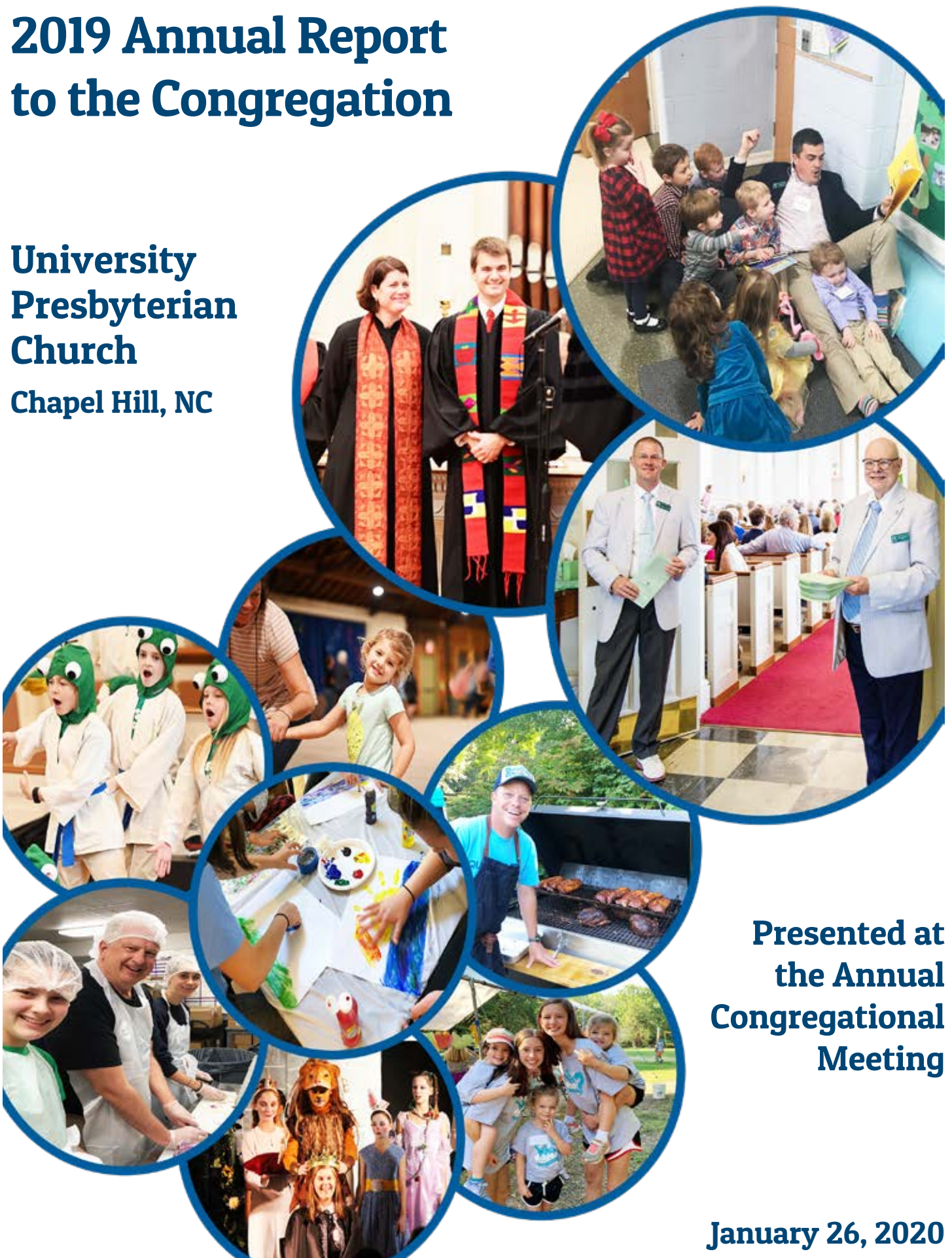


# 2019 Annual Report to the Congregation

**University  
Presbyterian  
Church**  
Chapel Hill, NC



**Presented at  
the Annual  
Congregational  
Meeting**

**January 26, 2020**



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# Co-Pastors



Though we hadn't started work yet, we were introduced as "neighbors" to the children at Vacation Bible School in late June, just after we'd said goodbye to our neighbors in Burke, Virginia.

We began our partnership with you on August 1, beginning our ministry remembering the greatest commandment singing with the children about loving God and neighbor on the chancel steps: a holy moment that grounds our ministry among you. September brought a chance to connect one on one with your elders and with the awesome crew that met up at the Congregational Retreat in Montreat and a day of rejoicing when we finally welcomed the moving truck and started to settle in our new home.

As Co-Pastors we have established a pattern with two of us sharing worship leadership and session moderating duties. Jarrett takes point on Property, Stewardship, Endowment and supervises John Rogers, Kim McNeill, Nancy Myer, Dennis Dallke, Jen Johnson, and Ellen Parker. Meg takes point on Deacons, Stephen Ministry, Memorial Garden Committee, Personnel, Administration, Worship & Music and supervises Kate Fiedler, Jeanette Schmidt, Katharine Yager, Tom Brown, and Kathleen Jasinskis.

October began Officer Training and on the 20th of the month, New Hope Presbytery installed us. The Spirit showed up in the gifts of the Chancel and Youth Choirs, worship leadership, gracious reception and the abundant hope that felt palpable in the room. We are so grateful to be here on the Jesus way with you!

Winter has brought with it an unusual number of deaths and we have been moved to witness the way this congregation stands with the grieving and provides unique hospitality to families. Our first Advent was full of joy experiencing the magnificence of Lessons and Carols, the quiet intimacy of the Longest Night, and the wonder of coming to the manger's edge with all of you (and what seemed like most of Chapel Hill!).

We have fallen into a welcomed rhythm of meeting neighbors each Tuesday afternoon who are in need of assistance with utility bills, leading worship twice a month with our retirees at Carol Woods and Carolina Meadows, lunching periodically with interfaith/ecumenical clergy along Franklin Street, and a slow but steady effort to meet the good people of UPC through relational meetings.

In many ways, we still feel like anthropologists of this church system, being faithfully curious about this and that, and in other ways, it feels like we are already at home in the warm friendship and deep desire to live out the Gospel in this precarious time and precious place.

Though there had been ample transition already – notably with Beth Visser's retirement - the work of transition, of course, didn't end with our arrival. In so many ways, the church is always in that work. We have recently welcomed Melanie Chanko into the Administrative Assistant position and have just received the resignation of Jen Johnson, the Communications Manager. We are reviewing the Personnel Leave Policy, developing a long term building maintenance plan, and practicing transparency in our Stewardship goals and progress.

In our own family, we are delighted to have started composting (thanks Earth Care Team!), to have gone to our first UNC basketball game since being students here, and been blessed by the "worship buddies" who have cared for Nao-mi, Caroline and Zanna on Sunday mornings while we lead.

We would be remiss if we did not take a moment to express our deep gratitude for the interim leadership of Rev. Margaret LaMotte Torrence as well as all the Elders, Deacons and disciples who helped guide UPC through the past two years. We are a healthier congregation for that calm and steady faithfulness.

At the dawn of a new decade, we confidently face whatever new challenges the future might bring, knowing that the Spirit is alive and well here at University Presbyterian Church. Grace has brought us safe thus far and grace will lead us home.

Meg Peery McLaughlin and Jarrett McLaughlin, Co-Pastors



# Associate Pastor for Campus Ministry and Presbyterian Campus Ministry Report

This has been a full year for sure! Plenty happening here at 110 Henderson St. as well as parts around the world. The photos below will hopefully share with you some of the chapters and experiences of my year serving as your Associate Pastor for Campus Ministry. Thank you for the ways you support this ministry, me, and my family!

John Rogers, Associate Pastor for Campus Ministry



PCM in Cuba in March



PCM travels to Kachele Village (Natemwa Learning Center) in Zambia in May



Cooking at the Congregational Retreat



Worshipping at Farm Church in Durham



PCM Annual Thanksgiving Gathering in November



John with Natemwa Learning Center Principal and Vice Principal



UNC Campus Ministry Colleagues



PCM Alumni Gathering in October



Presbyterian Campus Ministry Colleagues from around NC



UPC Men's Breakfast Crew



# Associate Pastor for Adult Ministries

*"The earth is the Lord's and all that is in it, the world, and those who live in it" Psalm 24:1*

*"The hard thing when you get old is to keep your horizons open. The first part of your life everything is in front of you, all your potential and promise. But over the years, you make decisions; you carve yourself into a given shape. Then the challenge is to keep discovering the green growing edge." Howard Thurman*



After completing my fifth year as your Associate Pastor for Adult Ministries, I appreciate the ongoing challenge to nurture the faith of this gracious congregation, "to keep discovering the green growing edge" of how your faith influences your life. How does your faith continue to develop? How does your faith shape how you think and your routine choices? How is your faith changing you from who you were five or ten years ago? Where is the Spirit leading your heart to expand? These are a sample of the questions that inspire my ministry alongside you, pushing me to wonder and inquire how our faith can challenge us to be better disciples.

Over the course of 2019, my three areas of work became more interconnected. Adult Education classes focusing on the climate crisis spearheaded a small group to ask the session if they could apply to be an Earth Care Congregation. Four people did the heavy lifting of assessing our congregation in terms of our facility, education, outreach, and worship in response to our earth, and UPC was deemed an Earth Care Congregation in February. Now there are three high school students, six adults, and two staff who are working together as UPC's Earth Care Team. In 2019, this team has encouraged the congregation to consider the Earth Care pledge during Youth Sunday in worship; added recycling bins around the church; introduced composting to Second Sunday Lunch, PYC, and the preschool; and encouraged our congregation to use and wash mugs instead of throw-away cups for coffee on the landing. UPC is exploring new ways to be better stewards, and I invite you to contact me to learn more about how you can join the effort.

