, Portia Christensen, Betsy Edwards, Carolyn Karpinos, Steve Kennedy, Chelsea McElwee, Kelly Ross, Julia Tauras, and Hank Waters.

Allison Chambers, Clerk of Session

Administration Committee

Committee Mission and Membership

The Administration Committee is responsible for the preparation and oversight of UPC's annual budget. The committee monitors the financial status of the church, including reserve funds, on a monthly basis. It coordinates planning of long-term administrative changes that impact the financial future of the church, including coordination with other committees, and brings these matters to the session. The committee also acts as the session liaison to the Garden Committee. For 2019, the Admin Committee will add in support for Information Technology matters for the church.

The members of the Administration Committee for 2018 were Than Powell (Chair), Scott Buck, Jeffrey Hart, Elizabeth Moshier, Bob Slater, Lee Scott, and Margaret LaMotte Torrence. In September, church member Katharine Bouldin joined the committee, bringing accounting and financial expertise. Special thanks go to Scott Buck who served as interim Chair of the Admin Committee during the first three months of the year during transition of elder leadership.

Al Field and Joyce Waterbury, representing the Treasurer's office for UPC, also frequently attend Admin Committee meetings to ensure linkage across key financial functions of the church. Katharine Yager, UPC Controller, remains a critical asset for the church and our committee given her diligence in financial reporting and projections.

2018 Performance

The 2018 budget was based on an assumed flat level of revenue and receipts from 2017. Given growth in expenses and the expected financial realities during a transition year for a head of staff pastor, the Admin Committee recommended use of funds from General Reserve to lessen the impact on Outreach and programs and to ensure staff salaries reflect increased workload required by the dynamic environment during an interim period. Salaries for non-contract staff reflected a 4% increase in 2018 from 2017, and total operating budget was decreased by approximately 4% in the approved session budget.

For 2018 performance, unaudited total revenues were \$1,986,928 (2.3% below budget) inclusive of the general reserve draw and expenses were \$2,003,414 (1.5% below budget) resulting in an expected net loss of \$16,486 (<1% of budget) for the year. Considering the \$40,556 general reserve draw, the total deficit of revenues to expenses was \$57,042 (2.8% of budget). Despite these modest shortfalls, UPC was still able to contribute \$346,125 dollars for local, national, and international outreach and maintain all planned church programs. Significant donations during the year also meant that the overall General Reserve fund for the church was \$279,082, only a slight decrease from 2017, but still above the 2016 level. Overall, UPC remains on sound financial footing.

Than Powell, Chair, Administration Committee

Adult Education Committee

"We at University Presbyterian Church, as part of God's people in the Reformed tradition, seek to love God and our neighbors through educational opportunities that: are rooted in the Bible and present topics through a Christian 'lens of faith;' incorporate theology professed by the Presbyterian Church (USA) and the Reformed tradition; integrate worship study and service; nurture spiritual exploration and development; encourage faithful living in concert with Christ's mission; welcome participants of all ages, backgrounds and beliefs; and respect and welcome other denominations and faiths." (Excerpt from the UPC Adult Education Mission Statement)

The dedicated Adult Education Committee, led with inspiration and grace by Kate Fiedler and comprised of Nancy Benjamin, Mellicent Blythe, Lauren Garber, Brad Geerdes, Don Kennedy, Leslie May, Jim Schultz, Vince Tollers, Elinor Williams, and Ashley Wilson, offered a variety of classes within the diverse categories of Bible Study, Connections, Faith and the Arts, and Living Out Our Faith for the 2018 annual year. Many classes brought in UPC members, as well as experts from outside the church, to educate and lead discussions.

The Bible Study classes of 2018 ranged a great deal over the year. Starting in January, a class about Faith and Money, led by Interim Associate Pastor Elizabeth Michael (through her work with the Faith and Money Network) delved into discussions and lessons from the Bible about finances and stewardship. Later that spring, UPC/PCM intern Matt Moorman led discussions about women in the Old Testament titled The Voice of God in the Silenced. The class discussed Eve; Hagar and Sarah; Ruth and Naomi; Delilah; and the wife of Job. The fall of 2018 opened with a hybrid class combining Connections and Bible Study, called Movies & Bible Characters. This class created an opportunity for participants to see God revealed anew by viewing popular movies (Connections) and reading familiar Bible stories (Bible Study). During this two-term class, the films *Friday Night Lights*, *The Sorcerer's Stone*, *The Aviator*, and *Crash* were viewed through a Christian lens. Likewise, key figures in the Bible—Ruth, Jonah, Esther, Judith, Adam and Eve, Job, and David—were examined with fresh eyes.

In January, the Rev. Jimmie Hawkins visited UPC to lead worship and Sunday School. Rev. Hawkins shared about the important work of the Office of Public Witness of the PC (USA) and the advocacy work he and colleagues do on behalf of the church in Washington, D.C. This special presentation was well attended and inspired further studies and interest in connecting our mission and advocacy work with topics of Adult Education.

The Connections class began with a continued series discussing Town & Steeple current events, facilitated by Vince Tollers and further developed by the Outreach Committee. Presentations about our global partners in Haiti, Syria, and Zambia fascinated participants. Local connections with the Inter-Faith Council for Social Service (IFC) and the Interfaith Prison Ministry for Women were strengthened.

As the school year began, we offered Raising Engaged Christian Citizens, a series of Living Out Our Faith classes, designed to help parents find ways to encourage their children and youth to extend God's love to beyond cultural divisions while appreciating the gifts of diversity and difference. Classes in the Fall of 2018 included an overview of

social justice and inclusion in the New Testament, concrete steps we can take to contribute to social justice, how and why it is important to have difficult conversations with our children, perspectives from the LGBTQ+ community, and how to promote understanding and inclusion of children with special needs.

Living Out Our Faith continued with PC(USA) Social Witness Policy Statements, focused on select policy statements released by the Presbyterian Church (USA)'s Advisory Committee on Social Witness Policy (ACSWP). We discussed positions adopted by the General Assembly to express its stance on and guide response to issues in the public order, including their relation to the church's own life and mission. Policies examined included Moratorium on Capital Punishment, Loving Our Neighbors: Equity and Quality in Public Education (K-12), and The Power to Change—The Moral Math of Climate Change. Classes on Human Trafficking and Food Sustainability were canceled due to inclement weather conditions.

Faith and the Arts began 2018 with continued reading of *Faith Stories: Short Fiction on the Varieties and Vagaries of Faith*, edited by Michael Curtis. The class enjoyed going through the book. Some of the stories discussed in the spring included "A Night in the Poorhouse" by Isaac Singer, "Fishers of Men" by Amy Tan, "The Welcome Table" by Alice Walker, "I am the Grass" by Daly Walker, and "Music on the Muscatatuck" by Jessamyn West.

In the new program year, this class devoted the first three terms to the study of *God Stories*, edited by Michael Curtis who wrote, "This collection is about lives intertwined with religion, with the church, with clergy gone awry, and with clergy speaking to the heart." Participants of this popular class read and discussed "Exodus" by James Baldwin, "A Father's Story" by André Dubus, "Redemption" by John Gardner, "The Knife" by Brendan Gill, "God's Typhoon" by John Hersey, "The Question of Rain" by William Hoffman, "Grace" by James Joyce, "Idiots First" by Bernard Malamud, "The Retreat" by Bobbie Ann Mason, and "Pictures of the Ice" by Alice Munro.

We welcomed Jane Langston, PCM member, UNC senior, and Religious Studies major, to our committee in October. She is experienced working with youth and is interested in learning more about adult Christian education. Lee Scott and Tom Warburton joined the committee in December and will be great additions to our team.

Ashley Wilson, Adult Education Committee Chair

Children's and Youth Ministries Committee

The 2018 members of the Children's and Youth Ministries Committee (CYM) included Kelli Smith (Chair, January-May 2018), Lou Pons (Chair, May 2018 to present), Hadley Kifner (Children's Sub-committee Chair), Susan Jackson (Youth Sub-committee Chair); Youth Sub-committee members: Kara Aycock, Allison Smith, Mary Bozyski, Phil Garber, Julie Hogue, Elizabeth Moshier, Michelle Normand, Kris Parks, Ella Kavanaugh, Anna Blythe, Maddie Minton, Josh Singleton, Ann McAllister Alexander, Jake Bryan, Rachel Vandersea, Lois Stevens, and Zane Buckner; Children's Sub-committee members: May Bryan, Stephanie Duncan, Genevieve Embree, Lauren Garber, Erin Kent, Amie Lindquist, Tracy Lovelady, Day McLaughlin and Anna Rose Medley. Kim McNeill and Nancy Myer staffed CYM.