Adult Education classes also led to new initiatives with the Membership Committee. The topic of inclusivity and public welcome continues to spring up in conversation (with the young adult group, during the Mission Study process, in Adult Education, and parking lot conversations), and the Membership Committee is now considering ways UPC may profess its welcome to those in the LGBTQ+ community. The session will have time to consider and discern the movement of the Spirit on behalf of the congregation in 2020. I am excited to see how we will witness in the name of loving all God's people.



Last year I spent much of my continuing education time studying whiteness and racism in the church. That work continues: I attended two more workshops hosted by the Racial Equity Institute, a conference about racism and the church at Montreat, and have joined the Orange County group that caucuses monthly about whiteness. This year, I attended three different seminars about the Enneagram and its usefulness in spirituality. The Enneagram is a tool to understand how you view the world, and to grow in compassion for how others use a different lens to operate



and understand the world. I attended a three-part series in Durham, for women in the Triangle under 40, where I made new friends while learning and laughing a lot. In August, I attended a three-day intensive seminar at Columbia Theological Seminary. The conversations and resources shared were incredible, and I'm still in touch with a quarter of the people I met there. I also attended a weekend program at Kanuga (an Episcopal retreat center in Hendersonville) with a dear friend, and we had fun comparing notes. I'm not sure if this will lead to a class or a weekend seminar just yet, but I look forward to learning together about the way we all see the world differently.

I'm grateful for the ways we discover new ways of living, learning, praying, and wondering together. I am in awe of the ways God is speaking and loving through you. Thank you for joining me on this past year's journey. The Spirit is inspiring us to discover new green growing edges together. Thanks be to God for the privilege and joy.

Kate Fiedler, Associate Pastor for Adult Ministries, Enneagram 7!, hope-filled discovery companion

## Staff Associate for Children's Ministries



One of the recent trends around New Year's is to think about a word that will be "yours" in the coming year. Whether that word is one that has been chosen by a person for a specific purpose or one that has been random or assigned, the receiver has the opportunity to live into that word in the days to come. Similarly, it can be fun to look back on a year in order to come up with a word that sums up all that has taken place. As I look back on 2019, the word "embrace" keeps coming to mind. There have been many changes this year in the life of our family of faith, and this congregation continues to embrace the newness and the possibilities.

There are numerous highlights as I look back on 2019:

- UPC's third annual Children's Sabbath was on Sunday, October 20. It has continued to be a favorite service for me, and I am always inspired by the faith and leadership of our children.
- We welcomed new babies into our church family. Each 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 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 38 Sunday School teachers for children and nine regular storytellers in the Godly Play program.



- We gathered at New Hope Camp & Conference Center in June for Vacation Bible School, co-chaired by Stacey Lange and Megan Crunkleton, where together we explored the timely theme Who is My Neighbor?
- The Kirk Club program for 4th and 5th graders continues to meet and is now in year five. 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 the annual Easter Egg Hunt, a pool party, a pancake breakfast complete with supplies and instructions to do an at-home gratitude tree, and an afternoon at the pumpkin patch.
- I had the privilege once again of accompanying some of our middle school youth to the Massanetta Springs Middle School Conference in Harrisonburg, Virginia.
- UPC's fourth annual congregational retreat took place in Montreat, NC. This continues to be a favorite weekend for many.
- The Advent Craft Festival was another big success, thanks to the efforts of many volunteers and the leadership of Lauren Garber and Amelia Howard. Participants again packed (70) bags of non-perishable food to be donated to TABLE.



- Children and families were invited to host Mary and Joseph in their home during Advent as they took 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 event before school began 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. The staff and teachers make it a wonderful place for the children of UPPS to come for preschool.

You have continued to embrace me and my hectic schedule as I have navigated seminary courses while working full-time. I love updating you on my coursework, and I am thoroughly enjoying it. Your words of encouragement lift me up, and I am grateful.

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 Subcommittee who do the behind-the-scenes work to be sure children's ministry happens at UPC. 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 Ministry Committee provides stellar support and wise counsel for the youth programs at University Presbyterian. The Youth Sub Committee continues to learn about how best to structure itself. In 2019 youth and adults serve in one of three areas: Sunday School, Youth Group, or Confirmation. This committee addresses big picture ideas with PYC as well as continues to respond to changing dynamics in the lives of youth, families, and culture.

Youth Group 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 2019, PYC continued our new 4-week model of ministry, focused more on relationship building with our youth. Our intergenerational small groups continue to 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. New this year was a successful fall high school retreat. We value this time away to focus on God and one another with our busy high schoolers who don't always have time for Sunday night youth group. We hope to plan our year around high school retreats in the future.

Our Youth 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.

Our confirmation saw a record-breaking number confirmed in May (26) and the new class, once again, journeyed to Montreat this fall for our retreat. Our dedicated teachers make the material fun, our retreats make the bonds grow stronger, and our adult mentors make faith come to life!

This year we continued Kirk Club for 4th and 5th graders, the back to school worship event for families and the Opening Convocation on kick off Sunday to celebrate going back to Sunday school, choirs, and youth group.



I also continued to staff the Nominating Committee in 2019. It is 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.

This year I attended the Next Church conference and the Arts, Recreation, and Worship conference. These opportunities for continuing education help fuel my energy for what's new and exciting in youth ministry.

I'm continually grateful to serve God through the life of this special congregation.

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 of University Church in 2019. 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 2019.

The Chancel (Adult) Choir remains the centerpiece of University Church's choral program. It numbered 28 regular members in 2019, and was occasionally buttressed by students home on break from college and by visiting friends. The choir

lost several members to retirement and gained a new soprano, alto and tenor in 2019. The Chancel Choir provided musical leadership for thirty-seven Services in 2019, 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 4600 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 22nd, 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-seven anthems and carols in 2019, sung variously in English, German and Latin.

Our young people's choral program continued to flourish in 2019. Under the caring leadership of Beth Auman Visser, the Youth Choir, in addition occasionally to leading our worship during the year, presented Narnia on January 31st and February 1st and 2nd to enthusiastic audiences in three sold-out performances. On April 5th and 7th, Moses and the Freedom Fanatics was offered by members of the Junior and Children's Choirs. On May 5th, University Church hosted the Community Youth Choir Benefit Concert which raised money for the Orange County Rape Crisis Center. Sunday, June 2nd, was a bittersweet day in the life of University Church when we bid adieu to Beth who, after 33 years of service, entered a much-deserved retirement. Choir alumni and Youth, Junior and Children's Choirs participated in worship that morning, followed by a gala lunch in Beth's honor in Fellowship Hall. Saying "Thank you" doesn't seem nearly enough for all that Beth has given to University Church and our young musicians.

For the thirty-second time, many of our young singers participated in the Music and Worship Conference in Montreat in June. And again, members of our Junior choir dazzled in the Tuesday night Talent Show, offering a vignette from Moses and the Freedom Fanatics, accompanied by Tom Brown. Although duly staffed by parents, it seemed strange not to have Beth's presence among us.

In June and July, a search committee was formed to search for Beth's replacement. Chaired by Jim Baxley and staffed by Tom Brown and Nancy Myer, several excellent candidates were identified. During this time, Kathleen Jasinskis, well-known to us as our "professional" soprano in the Chancel Choir, shepherded our young people through the music portion of Vacation Bible School. After responses of interest in the position as far away as Texas, the in-person interviews revealed that Kathleen was by far the most qualified applicant. She was hired in late July and began her duties on August 1st. Kathleen has proven to be an excellent addition to the staff of





University Church, and the Youth and Childrens' Choirs have responded wonderfully to her musical leadership and warm personality. University Church is lucky indeed to have a musician of Kathleen's stature and experience to lead our young people.

The Priscilla D. Bevin Memorial Choir Suite, now an old friend to the choirs of University Church, continues to be indispensable in the work of the Music Department. How did we ever get along without it? And the robing room continues to alleviate many Sunday morning traffic jams when more than one choir is preparing for worship.

I am happy to report that our Sanctuary pipe organ, whose noble voice continues to lead and inspire our worship, is now in excellent condition. For the past few years, the organ's slider motors, the solenoids that turn the organ's stops on and off, have continued to fail. Evidently, when the organ was originally built in Germany in 1982, the builders unknowingly used a batch of unreliable motors. In December, 2019, we were finally able to complete the replacement of the remaining faulty motors. It has been an enormous project!

I contributed 174 organ masterworks to our worship in 2019. 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.

On June 1st, I began my eighteenth 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! In fact, I remain astonished! 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

## 2019 Annual Report of the Clerk of Session

In 2019 the session witnessed many changes. With great sadness and appreciation, we said goodbye to the Reverend Margaret LaMotte Torrence as she completed her interim call as our Pastor and Head of Staff. In June we celebrated the retirement of Beth Auman Visser after thirty-three years as the Director of Children's and Youth Choirs and expressed our gratitude to the Reverend Hillary Bergman Cheek for the care she showed our congregation during her year as Interim Associate Pastor. At our congregational meeting on May 19 we joyfully received the final report of the Pastor Nominating Committee (PNC) as the congregation voted to called Meg Peery McLaughlin and Jarrett McLaughlin to be our new Co-Pastors and Heads of Staff. They arrived with their daughters Naomi (7) and twins Caroline and Zanna (5) on August 1. Their Installation Service was held on Sunday, October 20 with the Reverends Brian Blount, Jessica Tate and Andrew Foster-Conner participating. Meg and Jarrett were welcomed into the Presbytery of New Hope at the October 26 Presbytery Meeting.

Eleven stated session meetings and one called meeting were held during 2019. Here are some highlights:

In January the session voted to become certified by PCUSA as an Earth Care Congregation and approved the first two steps for certification, forming an Earth Care Team and completing an environmental audit. In February our \$1,655,929 2019 Annual Budget was approved. In March the session approved a recommendation from the Worship Committee that UPC move to one 10 a.m. worship service from June 2 to August 18. On April 24 the session called a special meeting to receive a report from the PNC and authorize terms of call to be offered to their preferred candidates. The Endowment Committee disbursed funds in April and November in the total amount of \$69,100 in response to needs within UPC (11%) and in the greater community (89%). In May the session joyfully endorsed Kim Rubish for consideration as an Inquirer to the Ministry of Word and Sacrament. Kathleen Jasinskas was chosen as the Director of Children's and Youth Choirs in June and began that work at the end of July. Elder commissioners were elected to represent our congregation at stated meetings of the presbytery in February, July and October. Church School teachers, youth advisors and preschool teachers were approved, and the session had the joyful experi-

ence of examining 26 confirmands in April as well as the new officers in December. Throughout the year, the session approved 14 baptisms, 5 weddings, and 16 membership transfers.

In addition to the stated meetings, eight called meetings were held for the purpose of receiving new members and examining confirmands. There were 21 new members by letter of transfer, 15 new members by reaffirmation of faith, 27 new members by profession of faith (of which 26 were confirmands), including 2 reactivated members with these groups brings a total gain of 49 members. In April the session moved 82 members to the inactive rolls following a letter campaign to confirm this action. Our congregation welcomed 6 new babies during the year but also mourned the deaths of 16 church members. Our active membership as of December 31, 2019 was 1261.

The Session called three congregational meetings in 2019. At the first meeting on February 24, 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. The congregation also received a progress report from the PNC. On May 19, the congregation met to hear the final report of the PNC and vote to call our new Co-Pastors and Heads of Staff. The final meeting of the congregation on September 29 was called to hear a report of the nominating committee and to elect new officers and nominating committee members.

It was a year of hellos and goodbyes at UPC and the session would like to thank our Ruling Elders, Class of 2019 as they complete their service. Those Elders are Mark Bozyski, Jamie Bryan, McIver Mann, Mark Moshier, Lee Scott, Kelli Smith, Jackie Soderling and Ashley Wilson.

Allison Chambers, Clerk of Session

## Administration Committee

The Administration Committee is responsible for the preparation and oversight of the 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. In 2019, the Admin Committee has added support for Information Technology matters for the church. This nascent area for the committee will require us to add expertise from the church to help provide the appropriate support for our staff over the coming years.

The members of the Administration Committee for 2019 were Than Powell (Chair), Katherine Bouldin, Scott Buck, Elizabeth Moshier, Bob Slater, Lee Scott, Margaret LaMotte Torrence (through August) and Meg Perry McLaughlin (from September). Long term committee member Jeffrey Hart rotated off the committee at the beginning of the year and we thank him for his leadership over the years. Joyce Waterbury, UPC Treasurer, also attends Admin Committee meetings as needed to ensure linkage across key financial functions of the church. Her 2019 creation of monthly summaries of the financial state of the church have been a welcome addition for communicating with Session and the broader church. Katharine Yager, UPC Controller, remains a critical asset for the church and our committee given her diligence in financial reporting, projections, and monthly account status. Our committee meets monthly to review performance and make a necessary recommendations to the Session pertaining to the budget and IT systems. Going forward our committee will also consult for Building Use policy and requests.

### 2019 Performance

The 2019 budget assumed a slight increase in pledge revenue flat level of revenues from 2018 based on the assumptions from the Stewardship Committee. Given growth in expenses and the expected financial realities during a transition year for head of staff pastor, the Admin Committee recommended use of funds from General Reserve to lessen



the impact on Outreach 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 Outreach budget was decreased of ~4% in the approved session budget.

For 2019 performance, unaudited total revenues are expected to be \$2,047,471 (3.4% above budget) inclusive of the general reserve draw. and expenses were \$1,993,755 (0.7% above budget) resulting in an expected net gain of \$53,716 (2.7% of budget) for the year. Without including the \$35,500 general reserve draw as revenue, the total excess of revenues to expenses was \$18,216 (0.9% of budget). UPC was able to contribute the budgeted \$312,103 for local, national and international outreach, and maintain all planned church programs. Significant unplanned gifts during the year, helped increase the General Reserve during the year which was balanced by planned draws for the monthly budget and for a one-time loan, which moved to the liability side of the ledger. The General Reserve stands at \$289,337 at years end. Overall, UPC remains on sound financial footing.

Than Powell, Administration Committee Chair

## Adult Education Committee

The Adult Education Committee is led with enthusiasm and grace by Kate Fiedler, and comprised of Nancy Benjamin, Mellicent Blythe, Lauren Garber, Brad Geerdes, Don Kennedy, Lee Scott, Vince Tollers, Tom Warburton, Elinor Williams, and Ashley Wilson. A variety of classes within the diverse categories of Bible Study, Connections, Faith and the Arts, and Living Out Our Faith were offered for the 2018-2019 programming year. Many classes featured UPC members as leaders while others brought in experts from outside the church to educate and lead discussions.

### January – February

The calendar year began with a continuation of the popular Faith and the Arts series led by Nancy Benjamin and Don Kennedy. This class discussed select readings from *God Stories*, edited by Michael Curtis. A variety of facilitators led each class.

The UPC Mental Health Task Force hosted A Christian Response to the Opioid Crisis. Durham author Renee Hodges kicked off the series with a discussion of her book, *Saving Bobby*, which chronicles her experience helping her nephew navigate his recovery from opioid dependence. Paul Atherton, Drug Treatment Coordinator of the Orange County Court system and Dr. Ben Urick, UNC Pharmacy Professor led a class on the impact of opioid addiction on the judicial system and pharmaceutical industry. The next week Dr. Larry Greenblatt discussed the impact on the medical profession and our communities. Treatment and long-term care for people who suffer from opioid addiction was explored for the next two weeks. Shane Phillips from the Duke Center for Adolescent Substance Use Treatment; Dr. Elisabeth Johnson, Medical Director of UNC Horizons; Crystal Mitchell, MSW, Child Welfare Program Manager for Orange County Department of Social Service; and Elisha McLawhorn, a graduate and employee of the TROSA program shared their expertise with us. The final class titled, “What we can do as a community and as individuals?” was led by UPC member Cole Van De Water.

In response to the question of “what we can do?” the Adult Education Committee held an evening “listening session” with individuals from UNC-Horizons, a residential substance use disorder treatment program for pregnant and parenting women. Dr. Hendree Jones, the executive director, Dr. John Thorp, the founder, and two current residents came to UPC to discuss their experiences with us. The need for a female-only Narcotics Anonymous meeting with childcare was identified. UPC attendees at this meeting, and later, members of the Mental Health Task Force expressed a keen desire to host such a meeting at our church. The idea was presented to Session.

*Reclaiming Jesus*, led by Randy Kabrick and Ed Preston, was the Bible Study class offering for this term. The curriculum was developed by faith leaders across the country as a response to contemporary concerns. Class titles included:

Civil Discourse and Followers of Jesus, A Confession of Faith in a Time of Crisis, Made in God's Image and Likeness, We are One Body, To Protect and Seek Justice, Truth is Morally Central to Our Personal and Public Lives, Christ's Way of Leadership is Servanthood, and Change the World Through the Life and Love of Jesus Christ.

### **March – April**

The Lenten season was celebrated with The Music and Art of Lent and Easter, a Faith and the Arts class facilitated by Mellicent Blythe and Don Kennedy. The series included an exploration of medieval art and literature by Don Kennedy, short story by Ruth Moose, poetry by Vince Tollers, liturgical music by Tom Brown, modern art by Ruth Caccavale from the Nasher Museum, and medieval through Renaissance art by Randy Kabrick.

Jim Schultz led a class exploring Life Transitions. This facilitated discussion offered tools, inspiration and support for expected and unexpected life changes, such as the birth of a child, the loss of a job, or the death of a spouse.

### **April - May**

Vince Tollers and Brad Geerdes organized a class on World Religions beginning in the spring for the Connections category. The series featured perspectives from faith leaders including Judaism by Rabbi Jen Feldman from the Chapel Hill Kehillah; Bahai by Lee Moavenzadeh and Jay Green; Hinduism by Aditya Gupta; Church of Jesus Christ of Latter Day Saints by Bishop Colin Austin; and Catholicism by Deacon Luis Royo.

In response to requests from UPC members to explore how our church family can extend a greater welcome to LGBTQ+ people, Being & Becoming a Welcoming Church was presented as a Living Out Our Faith series. This class, facilitated by Abby DeVries and Ashley Wilson, offered a chance for our church family to share our own stories and listen to each other. Ashley started the series off with a talk about How to Have Difficult Conversations with your Children. Lew Lampiris explained the Language and Terms used today for identification. Alex McNeill, Director of More Light Presbyterians came to speak about how this movement works toward the full participation of LGBTQIA+ people in the life, ministry and witness of the Presbyterian Church (USA) and in society. Abby DeVries led a final discussion about the Next Steps our church can take in response to these conversations.

### **June - August**

Following the traditional education calendar, Sunday school classes were suspended for the summer.

### **September – October**

Adult Education joined Children and Youth Sunday school classes for a convocation ceremony in the sanctuary to herald the new school year and the UPC programming year.

Nancy Benjamin and Don Kennedy began the study of stories from *A Celestial Omnibus: Short Fiction on Faith* for the Faith and the Arts series. Authors read and discussed in this study included Sandra Cisneros, Andre Dubus, Louise Erdrich, Stephen King, Flannery O'Connor, Philip Roth, E. M. Forster, and John L'Heureux. A variety of facilitators led each class.

Laura and Robert Owen facilitated a new class, Sticky Faith Conversations & Coffee, under the Living Out Our Faith mantel. This gathering focused on the adventures and challenges of raising children and youth in the faith, using the Sticky Faith video series.