CYM exists and thrives because of the incredible gifts Kim McNeill, Staff Associate for Youth Ministries, and Nancy Myer, Staff Associate for Children's Ministries, bring to this ministry. Their energy, enthusiasm, commitment, knowledge, grace, and abundant love are a part of their programming. Those who work with them and benefit from their leadership are the recipients of great talent and witness to hard work, tremendous faith, and dedication.

The third annual Congregational Retreat was held September 7-9, 2018, in Montreat with the theme "Spirit on the Move." It was a fun-filled weekend that allowed opportunity for community building and faith development. Children and youth had the opportunity to participate and engage with different generations throughout the whole weekend in a variety of settings that varied in size and content. Children and youth interacted with adults outside of their families during small group discussion and weekend activities, worshiped and listened to the keynote speak-



ers together, and square danced the night away. Games and mealtimes were other opportunities for different generations to interact and connect. The weekend was spent growing closer to one another, deepening our sense of community and care for one another.

Because CYM is responsible for hosting several major events and programs during the year, other members of the congregation, including youth, assist the committee for events.

Youth Ministry: Presbyterian Youth Connection (PYC) meets on Sunday nights from 6:00-7:30 p.m. with approximately 80 6th grade through 12th grade youth active in the program. The guiding principle is “PYC is a place for all 6th-12th graders to connect to the Church, the world around them, and each other.” PYC meets together for dinner, fellowship, and programs that enable youth to grow and develop their Presbyterian faith. Leadership is provided by Kim McNeill and 13 volunteer

youth advisors. The PYC programming offers a different agenda each Sunday of the month, all with a focus on building relationships between youth and adults.

- **First Sunday:** Theme nights in the Fellowship Hall – After dinner, youth participate in energizers and games. They learn the theme for the month, read supporting scripture, and discuss broad questions to think about in the coming week.
- **Second Sunday:** Engage Night in the Youth Center and Youth Room – Middle and high schoolers eat and meet completely separately. After dinner, middle schoolers play, then engage with the month’s theme in a hands-on way. High schoolers will do the same, but in a different way that is developmentally appropriate for them.
- **Third Sunday:** Grade Groups for middle school/Table Talk for high school – After dinner and time for fun, middle schoolers divide into grade groups and work on developing deeper relationships with each other as they explore scripture related to the month’s theme. High Schoolers cook their own dinner and discuss how the theme relates to culture and current events as they gather around the table.
- **Fourth Sunday:** Small Group Night – This year, PYC continues the Small Group program with our youth. Thanks to over 30 incredible leaders, youth choose from a variety of small groups based on their interests. Small Groups meet once a month during the program year and build relationships with one another around a shared activity. Youth learn what it means to be a part of the larger church body as they get to know the church members who are leading them.

In addition to Sunday night gathering and Small Groups, there are special events, service opportunities and trips, and retreats.

Highlights of the 2018 PYC year included the youth of UPC leading worship on March 18. They did an incredible job leading and inspiring the congregation at the 8:30 and 11:00 services. Middle schoolers enjoyed the annual service trip to Washington DC in March. The high school youth traveled to the Montreat Youth Conference from June 17-23. High school youth and UPC adults participated in the Appalachian Service Project with Cane Creek Baptist Church from July 8-14. Middle schoolers participated in Massanetta Springs Middle School Conference from July 10-14. The 2018 youth travel ended with a Confirmation Retreat from November 9-11 for 8th graders and their high school mentors.



Sunday School: Sunday School classes are available for children ages three years through high school. Close to 150 children and youth attend on any given Sunday, and 50 UPC members volunteer as Sunday School teachers. CYM appreciates the dedication of those individuals who give their time, talent, and energy each week to teach our children and youth about faith through scripture passages, related activities, and discussion. CYM tries to show appreciation through small gifts and notes throughout the year.

The 2018-2019 Sunday School program year kick-off was postponed to September 23 this year due to Hurricane Florence.

Nursery-aged children use *Growing in Grace and Gratitude*, published by the PC(USA). Three- and four-year olds use *Walk with Me*, and kindergarten through 4th grade use *Dwell* (both developed by Faith Alive Christian Resources). 5th grade curriculum is *I Know My Bible*, part of the *We Believe* survey courses. 6th and 7th graders learn using material from *Sparkhouse reform*. 8th graders attend Confirmation Class and their curriculum comes from a variety of resources, including *The Thoughtful Christian* and *We Believe*, the PC(USA) confirmation curriculum. 9th - 12th graders use a variety of resources gathered by their dedicated teachers. All Sunday School offerings collected during the 2018-2019 year will be donated to Wings of Hope in Haiti to support two children at the orphanage.

On August 26, CYM led a Back to School Worship service for children, youth, and their families headed back to school. The afternoon worship service included liturgy and song and was followed by dinner.

Our Safe Sanctuary Policy continues to be the cornerstone of our responsibility for ensuring the safety of our children and was revised in 2016. Adults working with children or youth in any capacity are made aware of their duties as outlined in this policy, parents are made aware that there is a policy, and the policy is posted on the church website, along with a video that highlights some of the main objectives. Background checks are run every three years on all Sunday School teachers, adults the church employs to work with children, VBS volunteers, and adults involved in PYC.

Godly Play: Godly Play includes children who have turned four by September 1 of the program year and kindergartners. During the 11:00 worship hour, these children are invited after Children's Time to follow the Godly Play shepherd to the Godly Play room. Before entering the room, children receive a name tag and ready themselves for entering the sacred space for wonder and worship. After greeting time, hearing, and seeing the Bible story for the day, children are invited to respond to the story through art. Each Sunday, the children share the Feast, a simple experience of "table fellowship" and communion. Each child receives a blessing from the storyteller as they leave the room, reminding them that God's love is always with them. Seven Godly Play volunteers participate in the program as Storytellers, and parent volunteers continue participating as Door Keepers.



Advent Craft Festival: Tracy Lovelady led the Advent Craft Festival on November 18, 2018. It was once again held in conjunction with the Alternative Gift Market. Sunday School classes collected non-perishable food items leading up to the event, and these items were used to pack 70 bags that were donated to TABLE's Weekend Meal Backpack Program. Children made a variety of seasonal and religious crafts, and families worked together to make Advent wreaths. Beginning on the first day of Advent, UPC families participated in Las Posadas, an activity that symbolized the Biblical journey of Mary and Joseph as they searched for shelter in Bethlehem before the birth of Christ. Families had the opportunity to host figurines of Mary and Joseph for 24 hours and participate in the activity through reading, journaling, and sharing with others during the receiving and giving of the figurines from one family to another.

Vacation Bible School: Stephanie Duncan and Stacey Lange were the co-coordinators for VBS, with Nancy Myer providing staff support. VBS was made possible by over 70 other youth and adult volunteers who led over 100 children, ages three through 5th grade, June 25-28. The theme was "Rolling River Rampage." The week included a service project component and ended with a picnic that included participants, their families, and volunteers. Logistics and curriculum information were available online. Participants and volunteers were able to register online to attend or assist during the week.

Nursery/Childcare: Childcare is available during both services and the Sunday School hour. Paid staff offer a welcoming environment to infants through pre-kindergartners. Our two paid Nursery Coordinators provide a consistent contact for parents, and they help families navigate the hallways so everyone finds their places. The Nursery Coordinators also direct the placement of the paid staff, depending on how many children are present and the ages in attendance.

PYPs (Parents of Young Presbyterians): PYPs organizes events throughout the year for families with young children. Events organized by PYPs in 2018 included a kid-friendly meals potluck, the annual Easter Egg Hunt, two picnics at McCorkle Place, a pancake breakfast, an art event, hot cocoa and bag decorating before the Chapel Hill Christmas parade, and a fellowship event at the Notasium in Durham.

Kirk Club: The 2018-2019 program year marked the fourth year of Kirk Club, a fellowship and study group for 4th and 5th graders. The group meets the first and third Wednesdays of the month from 3:30-4:30 p.m. in the Youth Center. Time together includes snack, fellowship, recreation and a lesson tailored to the needs of this age group. This program prepares our 4th and 5th graders for the transition to middle school and PYC by encouraging regular participation in a faith community and helping them understand how faith plays a part in everyday life. On February 4, 2018, Kirk Club members collected \$1,046.64 for a special “Souper Bowl of Caring” offering and split the money between TABLE and the Inter-Faith Council for Social Service.

Meal Train: An online sign-up system allows UPC members to sign up to take meals for families with new babies. There are new babies being born all the time at UPC, and this gives CYM and the rest of the congregation a chance to welcome the baby and provide the family with some meals. A Bible from UPC is also taken to the family during this time.

In addition to the above group-specific work, CYM helped host Second Sunday Lunch in January and November (Children’s Sub-committee) and provided packets of devotion and activity materials for families of all ages during the Lent and Advent seasons.

The CYM Committee is a committed and hardworking group of church members who love coming up with ways to put faith into action and help the children and youth of UPC learn more about their own relationship with God and our church community.