The exploration of World Religions facilitated by Vince Tollers and Brad Geerdes was continued for Connections series. Doug Rhodes began the series with a class on Unitarianism. Imam Waheed led a four weeks series on Islam, comprised of A Brief History of Al-Islam, What Muslims Believe and Practice; The Development of Al-Islam amongst the African American Community; An Explanation of Misrepresented Ideas in Islam, (i.e., Jihad, Sharia, Khalifah); and The Value of Interfaith Relationships. This was followed by a look at Buddhism by Ethan Lechner, Resident Teacher at the Kosala Buddhist Center in Carrboro.



## November - December

Nancy Benjamin and Don Kennedy continued the study of select short stories from *A Celestial Omnibus: Short Fiction on Faith* for the Faith and the Arts offering. Authors read and discussed in this study included Sandra Cisneros, Andre Dubus, Louise Erdrich, Stephen King, Flannery O'Connor, Philip Roth, E. M. Forster, and John L'Heureux.

Living Out Our Faith participants continued enjoying fellowship and conversations stimulated by the book *Counterfeit Gods* led by Laura and Robert Owen.

Vince Tollers and Brad Geerdes continued the popular series, Understanding Other Traditions with a look at Lutheranism by Rev. Margay Whitlock (retired); Young Life by Daniel Peterson, Area Director; Methodism by Rev. William H. Gattis (retired); and The Fellowship of Christian Athletes, Teen Crusade by Albert Long. Meg Peery McLaughlin shared her thoughts on the future of our church and Presbyterianism in general; and the Rev. Gattis returned to cap off the series with a look at patterns he's seen in a lifetime of leading our Methodist friends.

Ashley Wilson, Adult Education Committee Chair

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## Children's and Youth Ministries Committee

Members: The 2019 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 subcommittee Chair), Susan Jackson (Youth subcommittee Chair); Youth subcommittee members: Kara Aycock, Mary Bozyski, Phil Garber, Julie Hogue, Elizabeth Moisher, Michelle Normand, Kris Parks, Virginia Platto, Sharon Stevens, Melissa O'Conner, Ella Kavanaugh, Anna Blythe, Maddie Minton, Josh Singleton, Ann McAllister Alexander, Jake Bryan, Rachel Vandersea, Lois Stevens, Zane Buckner and Carter Lange; Children's subcommittee members: May Bryan, Stephanie Duncan, Genevieve Embree, Lauren Garber, Erin Kent, Amie Lindquist, Tracy Lovelady, Day McLaughlin, Anna Rose Medley, Samantha Schilling, Myrah Scott, Kelli Smith. 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.

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) includes Youth Group, Small Groups, Sunday School and Confirmation. Youth Group meets on Sunday nights from 6pm - 7:30 pm with approximately 60 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." Youth Group meets together for dinner, fellowship and programs that enable youth to grow and develop their Presbyterian faith. Leadership is provided by Kim McNeill and 12 volunteer youth advisors. Youth Group programming offers a different agenda each Sunday of the month, all with a focus on building relationships between youth and adults. This year, PYC contin-





ues 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, trips, and retreats.

Highlights of the 2019 PYC year included the youth of UPC leading Worship on March 15, 2019. They did an incredible job leading and inspiring the congregation at the 8:30 and 11:00 services. Middle School-

ers enjoyed the annual service trip to Washington DC in March. July was a busy month for youth with Appalachia Service Project, Montreat Youth Conference and Massanetta Springs Middle School conference. The 2019 youth travel ended with a new High School retreat and our regular Confirmation Retreat both in November.

**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 2019-2020 Sunday School program year kick off was September 15, 2019, and included a convocation at 9:45 in the Sanctuary.

Nursery-aged children use *Growing in Grace and Gratitude*, published by the PC(USA). 3- and 4-year olds use *Walk with Me* and Kindergarten through 4th grade use *Dwell*. Both of those are 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 re:form. 8th graders attend Confirmation Class and their curriculum comes from a variety of resources, including *The Thoughtful Christian* and *We Believe*, the PCUSA confirmation curriculum. 9th - 12th graders use a variety of resources gathered by their dedicated teachers. All Sunday School offering collected during the 2019-2020 year will be donated to *Wings of Hope* in Haiti to support two children at the orphanage.

On August 25, 2019, CYM led a Back to School event for children, youth, and their families headed back to school.

Our Safe Sanctuary Policy continues to be the cornerstone of our responsibility for ensuring the safety of our children. 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 adults who work with children and youth.

**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 the Godly Play room for a time of wonder, worship, and responding through art. Each Sunday the children share the Feast, a simple experience of "table fellowship" and communion. Nine Godly Play volunteers participate in the program as Storytellers, and parent volunteers continue participating as Door Keepers.

**Advent Craft Festival:** The Advent Craft Festival was held on November 24, 2019, and was once again held in conjunction with the Alternative Gift Market. Non-perishable food items were donated, 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.

Vacation Bible School: Megan Crunkleton and Stacey Lange were the Co-Coordinator for VBS, with Nancy Myer providing staff support. VBS was made possible by many youth and adult volunteers who led children, ages three through 5th grade, June 24-27th. The theme was "Who Is My Neighbor?" The week included a service project component and ended with a picnic that included participants, their families, and volunteers.

Nursery/Childcare: Childcare is available during both services and the Sunday School hour. A new Nursery Staff Policy was approved in November 2019. The new policy includes updated policies and procedures as well as information about staffing and scheduling. The Nursery Coordinator also directs 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 2019 included the annual Easter Egg Hunt, a pancake breakfast, a trip to the pumpkin patch, hot cocoa and bag decorating before the Christmas parade, and a thank you note writing party after Christmas.

Kirk Club: The 2019-2020 program year marked the fifth 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 3:45-4:45 pm 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 3, 2019, Kirk Club members collected \$888.00 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. 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 and provided packets of devotional 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, Children's and Youth Ministries Committee Chair

## Congregational Life Committee

The members of the Congregational Life Committee (CLC) in 2019 were Jackie Soderling (Chair), Lyn Billings, Bill Campbell, Lynnette Campbell, Joan Page, Gwen Lamb, Sarah Owen, Dan Redwine, Catherine McKenas, and Gwen Waddell-Schultz. Kate Fiedler served as the CLC's Staff Liaison. We were very fortunate that nearly all of our 2018 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).

In the winter and spring of 2019, the Young Adults met every week, discussing various spiritual practices, the process of discernment, the Enneagram, and sharing individual testimonies within the group. After a break over the summer, the group met twice a month in the fall, starting with a fellowship gathering at the Yogurt Pump and closing out the year with time to share Christmas traditions and holiday favorites at Linda's. In between, the group discussed various questions connecting faith and science from the book *Questions of Truth* by Nicholas Beale and John Polkinghorne.

Another initiative that the CLC supports is the Adult Fun and Fellowship Program, a program that enables UPC members and guests to attend shows at the Durham Performing Arts Center (DPAC). Dan Redwine coordinates this program and the 2019-2020 season includes *Aladdin*, *Come From Away*, *My Fair Lady*, and *Jesus Christ Superstar*. Participants attended Saturday 2pm matinees for the four or five selected shows each season and travel as a group via a Carolina Livery bus to and from DPAC. We continue to average 20-25 participants for each show with *Come From Away* being our most popular show this season.

Gwen Waddell-Schultz has been organizing the "Seniors Out and About" group lunches (this was formerly called the 65 and older lunch group). In the Spring of 2019 participants gathered on the fourth Sunday of each month after the 11am service to go to lunch on Franklin Street.



UPC's Youth Choir performed Narnia on January 31st – February 2nd, 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 Advent 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 cleanup.

During the summer, the CLC oversaw Punch on the Porch, which encouraged UPC members and visitors to gather for punch, cookies, and fellowship after 10:00 AM service. 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 AM attendees to interact between the two services.

Finally, this year the CLC hosted many events in the life of the Church. On June 2nd the committee hosted the Summer Kick-off Barbecue, where we also celebrated Beth Visser's retirement and her many years of service to our children and youth choirs. John Rogers generously prepared some fabulous barbeque for the event. On June 30th the CLC hosted a reception for Hillary Bergman Cheek and on July 14th a reception for Margaret LaMotte Torrence to celebrate their ministry during our time of transition. On October 20th the CLC hosted a reception for the installation of our new pastors, Jarrett and Meg Peery McLaughlin. All members of the committee were involved in either set-up (purchasing flowers, food, and other supplies) or coordinating the reception and cleaning up after the event. Our committee appreciated these many opportunities to celebrate the ministry of the church.

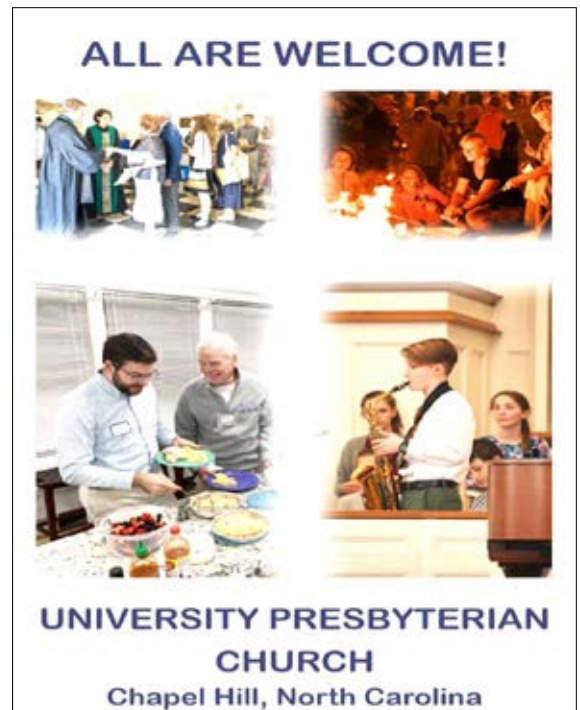
The CLC hopes to continue supporting UPC's efforts to provide fun and fellowship for all members of our community. We thank Catherine McKenas for her service on the CLC. I would like to personally thank the church for allowing me to serve as Chair of this committee. It has been a wonderful experience and I look forward to continuing to serve our church community for many years to come.