Lou Pons, Chair, Children’s and Youth Ministries Committee

Congregational Life Committee

The members of the Congregational Life Committee (CLC) in 2018 were Jackie Soderling (Chair), Lyn Billings, Bill Campbell, Lynnette Campbell, Claire Chipman, Catherin McKenas, Gwen Lamb, Sarah Owen, Dan Redwine, Julia Tauras, and Gwen Waddell-Schultz. Kate Fiedler served as the CLC’s Staff Liaison. We were very fortunate that nearly all of our 2017 committee members returned this year, which meant that our returning members brought a wealth of experience. The CLC’s primary goal is to organize activities that will bring church members together for Christ-centered fellowship, thereby enabling members to form and maintain relationships with others in our community.

One of the CLC’s objectives is to provide fellowship opportunities for Young Adults (YA). Catherine McKenas served as the committee’s liaison for YA gatherings. The group meets for lunch weekly after the 11:00 service with between four and 12 people attending the lunches. Twice a month in the spring and fall, the YA group participated in a Bible Study coordinated by Kate. The group had two separate volunteer sessions with Habitat for Humanity on build sites in June. Roughly four to five people attended each session. In July, they coordinated and served dinner at the Ronald McDonald House, with six to eight people volunteering to prepare and serve the meal. The Young Adults co-hosted the first second Sunday lunch in September.

Another initiative that the CLC supports is the Adult Fun and Fellowship Program, which enable UPC members to attend shows at the Durham Performing Arts Center (DPAC). Dan Redwine coordinates this program, and the 2018-2019 season includes *Miss Saigon*, *Hello, Dolly!*, and *Cats*, all of which are in the 2019 portion of the current season. As a bonus this season, due to our long-term participation in the group’s program, we were offered 30 tickets to see

Hamilton in November during the Thanksgiving holiday. Needless to say, the *Hamilton* tickets were snapped up in less than 48 hours! We typically attend Saturday matinees for four or five shows each season and travel as a group via bus to and from DPAC. We average 20 to 25 participants at each show.

Gwen Waddell-Schultz has been organizing the “Seniors Out and About” group lunches (this was formerly called the 65 and older lunch group). On the fourth Sunday of each month, participants gathered after the 11:00 service to go to lunch on Franklin Street.



UPC's Youth Choir performed *Miss Persia* on February 1-3, and the CLC created decorations and provided attendees' food on all three nights. Committee members purchased snacks (popcorn, cookies, and lemonade) for the Thursday night performance and desserts, coffee, and other beverages for the ticketed Friday and Saturday shows. Jackie Soderling recruited additional volunteers to assist with serving and clean-up.

Gwen Lamb has continued to serve as the coordinator for UPC's Second Sunday Lunches, which requires corresponding with the committees that sponsor each lunch and also ordering the main courses. The CLC was a direct co-sponsor of the church's two largest annual events: the Easter Brunch and the Christmas Brunch. All members of the CLC facilitated these events by decorating the Fellowship Hall and preparing food. Jackie Soderling worked with the deacons to obtain additional volunteers who assisted with serving and clean-up.



During the summer, the CLC oversaw Punch on the Porch, which encouraged UPC members and visitors to gather for punch, cookies, and fellowship after both the 8:30 and 11:00 services. Committee members Sarah Owen, Gwen Lamb, and Bill and Lynnette Campbell purchased all of the necessary supplies, and Jackie Soderling recruited church members to host the event each week. During the fall, winter, and spring, CLC members including Bill and Lynnette Campbell and Gwen Lamb also worked with Jesse and Carolyn Beverly to provide food for the weekly “Coffee on the Landing” gatherings, which allow 8:30 and 11:00 attendees to interact between the two services.

Finally, this year the CLC prepared a reception on May 13 for Elizabeth Michael to celebrate her service to our congregation as Interim Associate Pastor and to wish her well in her marriage to her fiancé, Bob Ross, and her new position as pastor at the Community of Reconciliation Church in Pittsburgh, PA. All members of the committee were involved in either set-up (purchasing balloons, food, and other supplies) or coordinating the reception and cleaning up after the event. Our committee appreciated this opportunity to help the UPC community celebrate Elizabeth's ministry.

Looking ahead to 2019, the committee will again coordinate food and beverages at the Youth Choir's performances of *Narnia* on January 31 through February 2.

The CLC hopes to continue supporting UPC's efforts to provide fun and fellowship for all members of our community. We thank Claire Chipman and Julia Tauras for their service on the CLC. The committee is also pleased to welcome Joan Page as a new member during the coming year.

Thank you,
Jackie Soderling, Congregational Life Committee Chair

Membership Committee

The Membership Committee has continued to feel encouraged and excited by the new members who have joined the life and work of University Presbyterian Church. In 2018, we welcomed 44 new members including families, young adults, senior citizens, people new to Chapel Hill, and confirmands. Throughout the year our choirs, Sunday School classes, fellowship opportunities, and worship services were enriched by the energy and ideas these new voices brought. Specifically during a time of transition for UPC, it is encouraging and exciting to bring new members into the community.

As has become the practice of UPC, the Membership Committee continued to welcome new members at bi-monthly lunch meetings. These gatherings allowed time for elders and church staff to get to know new members in a casual setting before officially welcoming them into the church. Feedback on this meeting format continues to be positive from both new members, church staff, and elders. In addition to the new member lunches, the Membership Committee has worked to include more people in the work of the committee. We asked church members from various groups to be on the lookout for frequent visitors and reach out and welcome them. We also continued to recruit people to serve on the Membership Committee and assist during the lunch gatherings, as well as with other projects. In the future, the Membership Committee hopes to work on encouraging church members to update their picture in the church directory. We will also continue to discuss methods for helping new members connect with church programs and ministries. We look forward to continuing the work of welcoming new members in 2019!

Chelsey McElwee, Membership Committee Chair

Nominating Committee

Members of the 2018 Nominating Committee: Lee Ann Buck, Mark Bozyski (Chair and Elder), Portia Christensen (Elder), Jim Copeland, Sharon Edmiston, Bob Johnson, David Lane, Vicki Lotz, Day McLaughlin, and Margaret LaMotte Torrence and Kim McNeill (Staff Liaisons).

The Nominating Committee nominated the following members for the positions listed below. They were elected at a congregational meeting on Sunday, September 30, 2018.

Elder, 3-Year-Term, Class of 2021: Woody Burns, Claire Curran, McIver Mann (Youth, one-year term), Susan Jackson, Frances Hess, Dave Moreau, Joan Page, Walter Plunkett, and Tom Warburton.

Deacon, 3-Year-Term, Class of 2020: Kara Aycock, Heidi Cook, Shipley Jenkins, Catherine McKenas, Sara Nicholson, Dallas Pridgen, Jim Schultz, Anna Soderling (Youth, one-year term), and Ken Younts.

Pastor Nominating Committee: Patty Baum Haydon, Brian Curran, Carolyn Karpinos, Mary Ellen Olson, Scott Singleton, Karen Vandersea, Hank Waters, Bill Whisenant, and Eleanor Wilson.

Members of the 2019 Nominating Committee: Debbie Bevin (one-year term), Mark Bozyski (Chair and Elder), Woody Burns (Elder), Sharon Edmiston, Melinda Evans, Jay Klompemaker, David Lane, Tracy Lovelady, Nancy Oates, and Margaret LaMotte Torrence and Kim McNeill (Staff Liaisons).

Mark Bozyski, Nominating Committee Chair

Outreach Committee

The Outreach Committee of UPC functions to enable the members of this congregation to give of their resources and lives to the world around them, near and far. The Outreach Committee is divided into three working groups: Local Outreach, Global Outreach, and Campus Ministry. A representative from each working group is on the Outreach Committee so that communication between each mission effort is facilitated. Outreach receives requests and recommendations from each working category, as well as from the general missional life of this congregation. All Outreach funding and support is currently approved through this committee. The governing body of this congregation, the session, is regularly informed and consulted regarding the work of this central committee. We work through these carefully constructed mechanisms to faithfully and responsibly act as stewards over the generous resources of this community and provide opportunities for the members of this congregation to find opportunities and act upon their unique gifts and calls to service. We do these things because we seriously consider the words of Jesus from the gospel of Matthew: *Truly, I say to you, as you did it to one of the least of these of my brothers, you did it to me.*

The members of the 2018 Outreach Committee were Bart Phillips (Outreach Chair, Local Outreach Chair and Elder), Sam Leaman (Global Outreach Chair and Elder), Carolyn Karpinos (Global Outreach member and Elder), and John Rogers (Staff Liaison). Outreach Committee meetings were held monthly or as needed.

The 2018 budget for Outreach was \$346,125. This budget was generously approved by the session. The assignment and distribution of this budget was determined by the Outreach Committee as follows: Local Outreach (\$108,000), Global Outreach (\$60,000), Campus Ministry (\$23,006.10) and other (\$155,118.90). The proportions of budget designations per Outreach area are consistent with and were in fact guided by precedent.

In the “other” category, there are many items that do not cleanly fall into one of the other Outreach areas. In this category, Outreach designated \$121,204.90 for Unified Mission Giving to PC(USA) and \$10,914 to the New Hope Presbytery for our per capita assessments. These amounts support the larger work of our denomination. Further items from this category included support for Union Seminary and theological education, Presbyterian Homes, and our local Spanish-language partner church, Iglesia Emanuel

Local Outreach: The Local Outreach sub-committee was chaired by Bart Phillips. Local Outreach met monthly, or as needed, and prioritized hearing from partner agencies in meetings. This meant that members of partner organizations, or potential partners, were invited to give presentations and build relationships with the members or the committee. This was done with the purpose of providing due diligence and oversight of the partners with which we work, but it also helped build or maintain personal relationships in our community. The financial decisions made by Local Outreach in 2018 are given here. IFC and Habitat for Humanity remain the two biggest recipients of support, receiving \$30,000 and \$27,000, respectively. Other partner agencies supported received between \$1,000 and \$5,000 each. They include Friends of Orange County Department of Social Services, New Hope Camp and Conference Center, the Faith Connections Conference, Interfaith Prison Ministry for Women, Charles House, Dispute Settlement Center, Compass Center, Food Bank of Central and Eastern NC, Freedom House, Alamance/Orange Prison Ministries, Chapel Hill/Carrboro Meals on Wheels, Montreat Conference Center, PORCH of Orange County, Housing for New Hope, A Helping Hand, Blue Ribbon Mentor-Advocate Program, TABLE, Diaper Bank, Presbyterian Campus Ministry at North Carolina Central, Massanetta Springs Conference Center, Church of Reconciliation, and Arc of the Triangle. Further, this was the final year of a three-year commitment to the Orange County Rape Crisis Center and was the first year of a three-year commitment to the IFC Capital Campaign, to which we committed in addition to our standard IFC general fund contributions. Finally, Local Outreach designated \$1,030.93 for the flood recovery relief efforts by UPC to aid people across North Carolina who were affected by the fall storms.

Global Outreach: The Global Outreach sub-committee was chaired by Sam Leaman. This committee continued a strong practice of support for ministries in places such as the Middle East, Central America, and the Caribbean. Despite the great distance, relationships were also a driving force for Global Outreach, which again sent a team to Haiti to conduct annual teacher-training workshops. This example demonstrates the emphasis of Outreach in financial support, as well as providing opportunities for service to members of this congregation. In 2018, Global Outreach supported the Global Outreach Project Fund (\$24,684) and provided Missionary Support (\$21,300) as their biggest partners. The rest of the budget was distributed between \$2,000 and \$7,000 per following recipients: Youth Mission

Travel, Medical Benevolence Foundation, Mission Project Materials, and Wings of Hope (Haiti). Finally, Global Outreach organized and held the annual Alternative Gift Market in November and December, providing opportunities for UPC members to give to agencies selected for their important service and work around the world.

Campus Ministry: Campus Ministry is led by John Rogers, the Associate Pastor for Campus Ministry at UPC. Under his leadership, the Campus Ministry continues to grow and thrive in numerous ways. In 2018, there was an increase in student activity at UPC in part due to the refurbishment of the kitchen. Students are regularly utilizing the space, grateful that it was so thoughtfully and carefully designed for them. The UNC Campus Ministry also continues to be a part of the Lilly Endowment Initiative, Campus Ministry Theological Exploration of Vocation (CMTEV), which allows unique places and opportunities for students to work through their personal faith and vocation in this transformative time of life. These and other opportunities provided by the Campus Ministry are invaluable investments in individuals and thus the community at large.

Outreach at University Presbyterian Church is vibrant and always on the move as we strive to be faithful to Christ in addressing the needs of the world around us. It is exciting when we recognize that the parts of Outreach, though distinct, belong together; we naturally work together for common goals. This is exemplified by Local and Global Outreach each contributing from their respective budgets toward supporting a partner church in a need that did not obviously fall into the work of Local or Global individually or by Local Outreach and the Endowment Committee each committing from their respective resources to the IFC Capital Campaign. We do well when we work together, and we do well to understand that Outreach is not simply a wing or project arm of the church; outreach is what the church does. The numerous Outreach Committee and sub-committee members endeavored to keep those values in mind in 2018 and are grateful for having the opportunity to serve Christ in this unique and meaningful way.

Bart Phillips, Outreach Committee Chair

Personnel Committee

During 2018, the Committee members were Jamie Bryan (chair), Brian Curran (through the spring), Courtney Edwards, Ken Younts, Debbie Bevin, Lisa Lord, Reid Chisholm (resigning at end of 2018), and Kristin Hiemstra (joining in the summer). The Staff Liaison was Margaret LaMotte Torrence.

Margaret Costley and Fran Wilson requested to resign and were thanked for their service before the first meeting of 2018.

With restructuring of the Committee, members of the Committee were reassigned to individual support/liaison positions for both administrative staff and program staff. Each member met with or reached out to their assigned liaison partner over the year.

In February 2018, UPC hired Ginny Horne, a recent graduate of the University of South Carolina, to serve as Administrative Assistant. Ginny has been a welcomed addition to the administrative staff.

At the beginning of the year, discussion took place on the structure of the administrative staff. This ultimately led to hiring consultant Dana Lange, who had last reviewed the structure in 2011. This review took place with a report generated June 2018. No major restructuring or hiring was deemed necessary, but the discussion by Personnel Committee did lead to changing Jennifer Johnson's title to Communications Manager and her reporting structure changed to report directly to head of staff.

In March of 2018, the Personnel Committee recommended hiring Hillary Bergman Cheek as an Interim Associate Pastor as Elizabeth Michael departed in May of 2018.

Over several meetings, discussion of sabbatical policy and funding took place. Recommendation for a partial sabbatical for Beth Auman Visser, as she is part-time, was sent to session in the fall of 2018.

A new Church Resident (or church mouse) was approved, and Peter Conlon, a graduate student, received the appointment.

During the fall, a new Sunday Sexton was sought after the prior sexton resigned.

Discussion regarding I.T. support and backup for Jeanette Schmidt, Ginny Horne, and Jennifer Johnson in the church office was sent to the Administrative Committee. In the past, the Trustees had a sub-committee to help with support. The Administration Committee plans on discussing this further in 2019.

Staff compensation was discussed at our December meeting and a recommendation was sent to the Administration Committee to try in a tight budget year to realize a cost of living raise.

Finally, a recommendation that an annual review process be formalized will be worked on in 2019 in preparation for a new, permanent head of staff.

The Personnel Committee remains grateful for each member of our strong and gifted staff.

Jamie Bryan, Personnel Committee Chair

Property Committee

The Property Committee was formed in 2018 as a follow up to the Building Committee and in recognition that UPC would benefit from some formal documentation and monitoring of the facility's building components and ongoing repairs. The Committee's formal charge is as follows: *Have a committee that would support and work with UPC staff, specifically the Head Pastor and the Property Manager, in regards to the facility's building components and ongoing repairs. Make strategic recommendations as it relates to repairs and replacements. In addition, the committee shall document the major building components, physical infrastructure, and compose a Strategic Long-term Capital Expenditures Plan.*

In 2018, the committee got itself up to speed with current projects and repairs and completed some follow up items with the General Contractor on Dunham Hall. Projects in 2018 included a "test" replacement of an aging fan coil unit. We are preparing ourselves for more frequent future replacements based on estimated age. The failing cove lighting in the Sanctuary was replaced with new LED fixtures. Lastly, we are chasing a few minor water leaks.

Our long-term goal of documenting the facility and major building components and infrastructure is underway.

Mark Moshier, Property Committee Chair

Stewardship Committee



Committee members: Perry Aycock, Richard Duncan, Don Hunter, Jay Klompmaker, Daphne Little, Nancy Oates, Kelli Smith, Scott Smith, Jenni Soccorso, Brian Vandersea, Karen Vandersea, Hank Waters, Ashley Wilson, and John Wilson. Staff Liaison: Margaret La-Motte Torrence

The Stewardship committee began 2018 by reviewing, analyzing, and completing follow up on the previous campaign. Scott and Kelli Smith took over as chairs of the 2019 campaign and will remain as chairs for the 2020 campaign.

During the 2018 calendar, we continued the communication effort developed the previous year of preparing inserts for the Quarterly Statements sent to our members, reminding them of the good works their pledges enable throughout the year.