Thank you,  
Jackie Soderling, Congregational Life Committee Chair

## Membership Committee

2019 has been a year of reformulation and re-energization for the Membership Committee. We are delighted to now have a group of 10 dedicated volunteers who began meeting in late spring. The purpose of the Membership Committee at University Presbyterian Church (UPC) is to ensure a welcoming, hospitable, and inviting environment for all; educate newcomers about Presbyterianism, as well as worship, education, service, and outreach opportunities at UPC; guide newcomers in how to become members when they are ready; increase awareness of UPC in the community; and to maintain the Membership Roll.

We continued the practice to meet with new members at bi-monthly lunch or breakfast discussions. These gatherings allow time for elders, church staff and new member candidates to get to know each other in a casual setting before officially welcoming new members into the church the following week. In 2019 the committee, elders, and staff met with new members on January 27, March 31, June 2, August 11, October 6, and December 1. UPC welcomed a total of 63 new members: 37 adults and 26 confirmands.



As we approached the transition to new pastoral leadership, we continued to help update the membership directory and recognized the need to update the welcome brochure. With great help from Jeanette and Jennifer from the office staff, the new brochure made its debut on Meg and Jarrett's installation Sunday.

In December, a new nametag design with a white background made its debut. New name tags have been updated to increase the font size to enable easier reading. We are also exploring ways to "store" nametags at the church.

Looking forward to 2020, we hope to undertake discussion and action in the following areas:

- Determine how we as a congregation can be more intentional about welcome and support of LGBTQ members and guests
- Work to engage the congregation more fully in welcome of guests and visitors who come to UPC seeking a spiritual home
- Optimize our website and social media communications
- Explore how the congregation and committees can leverage the ACS database tool to improve process and dissemination of information
- Increase awareness/exposure in community about UPC – participation in external events (Chapel Hill, Carrboro, and beyond)

We are always seeking new ways to achieve our purpose and welcome new ideas and participation.

Your UPC Membership Team,

Tom and Betty Bouldin, Jonathan Dunkman and Samantha Schilling, Kate Fiedler (Staff Leader), Bob Johnson, Frances Hess, Don Hunter (Chair), Marsha Krzyzewski, Katie Stewart Sanford, Hannah Starr

Don Hunter, Membership Committee Chair

## Nominating Committee

Members of the 2019 Nominating Committee: Mark Bozyski (Chair and Elder), Sharon Edmiston, David Lane, Day McLaughlin, Debbie Bevin (1 year term), Jay Klompmaker, Melinda Evans, Nancy Oates, Tracy Lovelady, Woody Burns (Elder), Margaret LaMotte Torrence and Kim McNeill (Staff Liaisons).

The Nominating Committee nominated the following members for the positions listed below.

Elder, 3-Year-Term, Class of 2022: Lee White, Alison Kavanaugh, Mellicent Blythe, Katherine Bouldin, Jeff Howard, Vicki Lotz, Laura Piver, Ken Krzyzewski, Vicki Bae-Jump, Virginia Pridgen.

Deacon, 3-Year-Term, Class of 2020: Lee Ann Buck, Mickey Herrin, Chuck Osborne, Kenny Pearce, Bill Sanford, Katherine Savage, Kristen Stewart, Tracy Woody, Jim Snapper, Jan Simmons, Josh Singleton.

Members of the 2020 Nominating Committee:

Woody Burns (Chair and Elder), Jay Klompmaker, Melinda Evans, Nancy Oates, Tracy Lovelady, Nancy Pfaltzgraff, Matt Marvin, Elizabeth Gibson, Jean Lusted, Jarrett McLaughlin and Kim McNeill (Staff Liaisons).

Woody Burns, Nominating Committee Chair

## Local and Global Outreach Committees

**Local Outreach:** Your Local Outreach Committee was busy in 2019. Among others, we had agency presentations from Jackie Jenks, Executive Director, IFC, and Cordelia Heaney, Executive Director, Compass Center for Women. Jackie brought the committee up to date on the Food First Capital Campaign (where the physical build in Carrboro will be completed this summer 2020!!) and thanked our committee for our three year \$30,000 contribution to the Campaign (in addition to the \$20,000 from UPC's Endowment Committee). Cordelia discussed the many services Compass Center provides to women and their families. While our committee contributed to many worthwhile causes in 2019, the two prime recipients were IFC - both to their Food First Capital Campaign and our annual contribution to their operating budget. Our other major recipient was Habitat for Humanity with a focus on their current primary project being Crescent Magnolia in Hillsborough. Lastly, based on our referrals to the Endowment Committee, grants were given to Blue Ribbon Mentoring, Meals4Hope, and Dispute Resolution Center for their respective capital projects. Thank you, UPC, for entrusting this committee to be a helpful charitable arm of this church while also fostering great relationships with our partners in our community!

**Global Outreach:** Highlights of Global Outreach Committee activities this year included visits from several of our mission partners: members of St. Joseph's Family and Wings of Hope, Haiti, who updated us on young handicapped adults and children there; one of our Middle East mission partners who described work in Syria, Lebanon, and Iraq



in schools, churches, refugee camps; Ministry of Hope, Lesotho, co-founder Mamanyane Mohale who described teaching famished children to eat; Executive Director Michael Anello, Haiti Reforestation Program, who explained the process and progress in Haiti and met with high schoolers about how this program now works, with thousands of trees planted and economic and school benefits for families. Global Outreach Committee members led teacher training workshops in Haiti, an annual effort now focusing on training new workshop leaders from the Haiti teachers' groups.



Our Caribbean mission partner Karla Koll joined PCUSA Peacemakers Program speaker Erlinda Quesada on environmental activism in Costa Rica, presenting locally. We heard from Teacher2Teacher Global which worked with a Campus Ministry visit to Kachele Village, Zambia. The 2019 total budget for Global Outreach was \$52,500, with the majority (65%) going to annual commitments for missionary support, Wings of Hope Haiti, Medical Benevolence Foundation, Haiti teacher training, Appalachia Service Project travel. Remaining funds were subdivided among several mission partners with long-standing relationships with University Presbyterian Church, for which annual updates are sought and committee review occurs: these mission partners support medical, developmental, educational, and environmental activities, additional Christian outreach such as Bible translation, and special needs of children and families affected by war and poverty. Outreach on behalf of UPC affects partners primarily in Haiti, the Caribbean, Middle East, India, and Africa. The Committee also requested and received Endowment support for the new Malawi Lifesavers Clinical Program (Medical Benevolence Foundation) and for a special project in Lebanon to help refugee children dealing with trauma. The Committee sponsored the annual Alternative Gift Market during Advent, expanding outreach opportunities for the congregation who provided an estimated total \$15,000 toward these. Global Outreach Committee members are Sandy Alexander, Reid Chisholm, Norm Christensen, Portia Christensen, Frances Hess (chair), Carolyn Karpinos, Kay Leaman, Sam Leaman, Lauren Mann, Sonda Oppewal, Mark Peifer, John Rogers (staff liaison), Lee Scott.

Dan Redwine, Local Outreach Committee Chair

Frances Hess, Global Outreach Committee Chair

## Personnel Committee

During 2019 the committee members were: Jamie Bryan (chair), Courtney Edwards, Ken Younts, Debbie Bevin, Lisa Lord, Kristin Hiemstra, Kirk Owen, Jesse Basnight and Linda Butler.

Courtney Edwards requested to resign after many years of service on the committee at the February meeting and was thanked for her service.

Staff representation was Margaret LaMotte Torrence until July then Meg Peery McLaughlin after she took on the Co-Pastor position in August.

As the committee gained and lost members over the year, members of the committee were assigned to individual liaison positions for both Administrative and Program staff. Each member met with their assigned liaison multiple times over the year.

At the February meeting, most discussion revolved around the retirement announcement of Beth Auman Visser, Children and Youth Choir Director for 33 years. Her decision was to retire at the end of the choir year. Recommendation came from the committee to continue her contract through June but forego any sabbatical that had been granted. A review of her job description took place and was sent to a search committee for a replacement search. Of note, Jesse Basnight offered to investigate and provide a commemorative plaque to honor Beth.

At the end of spring 2019, a replacement was found in Kathleen Jasinskis, who was already known to the church and to the Minister of Music, Tom Brown.

Over 2019 the Administrative Assistant position was vacated by Ginny Horne. A replacement was found in Aisha Newton, but she only remained in the position for a short period before finding a job closer to home. Melanie Chanko was hired in the fall to fill the position.

Many discussions were held over the year regarding yearly review structure. The decision was made in June to continue working on defining job descriptions before codifying any review structure. This also was deferred awaiting the new Pastors. Job descriptions were updated for Administrative Assistant, Communications Manager, and Office Manager.

The Church Resident remained grad student, Peter Conlon.

In August 2019 we began meeting with our new Co-Pastor Meg Peery McLaughlin. She was warmly welcomed, and we spent much of that meeting hearing her hopes and aspirations for the committee as well as reviewing the organizational chart she and Jarrett had created.

Into the fall of 2019, work continued on job descriptions, sabbatical policies, as well as a reworking of the Personnel Manual. This manual has been in place since 2010 and updates to leave policies to cover beyond just Parental Leave were discussed at length.

In November the Holiday Schedule for 2020 was approved.

Staff Compensation for 2020 was discussed and deferred to await decisions made by the Administrative Committee as they review pledges and the budget for 2020.

Work will continue into 2020 on the Personnel manual, job descriptions, yearly review structure as well as liaison issues and concerns.