Groundwork for the campaign message began in the summer months. After much consideration, we selected “Together–Bearing Fruit That Will Last” as the campaign theme, with the focus scripture being:

“You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last.” (John 15:16)

Jenni Soccorso joined the committee in June, and Richard Duncan joined the committee in November.

A letter was sent from committee co-chairs Kelli and Scott Smith and Interim Pastor and Head of Staff Margaret LaMotte Torrence to the entire congregation.

The 2019 Stewardship Campaign Schedule during Fall 2018 was as follows:

September 23 - Campaign Kick-off, packet pick-up week #1; speaker in worship was Claire Chipman.

September 30 - Packet pick-up week #2; speaker in worship was Josh Singleton.

October 7 - World Communion Sunday; packet pick-up week #3; speaker in worship was John Anderson; remaining packets were mailed out in week #3.

October 14 - Speaker in worship was Brian Lange.

October 21 - Dedication Sunday and Children’s Sunday; speakers in worship were Jack and Nancy Benjamin.

Stewardship Moments were presented each Sunday. Claire Chipman, Josh Singleton, John Anderson, Brian Lange, and Nancy and Jack Benjamin shared personal and inspirational messages about their faith, this church, and stewardship. Videos of their speeches were posted weekly on the UPC website under the Stewardship tab, the UPC Facebook page, and the UPC Instagram account, and links to their videos were included in weekly emails to the congregation every Monday/Tuesday during the stewardship season. In addition, weekly reminders were included in the bulletin announcements.

One month after the conclusion of the campaign’s five-week season, the committee met to discuss the campaign results thus far and to determine our next steps. At that point, looking at the historical record of the past campaigns, we projected that we would fall short of last year by approximately \$75,000. While disappointing, we discussed how best to proceed toward wrapping up the campaign by February 4. The budget must be set by session at the February 14 meeting.

Our follow-up plan included:

1. A letter, written by Margaret LaMotte Torrence and signed by co-chairs Kelli and Scott Smith, was sent to those who pledged last year and had not yet pledged for 2019 on November 28. The letter was also sent to new members who had not yet pledged. The reverse of the letter contained two of the graphs shared with this committee by Katharine Yager, Controller at UPC, to show “Number of Pledges by Week” and “Total Pledges by Week.” In addition, the reverse of the letter showed a condensed graphic from the narthex poster, adding for the first time a line showing the total budget necessary to run the church. This graphic highlights the deficit.
2. A condensed version of the letter was sent in an email to the entire congregation.
3. Phone calls and emails to lapsed pledgers were made in early January, along with more direct statements of need in the bulletin announcements.
4. One more speaker (Than Powell, Chair of Administration committee) delivered a “state of the campaign” message in January.

Note that several factors continued to contribute to the difficulty of the 2019 Stewardship Campaign (as they did to the 2018 Stewardship Campaign). We are hopeful that these will diminish in future years:

- Transition in general can cause uncertainty about the direction of the church without a permanent senior pastor and associate minister in place. This may contribute to a possible reluctance to pledge at all or to pledge as generously as in past years.

- A possible “giving fatigue” may have set in for some members, after pledging for stewardship last year, the 2017 Legacy Campaign, and the completion of the Faith Forward Campaign/new building addition.

Members of the stewardship committee also did the following tasks before and during the campaign:

- Wrote informative Stewardship inserts for each Quarterly Statement mailing;
- Created an informative, colorful stewardship brochure (designed by Jenni Soccorso, Nancy Oates, and others);
- Designed a poster for the narthex that showed the weekly progress during the campaign season (maintained by Ginny Horne in the church office);
- Wrote stewardship articles for the September, October, November, December, and January editions of *The Chimes*;
- Wrote weekly bulletin announcements, *E-News* updates, and weekly emails with links to the stewardship speakers’ speeches;
- Wrote posts for the UPC Facebook page containing campaign announcements;
- Sent a letter to those who had not yet pledged in late November;
- Wrote personal thank-you notes to every member who pledged;
- Made phone calls and sent emails in early January to UPC members who usually pledge but who had not yet pledged for 2019.

The stewardship web page was regularly updated with campaign pledge results, transcripts of stewardship sermons and “moments,” the stewardship brochure, stewardship articles in *The Chimes*, the stewardship videos, and a link to online pledging.

The 2019 campaign closes in late January due to the session’s need to finalize the budget in February, rather than March 2019. At the time of writing this annual report, the final numbers were not yet in. As of Thursday, January 10, 2019, there were approximately 351 pledges for the 2018 campaign, totaling \$1,613,707. The average pledged amount at this time was \$4,521, which is up from last year’s average pledged amount of \$4,166.

UPC remains a thriving and committed congregation. The blessings of this community of faith will continue as we work “Together–Bearing Fruit That Will Last.” We look forward to the blessings of the generosity from this year’s campaign.

Kelli and Scott Smith, Stewardship Committee Co-chairs

University Presbyterian Preschool



University Presbyterian Preschool (UPPS) is a half-day early childhood program serving the preschool-aged children of University Presbyterian Church and the larger community. The school operates under the daily leadership of Ellen Parker, the Director; Caroline Jones, Assistant to the Director; the dedicated service of its teachers; and the church’s UPPS Committee. The Committee members in 2018 included Betsy Edwards (Elder and Chair), Debbie Bevin (previous Chair), Reid Chisholm (Personnel Committee representative), Harriett Burns (pediatrician), David Jones (Treasurer), Jenny Eller (parent representative), Lee Ann Buck (teacher representative), and Winnie Morgan (at-large). Mary Bozyski (teacher representative) joined in September replacing Lee Ann Buck; Tracy Lovelady (Treasurer) joined in September replacing David Jones, and Jessica Topher (parent representative) joined in September. Nancy Myer, UPC Staff Associate for Children’s Ministries, staffs the Committee, and serves as an ex-officio member along with Ellen Parker.

At the end of 2018, the preschool remains on strong financial footing, thanks to many years of good stewardship by present and former staff, the careful

fiscal management of treasurer David Jones and Tracy Lovelady, and the assistance of UPC Controller Katharine Yager. Slight increases in tuition and fees, as well as the strong enrollment, allowed for a 3% raise for the teachers. The preschool expects to have a surplus at the end of the 2018/2019 school year after several years of deficits, but did have to incur unexpected costs with work-study. The preschool was notified in August from UNC that UPPS would have to cover 15% of the work-study salary due to loss of federal funding. UPPS had five returning work-study students, who are a great asset to the program.

UPPS enrollment stands at 85 students (only one vacancy) for the fall of 2018 with 20% being children of church members and with a racial diversity of 10%. The director and committee continue to explore ways to increase the diversity of the students.

UPPS offers full and partial scholarships covering tuition and supplies to students with demonstrated need. During the 2018/2019 school year, seven children will receive aid totaling \$10,815.50. The scholarship program is funded primarily through fundraising organized by preschool families. The main fundraiser, the Silent Auction/Carnival held in the spring, raised \$6,500. A Wheelathon/fall festival held in October raised \$1,700.

The completion of construction of Dunham Hall has made drop-off and pickup much easier. A new security system was installed in the past year. Parents have cards to access the preschool area during preschool hours.

During the past year, Ellen Parker and the committee have updated the Abuse, Neglect, and Safety Procedures Policy. A Food and Allergy Policy was also written and implemented to address the numerous allergies in the preschool.

In support of the preschool's highly trained, nurturing teachers, continuing education classes were offered on "How to teach preschool boys" and a session on the importance of developmental appropriate practice and the importance of fostering wonder and curiosity. The parent and teacher evaluations of UPPS continue to be very positive. The staff remains very stable with all teachers returning this year. Melissa Haft was hired in the fall as a part-time music teacher.

As it enters its forty-seventh year in operation, UPPS remains one of the most highly respected preschools in the Chapel Hill area. The UPPS Committee is deeply grateful for the ongoing support provided by University Presbyterian Church.

Betsy Edwards, University Presbyterian Preschool Committee Chair

Worship Committee

University Presbyterian Church's Worship Committee is charged to support the pastoral staff who lead worship services throughout the year. In 2018, the UPC community gathered for worship on Sunday mornings at 8:30 and 11:00; on Ash Wednesday, Maundy Thursday, and Good Friday; in December for the Longest Night Service; and on Christmas Eve at 4:00, 7:00, and 11:00 p.m. UPC's pastoral staff also led Sunday afternoon worship services for residents at the Carol Woods and Carolina Meadows retirement communities. In addition, UPC's pastors officiated at memorial services and weddings during 2018.

Several dedicated volunteers ensured that the Worship Committee was able to complete its mission during the past year. After the sudden death of Nancy Robinson last fall, two leaders graciously offered to coordinate Communion in 2018: Lee Ann Buck prepared the elements on Saturdays and supervised volunteers at the 8:30 services, and Madeline Mitchell oversaw volunteers and clean-up at the 11:00 services.

Throughout 2018, Gus Conley coordinated the ushers for the 8:30 services, and Steve Kennedy recruited ushers for the 11:00 services. Lawrence Sizemore, Bob Johnson, and Edith Lino deserve special recognition for serving as 11:00



ushers on most Sundays during 2018. Our committee is also grateful to Philip Hughes, who recruited the greeters who welcome worshipers each week, and Jesse Basnight, Jr., who schedules volunteers to serve as Handicapped Parking Assistants every Sunday.

Everyone who participates in worship at UPC can see the beautiful flowers at the front of the Sanctuary each week, including poinsettias at Christmas and lilies at Easter. Donna Frick has chaired the Flower Committee for more than ten years, and Lena Caison graciously offered to serve as the new Chair starting in November.

Based on a thoughtful recommendation from Margaret LaMotte Torrence, our committee applied for a \$3,500 Endowment Grant that funded a Worship Arts Workshop, as well as the beautiful paper lace banners that are currently displayed in the Sanctuary and the parlor. If UPC decides to purchase additional banners for other seasons, such as Lent or Pentecost, the reduced cost will be approximately \$200 per banner. Throughout the year, Margaret and Tom Brown offered valuable insights about leading worship services, and we are thankful for their expertise.

In 2018, the Worship Committee included Jesse Basnight, Jr., Tom Brown, Lee Ann Buck, Lena Caison, Gus Conley, Donna Frick, Philip Hughes, Steve Kennedy, Madeline Mitchell, Judy Redwine, and Margaret LaMotte Torrence; Judy is serving as the new Chair in 2019.

The 2018 Worship Committee expresses our gratitude to the many UPC members who have served as ushers, greeters, parking assistants, caretakers of the Sanctuary, and Communion servers during the past year. Thank you very much for volunteering!

Steve Kennedy, Worship Committee Chair

Diaconate Report

According to the *Book of Order*, "The ministry of deacon as set forth in Scripture is one of compassion, witness, and service...." At UPC, deacons support and nurture the congregation by each connecting with 25 to 35 church families in a specific geographic neighborhood throughout the year, serving on a care team within the diaconate, and acting as liaisons among members of the congregation and the pastoral staff. In 2018, the UPC diaconate was comprised of 28 deacons called by the congregation and ordained to serve in this role.

The work of each care team in 2018 is highlighted below:

Memorial Receptions (Kathy Clemmons 2018, Jane Griffin 2018, June Kendall 2019, Keith Minton 2019, Mike Olson 2019, Nancy Pfaltzgraff 2018, Elva Small 2020, and Helen Warner 2020)

This group, dedicated to taking care of UPC families who have lost loved ones, hosted five memorial receptions in 2018 and frequently served as ushers at services. These deacons appreciate the opportunity to serve the congregation in this meaningful way. This team was regularly supported by gracious volunteers, including those who made delicious sandwiches and sweets for these receptions. As more members are living in retirement communities, there has been an increase of memorial services being held at those locations rather than the church.

Cards and Flowers (Michelle Abel-Shoup 2018, Tabitha Alexander 2018, Beth Burns 2020, Caroline Jones 2018, Laura Kirk 2019, and Sarah Owen 2018)

Notes and cards are sent by the designated deacon for that month to all members listed on the weekly Pastoral Concerns and Celebrations emails expressing our thoughts and prayers on their celebration or their grief or offering encouragement (typically around 15 per month). Flowers from Sanctuary worship services were delivered each week by the designated deacon for the month to members and community friends dealing with special care needs. Deliveries were recorded on the flower delivery log in the flower room. Flowers were taken as large arrangements or were split into smaller bouquets and delivered to more than one person.

In addition to members and community friends, flowers have also been delivered to Ronald McDonald House, SECU house, The Cedars, Carol Woods, Carolina Meadows, PCM Students, The Rape Crisis Center, and friends and non-members.

Older Adults (Will Corley Youth Deacon, Carolyn Hart 2020, Barbara Hedgepeth 2019, Patrick Kavanaugh 2018, Mike Olson 2019, and Nancy Pfaltzgraff 2018)

As part of its congregational care ministry, the UPC Deacons actively seek to make UPC a welcoming and inclusive community. Aligned with this goal, in 2018 the Older Adult Care Team worked to enhance the comfort of UPC members during worship and improve access to worship services through a variety of means. Some efforts this year included: 1) enhanced publicity regarding the availability of a hearing loop installed in the UPC Sanctuary (this device supports sound amplification to help make our worship services more clearly audible); 2) working with the Franklin Street curbside drop-off volunteers to make available a wheelchair to enhance access to the Sanctuary for Sunday morning services; 3) provision of small pew cushions for individual use in the Sanctuary; 4) enhanced publicity regarding the availability of written and audio/visual versions of each Sunday sermon via upcch.com).

Home Communion (Helen Brantley 2020, Jenny Eller 2020, and Peter Gollmar 2020)

This care team is new to the deacons this year. We made four home visits in the spring, and the participants were very welcoming and grateful. We had less response to this service than expected, but we feel we should continue it for at least one more year. We have not yet organized visits this fall, but we plan to offer communion to those we already served, as well as some new names. An excellent article on Extended Communion was written by Jenny Eller and published in the October edition of *The Chimes*, and Peter Gollmar has created a document with information about the people we have visited.

Carol Woods (Helen Brantley 2020 and Ed Preston 2019)

Dinners were attended by Presbyterian residents at Carol Woods on January 23, 2018, April 24, 2018, and October 16, 2018. These were well attended gatherings. Margaret LaMotte Torrance, Elizabeth Michael, and Hillary Bergman Cheek attended and participated. A Lenten Bible study group was organized at Carol Woods and met on six occasions prior to Lent. Regular church services were held on the third Sunday of each month for Presbyterians at Carol Woods. Carol Woods residents in need were visited by their deacons and regular correspondence regarding important church events was distributed to residents.

Carolina Meadows (Cass Swon 2019 and Priscilla Taylor 2020)

Services continue to be held on the second Sunday of the month at 4:00 in the auditorium at Carolina Meadows. The attendance is typically 25 residents. Because the auditorium is a large venue, in January we will be moving the service to the Lecture room on the second floor. This is easily accessible by an elevator in the café area. The room also has a baby grand piano, so we will continue to enjoy Judy and Tom Warburton's beautiful music. We continue to visit our members and send cards several times a year.

Meal Train (Ron Adams 2020 and Susan Swafford 2019)

The Meal Plan Care Team had its inception in January 2018 at the suggestion of Elizabeth Michael before she left our congregation. She thought it would be nice to do a meal train not just for new parents as our church already does, but for those who may need some help temporarily as they may be recovering from surgery or an illness and do not have any immediate family able to help. In the calendar year of 2018, we were able to help approximately eight people as they recovered from various illnesses. We look forward to continuing this service in the coming year.

Deacon Leadership (Collette Drake 2018 and Leslie Hicks 2019)

The co-moderators of the diaconate coordinate and facilitate monthly deacons' meetings. They also fulfill the role of being deacons to other deacons. We said goodbye to Elizabeth Michael as she graciously attended the May 14 meeting (and her last day at UPC was May 15). The co-moderators also met with Hillary Bergman Cheek during the summer to give her insight into how the diaconate works at UPC.

The diaconate is grateful for opportunities to serve the congregation through the varied and meaningful aspects of this ministry. *"So then, while we have opportunity, let us do good to all people, and especially to those who are of the household of the faith."* (Galatians 6:10)

Collette Drake, Co-Moderator of the Diaconate

Stephen Ministry Program

Stephen Ministry is a Christian caring ministry provided by trained lay people. This ministry has been available in our church since 1992. At which time, under the leadership of Rev. Fran Olsen, Clint Ingram and Marian Johnson became trained and established the initial program. The purpose of the program is to offer confidential ongoing, year-round, weekly personal caregiving meetings between the Stephen Minister and their care receiver. During the past twenty-seven years over 125 Stephen Ministers meet once a month for peer supervision, prayer, and community. To prepare a lay person for serving in this ministry; a fifty-hour training course is initially required.

UPC Stephen Ministers serve members within our own congregation, as well as sometimes people in our community. They are available to serve people who need additional support facing a variety of difficulties in life: divorce, grief death of a loved one, loss of health for self or a loved one, job loss, financial issues, family difficulties, spiritual issues, loneliness, etc. A total of eight Stephen Ministers served during the 2018 year. All Stephen Ministers have had or are currently serving one or two care receiver(s).

In 2018, the eight active Stephen Ministers were Amanda Briggs, Dave Bursiek*, Deby Dihoff, Ann Henschel*, Winnie Morgan*, Joan Page, Judy Taft, Una Thomson, and Tom Warburton). The group has been matched with twelve care receivers during that calendar year. *UPC Stephen Leaders

Continuing education is provided for all Stephen Ministers to sharpen skills, become acquainted with community services, and to heighten our own spirituality. We are aware that some of the folks we partner with are struggling with clarity of their own spiritual and faith concepts.