Jamie Bryan, Personnel Committee Chair

## Property Committee

Committee Members: Mark E. Moshier (chair), Dave Moreau, Bob Slater, Mike Edminston

Committee Charge:

- Support staff regarding: unexpected repairs, planned repairs and projects, Capital projects, staff items, vendor issues
- Property Committee Oversight: Annual maintenance & repair budget, FF&E, Site maintenance, neighbor relations, security and life safety, insurance
- Relationship and Reporting to Admin committee and Session
- Long Term Capital Plan / Forecast
- Facility Binders / Manuals

The Calendar year 2019 was the first full year of the Property Committee. The committee met monthly and dealt with many projects and repairs including (but not limited to):

- Completing the replacement of the cove lighting in the Sanctuary
- Repair and Replace the wood surround of the Youth Center Door and Frame
- Replace the Henderson Street Entrance – new door, sidelights and frame
- In April, presented to Session a feasibility analysis of providing solar panels at UPC as an alternative energy opportunity

- Repaired masonry joints and applied waterproof sealer to brick walls and coping in order to stop water leaks on first and second floor
- Solicited proposals for Steeple Painting to be completed in 2020
- Implemented expanded handicapped parking on Sunday mornings

In addition to its role of insuring proper maintenance of UPC's facilities and advising and overseeing the Property Manager, the Committee initiated two projects to enhance management of facilities in the future. The first is development of software for building maintenance. After examining several commercially available programs, the Committee decided to develop its own. Commercial software is generally designed for more complex organizations with multiple maintenance teams.

This project is particularly important because of the near-term prospect of Dennis Dallke's retirement. It is imperative that UPC capture as much of Dennis' experience as possible. Principal objectives are to document regular maintenance activities of the Property Manager, and to create a history of replacement activities and their cost.

The second project is research and presentation of information on service lives, cost of replacement, and alternative financing options for major equipment and maintenance activities. Boilers, chillers, pumps, control systems, air handlers, fan coil units, exterior painting, resurfacing of parking areas, and roof repairs are among the more costly items that are being addressed. The Committee expects to make a report on its preliminary findings to Session in Spring 2020.

Mark Moshier, Property Committee Chair

## Stewardship Committee



Committee members: John Anderson, Leigh Anderson, Perry Aycock, Richard Duncan, Daphne Little, Nancy Oates, Naomi Sherry, Kelli Smith, Scott Smith, Jenni Soccorso, Brian Vandersea, Karen Vandersea, Bill Whisenant, and Ashley Wilson.

Staff: Interim Pastor Margaret LaMotte Torrence (January through July); Co-Pastor Jarrett McLaughlin (August through December).

The Stewardship committee began 2019 by reflecting on the 2018 campaign to analyze results and what could be changed or improved for the 2020 campaign. Some of the highlights of this reflection included: need to consider messaging and how to better utilize gifts of young adults in congregation; how to communicate "return on investment" from stewardship dollars throughout the calendar year; reducing waste by not ordering as many materials from the printer. Scott and Kelli Smith agreed to continue as chairs of the 2020 campaign.

In May, John and Leigh Anderson agreed to join the committee. John agreed to be a co-chair for the 2021 campaign. Bill Whisenant joined the committee in May and Naomi Sherry joined us in August.

The groundwork for the campaign message began in the late spring. After much consideration, we selected "Abounding in Hope" as the campaign theme, with the focus scripture being:



*“May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit.” ~Romans 15:13 NRSV*

We welcomed new co-pastors Jarrett McLaughlin and Meg Peery McLaughlin in August. Jarrett will be the primary pastor working with stewardship committee. When we met with him in August, we spent some time thinking about why UPC matters to us and heard about the vision that Jarrett and Meg hold for stewardship and building relationships within the church and with members.

The 2020 Stewardship Campaign Schedule during Fall 2019 was as follows:

- Sep. 22 - Campaign Kick-off, packet pick up week #1; speaker in worship was Brian Curran
- Sep. 29 - Packet pick up week #2; speaker in worship was Aaron Cook
- Oct. 6 - World Communion Sunday, packet pick-up week #3; speaker in worship was Evan Aycock
- Oct. 13 - Speaker in worship was Emily Damone
- Oct. 20 - Dedication Sunday and Children’s Sabbath; speaker in worship was May Martin Bryan

Stewardship Moments were presented each Sunday. Brian Curran, Aaron Cook, Evan Aycock, Emily Damone, and May Martin Bryan shared personal and inspirational messages about their faith, this church and stewardship. Videos of their speeches were posted weekly on the UPC webpage under the Stewardship tab, 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 \$34,000. While disappointing, we discussed how best to proceed toward documenting all pledges by December 31, 2019. Admin committee will present a budget to Session and then at the congregational meeting in January.

We agreed to send a letter, written by the committee with Jarrett’s input, and signed by co-chairs Kelli and Scott Smith. The letter was sent to those who pledged last year and had not yet pledged for 2020. This was sent on December 12. In addition, information regarding our budget goal and our pledging so far was distributed via handout after the December 22 worship service. As of this writing, we are planning to make last pitch phone calls to members who pledged last year but had not yet pledged this year. These phone calls will be made by January 5.

Note that several factors continued to contribute to the difficulty of the 2020 Stewardship Campaign (as they did to the 2019 Stewardship Campaign). We are hopeful that these will diminish in future years:

- Transition in general, with new co-pastors only being in place for a few short months;
- A loss of members during the transition period (a normal occurrence in churches during transition);
- 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;
- Need to have committed pledges in place by December 31, 2019. (In years past, pledges were not “due” until January or February, so this is a relatively new change for this church.)

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

- Nancy Oates wrote informative Stewardship “Return on Investment” articles in a narrative format for the monthly chimes;

- created an informative, colorful stewardship brochure – designed by Jenni Soccorso with input from others on the committee;
- designed a poster for the narthex that showed the weekly progress during the campaign season;
- 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 December;
- wrote personal thank-you notes to every member who pledged.

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

The 2020 campaign closed on December 31, 2019, due to the Session's need to finalize the budget in January. At the time of writing this annual report, the final pledges total \$1,538,292 with 346 pledges received. This is \$36,966 less than this same time last year (week 10 after Dedication Sunday) and is \$117,637 less than total pledges from last year (calculated at Week 16 after Dedication Sunday). Total pledges are very near the same total as last year (346 this year and 347 last year). The average pledged amount at this time was \$4,452, which is up only slightly from last year's average pledged amount of \$4,444.

UPC continues to be a thriving and committed congregation, energized under new leadership of our co-pastors Meg Peery McLaughlin and Jarrett McLaughlin. We are dedicated to using our many gifts to share God's love with our community and with the world. We “abound in hope” that God will use our gifts to the glory of God.

Kelli and Scott Smith, Stewardship Committee Co-chairs

## University Presbyterian Preschool



University Presbyterian Preschool (UPPS) has been in operation for almost 50 years, serving the families of UPC and others in the Chapel Hill-Carrboro community. Under the leadership of Director Ellen Parker, the school operates half-days, with classes for two-, three-, and four-year olds; additionally, UPPS has a half-day transitional fives class, unique in our community. UPPS Committee members for this year include Claire Curran (Elder and Chair), Debbie Bevin, Reid Chisholm, Winnie Morgan, Harriet Burns, Mary Bozyski (teacher representative), Jenny Eller and Jessica Topfer (parent representatives). Nancy Myer is Staff Associate for the Committee, serving in an ex officio capacity along with Ellen Parker. We are especially fortunate to have Tracy Lovelady, UPPS parent and accountant by background, serving as Treasurer. Betsy Edwards remained Chair of Committee to complete the 2018-2019 academic year, and has provided helpful guidance as she remains on the Committee.

Highlights for this year include:

- The preschool continues to run smoothly, due to the work of our teachers, covering regular classroom duties, plus “specials” (music, movement). All teachers returned for the 2019-2020 school year, with the exception of Beth Visser, who retired in May.
- We continue to have two high school students from East Chapel Hill High’s vocational and job preparedness program helping in the classrooms. Both the preschool and high school students have enjoyed and benefited from this arrangement.
- Repairs were completed to the playground, sponsored by a generous anonymous donor.
- Enrollment has averaged approximately 84 students. Throughout the fall there were two vacancies in the 5s class, with some impact to the budget. The Committee has discussed options throughout the calendar year for increasing advertising, and continues to monitor expenses carefully.
- Fundraisers included the Spring Carnival, and the Fall Wheel-a-thon. The fundraisers are organized by UPPS parents, and proceeds are used to support the seven scholarships provided this year.
- Both parent and teacher evaluations of UPPS were overwhelmingly positive.
- The committee continues to work on further defining the process for scholarship application and decision-making, and seeking to increase the diversity of our students.

Claire Curran, 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 2019, 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 2019.

Based on thoughtful consideration as well as input from Margaret La-Motte Torrence, Interim Head of Staff, the Worship Committee took a request to the session to eliminate the 8:30 and 11:00 services in June, July and August and replace them with one service at 10:00. The session approved the recommendation. The summer 10:00 Sunday worship service was well attended.

Several dedicated volunteers ensured that the Worship Committee was able to complete its mission during 2019: Lee Ann Buck prepared the communion elements on Saturdays before the first Sunday of each month and supervised volunteers at the 8:30 services, and Madeline Mitchell oversaw volunteers and clean-up at the 11:00 services. Throughout 2019, Gus Conley coordinated the ushers for the 8:30 services, and Judy Redwine recruited ushers for the 11:00 services. Lawrence Sizemore served as usher captain at the 11:00 services and Bob Johnson deserves special recognition for ushering on most Sundays during 2019. Our committee is also grateful to Philip Hughes, who recruited the greeters who welcome worshipers each week, and Jesse Basnight, Jr., who scheduled 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. Lena Caison and her committee oversee the flowers that are provided each Sunday.