Three specific continuing education programs were made available for our Stephen Ministers: Prayer led by UPC Interim Associate Pastor Elizabeth Michael, Hope led by Susan Dunlap, and Back Pocket Phrases for Deepening Conversation led by Hadley Kifner, Chaplain at UNC Health Care. The congregation was invited to each of these programs.

A service offered to those in our congregation who are grieving the death of a loved one is receiving a mailed set

of four booklets entitled *Journeying Through Grief*. A total of twenty-one individuals received the booklets this year. These sets of four brief, but very well written, booklets are available to anyone in the congregation at a cost of \$10 per set. Additional sets may be purchased to send to friends or other family members. Stephen Ministers also provide the rose on the retable announcing the birth of a member's baby. During 2018, we were pleased to announce eight babies. Other written Stephen Ministry communications include a short article which appears in the monthly edition of *The Chimes* and an informational piece in the weekly bulletin announcements. A Minute for Mission is provided yearly.

For the third year, Stephen Ministers sponsored the Longest Night Service in December to offer comfort to those grieving the loss of a friend or loved one or those experiencing any form of hardship during the holidays. As we are aware, the feelings of grief are often accentuated during the holiday season.

It was announced during 2018 that the leadership team was looking forward to planning for and preparing to train a new class of Stephen Ministers beginning in January 2019. During the final months of 2018, the Stephen Leaders approached many UPC members to ascertain their possible interest in becoming a Stephen Minister. The Leaders were so pleased to receive applications from six UPC members who prayerfully felt led to answer this call to become a trained Stephen Minister. In early January 2019, training will begin for these six members along with four others from area churches.

A leadership team of three members (along with our staff representative and referral coordinator, Elizabeth Michael until mid May and currently Hillary Bergman Cheek) trained Stephen Ministers and Leaders and are in charge of directing the activities of our group. We are grateful to be part of this ministry, and for its active presence in this congregation.

Ann Henschel, Stephen Leader

Treasurer's Report

In 2018, University Presbyterian Church incurred expenses in excess of revenues. This is unsurprising for a church during a year of leadership transition. In fact, forecasting this revenue shortfall, the session budgeted to draw approximately \$40,500 from its general reserve during 2018. Total revenues for the year (excluding the reserve draw) were approximately \$1,946,000 while expenses were approximately \$2,003,000. Therefore, the final amount that was charged to the reserve was about \$57,000. Fortunately, due to strong congregational support, UPC has a healthy general reserve upon which it was able to draw. Also reflective of the congregation's generosity, final payments were made for the construction of Dunham Hall in 2018 without ever having to draw upon a line of credit. And, UPC appears well positioned to make its final Legacy Fund commitments in 2019.

At year's end, the church's investments totaled \$820,000. As a result of the church's conservative investment policy, the portfolio (which began the year with a market value of \$822,000) has not been significantly affected by recent volatility in the markets. These funds continue to be administered by the Littlewood/Kempf/Guild Group of Merrill Lynch.

Finally, the finance office continues to operate smoothly. The 2017 audit made no adjustments to our financial records and had no management improvement recommendations. This is a credit to the fine work of Katharine Yager, Melani Willhite, and Al Field. At the end of June, Al stepped down from his position as the church's Treasurer, a position he held for eight years. The church is extremely grateful for the years of dedication and outstanding service which Al brought to the Treasurer's role and continues to provide as an Assistant Treasurer.

Joyce Waterbury, Treasurer

Unaudited Summary Statement of Revenue and Expenses

For the Year Ended December 31, 2018

	Annual Budget 2018	Actual 2018	Budget Remaining 2018	% of Annual Budget Used 2018	Actual 2017
REVENUE					
Operating Fund Receipts					
Pledges and Commitments	\$ 1,681,213	\$ 1,613,939	\$ 67,274	96.00%	\$ 1,683,202
Non Pledge Contributions	197,000	211,475	(14,475)	107.35%	191,611
Open Plate Offering	22,000	20,256	1,744	92.07%	21,524
Prior Year Pledges Received	-	5,620	(5,620)		6,065
Received from UPPS	6,000	6,000	-	100.00%	6,000
Received for Weddings	300	300	-	100.00%	-
Rec'd for Other Building Use	500	700	(200)	140.00%	250
Investment Income	-	24,940	(24,940)		13,469
Inv Inc Transfer to Gen Rsv	-	(24,940)	24,940		(13,469)
Reserve Utilization	40,556	40,556	-	100.00%	14,699
Ministry Program Receipts					
Children's Ministry	3,900	4,921	(1,021)	126.18%	4,694
Youth Ministry	32,300	27,395	4,905	84.81%	27,925
Adult Ministries/Cong Life	34,700	34,296	404	98.84%	38,906
Children's Choirs	16,570	21,470	(4,900)	129.57%	16,125
TOTAL REVENUE	\$ 2,035,039	\$ 1,986,928	\$ 48,111	97.64%	\$ 2,011,000
EXPENSE					
Operating Expenses					
Personnel	\$ 1,319,207	\$ 1,298,508	\$ 20,699	98.43%	\$ 1,229,196
Administration	187,525	188,718	(1,192)	100.64%	211,219
Total Operating Expense	1,506,733	1,487,226	19,507	98.71%	1,440,415
Ministry Program Expense					
Outreach	346,125	346,125	-	100.00%	359,197
Worship	56,913	60,256	(3,342)	105.87%	58,971
Children's Ministry	16,525	15,109	1,416	91.43%	17,507
Youth Ministry	49,060	39,731	9,329	80.98%	45,488
Adult Christian Ed	12,785	9,461	3,324	74.00%	12,414
Deacons	1,938	1,366	572	70.51%	1,682
Congregational Life	42,110	41,570	540	98.72%	42,657
Membership	2,850	2,569	281	90.15%	2,858
Total Ministry Program Expense	528,306	516,188	12,118	97.71%	540,774
TOTAL EXPENSE	\$ 2,035,039	\$ 2,003,414	\$ 31,625	98.45%	\$ 1,981,190
NET INCOME (LOSS)	\$ -	\$ (16,486)	\$ 16,486		\$ 29,811

Budgeted Draw from General Reserve	\$ (40,556)
Net Loss	(16,486)
Total Charge to the General Reserve	<u>\$ (57,042)</u>

Facility Use Report

University Presbyterian Church is a vital, active church in the heart of Chapel Hill. The church's facilities are used by hundreds of people for worship, meetings, Bible study, choir rehearsals, Sunday school, and preschool. During 2018, five weddings were performed at the church. There were six memorial services. In February, the Youth Choir staged a dessert theatre presentation of Miss Persia. In May, the Junior and Children's Choirs presented *It's Cool in the Furnace*.

UPC is home to University Presbyterian Preschool, offering classes for children ages two to five. Classes meet each weekday from September through May, and the school's Parent Association and Board meet regularly. UPC is also home to Presbyterian Campus Ministry at UNC-Chapel Hill. PCM is a community of faith and witness with and for the students, faculty, administration, and staff of the University of North Carolina at Chapel Hill. The Terrace Room, Student Lounge, and PCM Café are available to students 24/7, and a weekly dinner and program is offered during the fall and spring semesters.

In addition to the many uses of the facilities by church members, University Presbyterian Church has an ongoing commitment to the community of which we are a part and has a longstanding tradition of making its facilities available to university, public service, and other community organizations while striving to be a good steward of these facilities. Outside groups are accommodated at no cost or very reasonable fees. During 2018, UPC provided meeting rooms and gathering places for the following community organizations:

APPLES Service-Learning	Area 61 Toastmasters	Buckley Public Service Scholars
Chapel Hill Toastmasters Club	Chapel Hill Voices Choir	Freedom School
Hearts with Haiti	Holy Trinity Lutheran Church	International Friends
NAMI Support Group	North Carolina Boys Choir	North Carolina Girls Choir
RCP Youth Camp	Refugee Community Partnership	

Jeanette Schmidt, Office Manager



Presbyterian Women

Presbyterian Women (PW) is an active group of about 114 women who strive to further their faith through prayer and Bible study, service to the church and community, and care and support for each other. Membership is open to all women and is divided into circles. These small groups provide an excellent opportunity for fellowship for women of all ages within our large church. By nurturing individual members, circles create a supportive, caring community for women which strengthens both the church and the community.

There are currently five circles, three daytime and two evening, which meet once a month in members' homes. The Horizon Bible Studies "Cloud of Witnesses, The Community of Christ in Hebrews" by Melissa Bane Sevier and "God's Promise—I Am With You" by Amy Poling Sutherlun were the basis of study for Circles 2, 3, 4, and 5 during 2018, while Circle 1 discussed Barbara Brown Taylor's book *An Altar in the World*. Lessons and discussions were led by circle members.