Throughout the year, Margaret and Tom Brown offered valuable insights about leading worship services, and we are thankful for their expertise. With the arrival of our new co-pastors, Meg Peery McLaughlin, and Jarrett McLaughlin in August, worship elders shared the committee's responsibilities and offered our continued help and support as they began to lead UPC worship.

In 2019, the Worship Committee included Jesse Basnight, Jr., Tom Brown, Lee Ann Buck, Lena Caison, Gus Conley, Philip Hughes, Madeline Mitchell, Walter Plunkett, Judy Redwine, Lawrence Sizemore, and Margaret LaMotte Torrence.

The 2019 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 serving.

Judy Redwine, 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 – 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 2019, the UPC diaconate was comprised of 30 deacons called by the congregation and ordained to serve in this role (2 completed terms of people that moved mid-year).

The work of each care team in 2019 is highlighted below:

**Memorial Receptions** (*June Kendall '19, Keith Minton '19, Sara Nicholson '21, Mike Olson '19, Dallas Pridgen '21, Elva Small '20 and Helen Warner '20*)

This group, dedicated to taking care of UPC families who have lost loved ones, hosted 8 memorial receptions in 2019: May: Howard Harper; July: John Poteat; November: Bill Newell, Michael Lefaive, Bob Phillips, and Jo Anderson; December: Helen Patton, Kathy Swendiman. These deacons frequently served as ushers and in other capacities and are committed to serving the congregation in meaningful ways. This team was wholeheartedly supported by gracious volunteers from the congregation, including those who made and provided delicious sandwiches and sweets served at the receptions.

As more members are living in CCRC's throughout the area, there has been an increase in the number of memorial services and receptions held at these locations rather than at UPC. This group is appreciative of these efforts.

**Cards and Flowers** (*Anna Soderling/youth '19, Ken Younts '21, Heidi Cook '21, Kara Aycock '21, Shannon Pace '21 [started mid-year], Laura Kirk '19 [moved mid-year] and Catherine McKenas '21 [moved mid-year]*)

Notes/Cards 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, their grief or encouragement (typically around 15 per month). Flowers from Sanctuary worship services were delivered each week by the designated deacon for the month to members/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/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/non-members.

### **Older Adults** (*Carolyn Hart '20, Barbara Hedgepeth '19, Mike Olson '19, and Jim Schultz '21*)

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 2019 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.org and upcch.com).

### **Home Communion** (*Helen Brantley '20, Jenny Eller '20, Peter Gollmar '20*)

The extended communion care team is completing its second year. While interest has seemed low, we feel we are now in a position to gain momentum. Following several transitions, now having Meg's guidance and continuity in place is so very helpful. The care team recently met with Meg, discussed several goals and brainstormed ways to best communicate our mission and reach those that would like to receive extended communion. Changes are currently being made at Carol Woods and Carolina Meadows (communion will be offered twice/year during the service and after each monthly service), and deacons will have designated Sundays to visit those wishing to receive communion (those that do not live at one of these communities). All three current deacons serving on the care team will rotate off at the end of 2020 so we will also focus on "training" other deacons throughout next year. Mike Olson, a current deacon on the "older adult" care team has gratefully agreed to help as well.

### **Carol Woods** (*Helen Brantley '20 and Ed Preston '19*)

Dinners were attended by Presbyterian residents at Carol Woods in January, when Kate Fiedler was our guest and October, when both Meg and Jarrett McLaughlin were welcomed. These gatherings were well attended. Regular church services were held on the third Sunday of each month for Presbyterians and a joint service with the Carol Woods' Episcopalians was held on Easter. Carol Woods' residents and other Presbyterians in rehabilitation at Carol Woods were visited by the deacons and regular correspondence regarding important church events was distributed to residents. Cards were sent to each resident on their birthdays, Christmas, and Easter. We have had a number of deaths within our Presbyterian community this past year.

### **Carolina Meadows** (*Cass Swon '19 and Priscilla Taylor '20*)

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 moved the service to the Lecture room on the second floor and this has worked very well. This is easy access 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 '20 and Susan Swafford '19*)

In its second year of experience the team was called upon to assist five church members and families. The members were the Parker family, Penni Graham, Elinor Basnight, Don Hunter and Bob Johnson. In addition, the team also helped friends of Margaret Torrance who were in the area for hospital care and Myra McVicker while her daughter was hospitalized. As we look ahead to 2020 we would like to update our mailing list with any new volunteers who are interested in helping out.

### **Dinner Groups** (*Shipley Jenkins '21, Sara Nicholson '21, Heidi Cook '21*)

Lunch or dinner eating groups of six to eight participants who share hosting responsibilities. Ideally, club members are multigenerational and not well acquainted and get to know each other over the course of three to four outings together. There is no set rule as to how often to meet or where to gather. Each club is autonomous and decides whether to eat in homes covered dish style or opt to eat out. The idea is to socialize and bond over food in a casual setting. There are approximately 109 people divided into 15 groups in our Fall, 2019 debut. So far, the feedback has been positive.

### **Deacon Leadership** (*Beth Burns '20 and Leslie Hicks '19*)

The co-moderators of the diaconate coordinate and facilitate monthly deacons' meetings and also fulfill the role of being deacons to other deacons. The Deacons said goodbye to Hillary Bergman Cheek after the May 13 meeting and hello to Meg Peery McLaughlin at the September 9 meeting. The group also had 2 members leave mid-year and 2 new people were added to fill those vacant spots. The co-moderators met with Meg in August to give her insight into how the diaconate works at UPC and assist her transition at UPC. The class of 2019 has the distinction of serving under 3 ministers (one interim) and were led by 2 different associate ministers and a co-minister during their three-year term!

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

Leslie Hicks and Beth Burns, Co-Moderators of the Diaconate

## **Stephen Ministry Program**

UPC is proud of having a Stephen Ministry program for 27 years. This year we experienced our own grief of losing one of our tenured Stephen Ministers and Leader, Dave Bursiek, in October. He served as a Stephen Minister for 16 years and will be missed tremendously.

In order to be successful in recruiting new Stephen Ministers and care receivers we need the support of the congregation. We have made a concentrated effort to make the presence and availability of Stephen Ministry known to the congregation through: weekly bulletin scenarios, monthly Chimes articles, a new electronic self referral on the UPC website, ushering on fifth Sundays, and contact information made available in the church weekly Friday e-news. Stephen Ministers offer confidential personal caregiving with their care receiver, usually on a weekly basis. The group has been matched with 15 care receivers during this year.

This was a successful year as we commissioned six new Stephen Ministers: Betsy Edwards, Ken Krzyzewski, Madeline Mitchell, Sally T. Osmer, Jim Schultz, and Judy Warburton. An experienced team of trainers Ann Henschel, Frances Hess, Mary Donna Pond, and Winnie Morgan presented the training from January-April to this new class of trainees, including two from CITP and two from UUMC. Others that supported the training were Jay & Elinor Williams, Dave Bursiek, and Hillary Cheek.

The 2019 class joined the experienced team of active Stephen Ministers: Ann Henschel\*, Winnie Morgan\*, Joan Page, Judy Taft, Una Thomson, Tom Warburton, Dave Bursiek. After 16 years of service, Joan Page, retired having served multiple care receivers and managing the GriefNotes ministry for a while. We currently are planning for training three new Stephen Ministers in 2020.

We continue to collaborate with the Mental Health Task Force and the Deacons in order to more effectively reach the needs of UPC members. A new collaboration that is establishing and evolving is a Chapel Hill Stephen Ministry



Network. It is very early in its formation but the potential is for all of us to be stronger as a network as we share ideas and resources, train new SM together, open continuing education, and enjoy new friendships of support.

Our Continuing Education efforts were limited this year due to the energy devoted to the Stephen Minister training. In October, we had 3 guests in addition to our SM team attend a session on Dementia presented by staff of the Orange Department of Aging. Resources are available from this session.

Fifteen sets of four booklets entitled, Journeying Through Grief, were mailed to individuals/families grieving the death of a loved one. The booklets are available to congregation members for a cost of \$10 per set. Stephen Ministers sponsored the third "Longest Night Service" in December to comfort those grieving the loss of loved ones during the holidays.

This has been an exciting year as we added a new class of Stephen Ministers and our new minister liaison, Meg. Meg has been a welcomed member of our team as she comes with many years of Stephen Ministry experience from two other churches. As we look to the new year, we realize we must continually recruit new Stephen Ministers to keep the program healthy. With the new Chapel Hill SM Network, we feel this plan is possible. It is a vital and needed program for a congregation of our size. We end this year with heartfelt gratitude for new UPC Stephen Ministers and an experienced minister liaison with fresh ideas and lots of support.

(\*indicates UPC Stephen Leaders)

Winnie Morgan, Stephen Leader

## Treasurer's Report

University Presbyterian Church's finances have gotten to be very hard to anticipate as more of our revenue comes from non-pledge giving and a disproportionate part of all giving is received in December. Based upon the 2019 pledges UPC had received as of the end of February 2019, it appeared that the church would have a deficit for the year. The Session, realizing this was partially due to a transition year, approved a budget that anticipated drawing upon our general reserves. Throughout the first ten months of the year, even with the congregation's benevolence, that was still the expectation. However, a generous outpouring of contributions in November and December turned the expected results around and UPC ended 2019 in a positive financial position. Instead of drawing upon our general reserves to support the operations of the church, we will add approximately \$18,216 to our general reserve from operating results. The preliminary financial results follow this report.

Our investment portfolio increased approximately 6% in 2019 from an opening balance of \$820,416 to a closing balance of \$868,954. While this is a modest increase in comparison to various stock market indexes, it reflects that as a church we have chosen to be conservative with our investments and at any point in time between 80% and 85% of our portfolio is in fixed income investments. The church also has enough funds in an operating bank account to handle normal monthly activity.

In April, UPC's independent auditors finalized their audit report for the church's 2018 financial statements. They simultaneously issued a letter to the Session stating that they noted no transactions entered into by the church during 2018 for which there was a lack of authoritative guidance and that all significant transactions were recognized in the financial statements in the proper year. They encountered no difficulties in dealing with management in performing their audit. And, there were no material misstatements identified during the audit. These positive results and the continued smooth operations of the finance office are a result of the hard work and commitment of the church's controller, Katharine Yager, and the church's financial assistant, Melani Willhite. We are grateful for their abilities and dedication.

Joyce Waterbury, Treasurer

# Unaudited Summary Statement of Revenue and Expenses

## For the Year Ended December 31, 2019

	YTD Actual 2019	Annual Budget 2019	YTD Actual 2018
<b>REVENUE</b>			
Operating Fund Receipts			
Pledges and Commitments	\$ 1,590,836	\$ 1,655,929	\$ 1,613,939
Pledges - Contra Revenue	-	(33,119)	-
Non Pledge Contributions	292,112	211,500	211,475
Open Plate Offering	22,168	20,250	20,256
Prior Year Pledges Received	3,937	-	5,620
Received from UPPS	6,000	6,000	6,000
Received for Weddings	300	300	300
Rec'd for Other Building Use	580	700	700
Investment Income	15,726	-	24,940
Inv Inc Transfer to Gen Rsv	(15,726)	-	(24,940)
Ministry Program Receipts			
Children's Ministry	5,388	4,500	4,921
Youth Ministry	30,214	29,000	27,395
Adult Ministries/Cong Life	32,732	33,150	34,296
Children's Choirs	27,705	16,570	21,470
<b>TOTAL REVENUE</b>	<b>\$ 2,011,971</b>	<b>\$ 1,944,780</b>	<b>\$ 1,946,372</b>
<b>EXPENSE</b>			
Operating Expenses			
Personnel	\$ 1,304,064	\$ 1,320,090	\$ 1,298,508
Administration	206,131	182,261	195,816
<b>Total Operating Expense</b>	<b>1,510,195</b>	<b>1,502,351</b>	<b>1,494,324</b>
Ministry Program Expense			
Outreach	312,103	311,513	346,125
Chancel Choir	15,789	16,171	17,322
Children's Choirs	43,505	34,693	39,557
Worship	2,234	2,009	3,377
Children's Ministry	17,123	15,864	15,109
Youth Ministry	42,535	44,084	39,731
Adult Christian Ed	7,996	11,200	9,461
Deacons	2,324	1,744	1,366
Congregational Life	37,116	37,800	41,570
Membership	2,835	2,850	2,569
<b>Total Ministry Program Expense</b>	<b>483,560</b>	<b>477,929</b>	<b>516,188</b>
<b>TOTAL EXPENSE</b>	<b>\$ 1,993,755</b>	<b>\$ 1,980,280</b>	<b>\$ 2,010,512</b>
<b>NET INCOME (LOSS)</b>	<b>\$ 18,216</b>	<b>\$ (35,500)</b>	<b>\$ (64,140)</b>

# 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.

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 2019, UPC provided meeting rooms and gathering places for the following community organizations:



APPLES Service-Learning  
Buckley Public Service Scholars  
Chapel Hill Jump Rope Association  
Chapel Hill Toastmasters Club  
Durham American Guild of Organists  
Eyes, Ears, Nose and Paws  
International Friends  
PEO  
RCP Youth Camp (pictured left)

Jeanette Schmidt, Office Manager





# Presbyterian Women

All women at University Presbyterian Church are invited to join one of our five circles as we strive to nurture our faith through prayer and Bible study, support the mission of the church worldwide, work for peace and justice, as well as build an inclusive caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's kingdom. We have two evening circles and three morning circles with 107 active members. All meet in members' homes.

Four circles used the Horizon Bible Studies, a PW publication of the PC (USA). The 2018 Horizon study was called *God's Promise – I Am with You* by Amy Poling Sutherlun and the 2019 study is *Love Carved in Stone* by Eugenia Anne Gamble. Both of these studies have been exceptionally well received. An evening circle of mostly young mothers discussed *Learning to Walk in the Dark* by Barbara Brown Taylor in the spring and in the fall began *Inspired* by Rachel Held Evans.

In addition to circle meetings, PW held two "events" during which all women were encouraged to become active. The catered spring dinner was May 14. Presbyterian Pastor Carrie Tuttle gave an inspiring talk on "Sabbath". Though this was a beautiful dinner celebrating the birthday of Presbyterian Women, the attendance was lower than previous years. After much discussion a different event was planned for the fall. On Sunday, September 22, we invited all women to a "PW Social Hour" in the Fellowship Hall from 9:30-11:00. Exhibits and handouts of PW activities, goals, contacts, and benevolences were available. Refreshments were donated by members. This activity was successful and even "recruited" a few additional active members.

UPC PW continued its project of many years supporting the Community Kitchen by providing sandwiches and serving lunch the third Thursday of each month. For the second year, PW instigated and led a diaper drive to benefit the Refugee Support Center. With congregational support, more than 5000 diapers were donated as well as \$500. Vicki Lotz once again led this endeavor and will be delivering the diapers in the coming days. In addition to the diaper project held in December, some contributions were made to the Pastor's Discretionary Fund and 14 gifts were donated to detained teenage girls at the Chatham Youth Development Center.

In September of each year, members are invited to make a pledge specifically for PW. Unfortunately these funds were less in 2018, and this impacted the 2019 budget. However, UPC PW still made monetary contributions to Camp New Hope for a scholarship, PCM, UPPS, Children's Home Alliance (Barium Springs), Our Daily Bread Ministries, and Church Women United, though some of these were a reduced amount from previous years. Of course, the Presbytery was paid \$5 per member; and we were happy to give our UPC staff Christmas gift cards. At each circle meeting, members contributed to the "Least Coin Offering"; and at the birthday dinner, contributions were made to Creative Ministries selected by the PW USA.

PW is overseen by a Coordinating Team that met six times in 2019. Serving on this team are circle leaders, officers, and committee chairs. Reverend Kate Fiedler continued as our staff liaison (we hope to keep her!). In addition to facilitating communication among circles, overseeing the budget, and planning events, this PWCT also served as the liaison with larger groups such as New Hope Presbytery and Church Women United.

Indeed, under our Outreach Chair Susie Smith, UPC has become a leader in the Chapel Hill/Carrboro Church Women United. Members found meaning in attending the gatherings, presented the program at the March World Day of Prayer, and actively helped with the State Assembly and Leaders' Council held in Chapel Hill on October 19.

Each February, PW places a floral arrangement in the Sanctuary in memory of female members of UPC who died during the previous year. Those who died in 2019 and will be remembered on that occasion were Elizabeth Ryan, Jessie McIntyre, Audrey Booth, Ruth Keefe, Helen Patton, and Kathy Swendiman.

Catherine Auman DeMaere, 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 2019, the net asset value of the endowment was \$1,899,438. 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 a year—approximately two-thirds of the available amount is distributed in the spring and the remaining one-third in the fall. The total authorized for disbursement from unrestricted funds was \$69,100 in 2019.

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

- \$20,000 for search and relocation expenses incurred by the Pastor Nominating Committee;
- \$5,000 to the Medical Benevolence Fund for Lifesavers Clinics and medical supplies in Malawi;
- \$2,000 for the “Strong Kids – Strong Emotions” trauma resiliency program for refugee children;
- \$2,000 to “Wheels 4 Hope” for relocation expenses;
- \$1,500 to Blue Ribbon Mentor-Advocate Program for scholarship support for an alternative spring break tour;
- \$4,500 for scholarships and van rental for Montreat Worship and Music Conference;
- \$1,000 for the inter-generational church fellowship event in June;
- \$7,000 for the annual Congregational Retreat;
- \$5,000 toward the second of three \$10,000 annual commitments to IFC’s capital campaign to build the IFC Food-First Building;
- \$500 for hosting expenses for the community youth choir benefit concert;
- \$3,000 for the student trip to Zambia for Campus Ministry Theological Exploration of Vocation Initiative;
- \$5,000 to complete the 2nd year funding for IFC’s Food First Capital campaign;
- \$9,725 for equipment upgrading at the Dispute Settlement Center;
- \$1,000 for 50th anniversary capital campaign for Presbyterian Association of Musicians;
- \$1,875 for new laminating machine for University Presbyterian Preschool;

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, 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, and Julia Tauras.

Lastly, we assure the Congregation and the Session that the responsibility entrusted to the Committee is taken very seriously. As the Committee looks to 2020, 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, 2019

### PROGRAM

Jarrett McLaughlin, Co-Pastor  
 Meg Peery McLaughlin, Co-Pastor  
 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  
 Kathleen Jasinskas, Youth and Children's Choir Director  
 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  
 Melanie Chanko, Administrative Assistant  
 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 2019**

Mark Bozyski  
 Jamie Bryan  
 McIver Mann, Youth Elder  
 Alison Kavanaugh  
 Mark Moshier  
 Bart Phillips  
 Lee Scott, Sr.  
 Kelli Smith  
 Jackie Soderling  
 Ashley Wilson

#### **Class of 2020**

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

#### **Class of 2021**

Woody Burns  
 Claire Curran  
 Frances Hess  
 Susan Jackson  
 David Moreau  
 Joan Page  
 Walter Plunkett  
 Tom Warburton

#### **Clerk of Session:**

Allison Chambers

### BOARD OF DEACONS

#### **Class of 2019**

Barbara Hedgepeth  
 Leslie Hicks  
 June Kendall  
 Laura Kirk  
 Keith Minton  
 Mike Olson  
 Ed Preston  
 Anna Soderling, Youth Deacon  
 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

#### **Class of 2021**

Nancy Avery  
 Kara Aycock  
 Heidi Cook  
 Shipley Jenkins  
 Jan Simmons  
 Sara Nicholson  
 Dallas Pridgen  
 Jim Schultz  
 Ken Younts





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