PW holds two dinner meetings per year in September and May to which all women of the church are invited. Our Spring Gathering on May 8 was attended by 66 women, and Elizabeth Michael spoke about a recent trip to Israel. In honor of her work at UPC as Interim Associate Pastor and in celebration of her upcoming wedding, the group presented her with a local pottery serving bowl. September 11 was our Fall Dinner with 48 attendees. Circle leaders each gave an introduction of their circle and reflected on the upcoming year's study and Kate Fiedler installed the new slate of officers.

PW supports the community through service and financial contributions. Each month, the circles (on a rotating basis) are in charge of the third Thursday lunch at the IFC Community Kitchen. Some circle members prepare and serve the meal while others prepare bags of sandwiches at home, delivering them to the Community Kitchen to supplement lunches. This year, PW involved the whole congregation in a diaper drive, led by Vicki Lotz, to benefit the Refugee Support Center. It was a stunning success, with over 4,000 diapers collected along with donations of \$1,000. At Christmas, in addition to the diaper drive, Circle 3 also donated \$475 to the Pastor's Discretionary Fund, and Circle 4 donated towels in their favorite colors to the girls at the Chatham Youth Development Center in Siler City.

Our PW budgeted benevolence support the Children's Hope Alliance, Church Women United, UPPS, scholarships to Camp New Hope, Presbyterian Campus Ministry, and the Pastor's Discretionary Fund. In addition, at each circle meeting, a "Least Coin" offering is collected and combined from the entire group to send to this global charity. And at our Spring Gathering, we collect money for the "Birthday Offering," which goes to charities selected each year by the Creative Ministries Offering Committee (PC USA). All of our gifts are funded through our budget or special offerings.

The Presbyterian Women are overseen by a PW Coordinating Team that meets six times per year. This team is composed of Circle leaders and a board of elected officers. Our staff liaison is the very supportive Kate Fiedler. The PWCT serves to facilitate communication within the group of circles, oversees the budget and membership, plans all group events, and maintains records of the group. The PWCT also serves as the liaison with larger groups, such as New Hope Presbytery and Church Women United.

Several PW members attended the March, May, and November meetings of the Church Women United (CWU). Our PW group presented the program at the March World Day of Prayer CWU event, and we helped host the November Human Rights Celebration at Chapel in the Pines Presbyterian Church under the guidance of our Mission Chair Susie Smith who is also a CWU Board member.

Each February, PW places a floral arrangement in the Sanctuary in memory of women of the church who died during the past year. This year we remember Dorothy Martyn, Nancy Adams, Bet McClamroch, Crystal Johnston, Nancy Neuffer, Nancy Darter, Penny Van De Water, Betty Longiotti, and Betty Tillet.

Mary Ellen Olson, Presbyterian Women Moderator

Endowment Committee

University Presbyterian Church Endowment, under the stewardship of the Endowment Committee, continues to play a vibrant role in the life and fellowship of University Presbyterian Church. Growth in the net asset value of the Fund over the years is attributable to donations and appreciation of its portfolio of stocks and bonds. At the end of 2018, the net asset value of the endowment was \$1,670,130. During the year, the Committee disbursed funds throughout the faith community in accordance with the Statement of Purpose contained in the articles establishing the University Presbyterian Church Endowment Fund: A Legacy of Faith.

The Endowment is divided between restricted funds and unrestricted funds. The Committee administers the restricted portion in accordance with the intent of the donors. Under the operating procedures, the Committee makes recommendations to the session on the distribution of available unrestricted funds two times per year; approximately two-thirds of the available amount is distributed in the spring and the remaining one-third in the fall. The total amount authorized for disbursement from unrestricted funds was \$67,300 in 2018.

The Committee recommended, and the session approved, these disbursements from unrestricted funds:

- \$2,500 for creation of three new classrooms in the Lekol Sen Trinite (Trinity School) in Haiti;
- \$2,500 for Nuhaad Tomeh for capital projects connected with churches he serves and works with in Syria;
- \$5,000 to support Club Nova's comprehensive expansion project of the clubhouse model;
- \$1,060 for scholarships for Montreat Worship and Music Conference;
- \$900 for a sound system in the Priscilla D. Bevin Memorial Choir Suite;
- \$9,000 for the annual Congregational Retreat;
- \$10,000 annually over a three-year period for IFC's capital campaign to build the IFC Food-First Building;
- \$3,500 for funding for Nourishing Seniors Program;
- \$2,650 for five solar panels for Latin America Biblical University;
- \$5,000 for Healthy Pastors, Healthy Congregations Initiative;
- \$3,500 for the Worship Arts Workshop;
- \$21,875 for replacement of the Sanctuary cove lighting system.

From the restricted portion, the Endowment continued the funding of Bibles for children and youth from the Boyd Bible Fund, flowers in the Sanctuary from the Parsons Family Flower Fund, maintenance of the Anne McClamroch McFall Memorial Garden from the Clara McClamroch Garden Fund, shelving for the mental health library funded by the Thompson Library Fund, and education programs funded by the Faith and Family Fund.

The Endowment's portfolio of equities and bonds is on deposit with Vanguard Institutional Investor Group.

Faithful stewardship of the Endowment is carried out by the Committee members: James Smith (Chair), Marc Pons (Treasurer), Lee Scott, Megan Crunkleton, Kari Marvin, Kathy Clemmons, Joyce Waterbury, Julia Tauras, and Courtney Edwards.

Lastly, we assure the congregation and the session that the responsibility entrusted to the Committee is taken very seriously. As the Committee looks to 2019, we are confident that the University Presbyterian Church Endowment is in capable hands and positioned to remain faithful to its Statement of Purpose as articulated in the Articles.

James O. Smith, Chair, Endowment Committee
Marc Pons, Treasurer, Endowment Committee

UPC Staff, Elder, Deacon Listing

CHURCH STAFF, 2018

PROGRAM

Margaret LaMotte Torrence, Interim Pastor/Head of Staff
 Hillary Bergman Cheek, Interim Associate Pastor
 John Rogers, Associate Pastor for Campus Ministry
 Kate Fiedler, Associate Pastor for Adult Ministries
 Kim McNeill, Staff Associate for Youth Ministries
 Nancy Myer, Staff Associate for Children's Ministries
 Thomas Brown, Minister of Music
 Beth Auman Visser, Youth and Children's Choir Director

MISSIONARIES

The Reverend Dr. Karla Koll, *Costa Rica*
 The Reverend Jo Ella Holman, *The Caribbean*
 Two mission co-workers, *The Middle East*

ADMINISTRATION

Joyce Waterbury, Treasurer (Volunteer)
 Nan Van Der Puy, Assistant Treasurer (Volunteer)
 Bill Whisenant, Assistant Treasurer (Volunteer)
 Al Field, Assistant Treasurer (Volunteer)
 Jeanette Schmidt, Office Manager
 Ginny Horne, Administrative Assistant
 Jennifer Johnson, Communications Manager
 Katharine Yager, Controller
 Melani Willhite, Financial Assistant
 Dennis Dallke, Property Manager
 Rob Kurtz, Sexton
 Ellen Parker, Director, UPPS
 Caroline Jones, Assistant to the Director, UPPS

SESSION

Class of 2018

Anna Blythe (Youth Elder)
 Portia Christensen
 Betsy Edwards
 Carolyn Karpinos
 Steve Kennedy
 Chelsea McElwee
 Kelly Ross
 Julia Tauras
 Hank Waters

Class of 2019

Mark Bozyski
 Jamie Bryan
 Mark Moshier
 Bart Phillips
 Lee Scott Sr.
 Kelli Smith
 Jackie Soderling
 Ashley Wilson

Class of 2020

Richard Duncan
 Claire Chipman Gilliland
 Don Hunter
 Lisa Lord
 Lou Pons
 Than Powell
 Judy Redwine
 Tim Taft

Clerk of Session:

Allison Chambers

BOARD OF DEACONS

Class of 2018

Michelle Abel-Shoup
 Tabitha Alexander
 Kathy Clemmons
 Will Corley (Youth Deacon)
 Collette Drake
 Jane Griffin
 Caroline Jones
 Patrick Kavanaugh
 Sarah Owen
 Nancy Pfaltzgraff

Class of 2019

Barbara Hedgepeth
 Leslie Hicks
 June Kendall
 Laura Kirk
 Keith Minton
 Mike Olson
 Ed Preston
 Susan Swafford
 Cass Swon

Class of 2020

Ron Adams
 Helen Brantley
 Beth Burns
 Jenny Eller
 Peter Gollmar
 Carolyn Hart
 Elva Small
 Priscilla Taylor
 Helen Warner



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