



**IMMANUEL**  
PRESBYTERIAN CHURCH

**2016**

**ANNUAL REPORT**

# From the Pastor

## 2016 ANNUAL REPORT

Rich Jones

### Yes.

*But as surely as God is faithful, our message to you is not "Yes" and "No." <sup>19</sup> For the Son of God, Jesus Christ, who was preached among you by us--by me and Silas and Timothy--was not "Yes" and "No," but in him it has always been "Yes." <sup>20</sup> For no matter how many promises God has made, they are "Yes" in Christ. And so through him the "Amen" is spoken by us to the glory of God.*

*-2 Corinthians 1:18-20, TNIV*

Dear Friends,

Recently, I've been thinking a lot about what it means to say "yes" to some things, and "no" to others. It's a reoccurring theme in our lives isn't it? So many times in life, we are defined by what we say "no" to. That's not a bad thing. I actually find myself saying "no" to lots of things any given week. I work hard at having boundaries and knowing what I am capable of handling or absorbing, and what I need to let go of or simply not take on.

It's also true that the church is also often defined by what we say "no" to. Again, oftentimes that's not a bad thing. We, the church, do need to say "no" to unjust systems and forces in society.

Yet, we live in a world filled with fear, anxiety, walls of division, and a "scarcity" mindset that often simply kills imagination and the risk taking necessary for growth. Yet, God is a God of abundance and of possibility.

Jesus is God's "YES" to humanity. God is on our side and God has given us himself in Jesus and we can stand firm against whatever robs us of life in Jesus (see John 10:10).

We also have the very power of God, God's own Spirit residing within us. This Spirit bears witness to God's action through Jesus and binds us to each other and to Jesus. We cannot simply say to "no" to God's "yes". When we attempt to do so, God simply says "no" to our "no" in a very loving, yet firm way. *(continued on page 2)*

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# Yes. CONT.

## 2016 annual report

God has said "yes" to this church with an amazing 135 year history with many ups and downs. God is also continuing our story in new ways. It is a story of growth in many and varied ways as we attempt to grow in our relationship with God, others, and even ourselves as we are moved towards loving our neighborhood, our neighbors. This is filled with risk, we do not know what will be returned to us, if anything, by reaching out to others. Yet, time and time again, as we reach out to others, being in friendship, we can experience a deepening of our faith, we can experience a new experience of forgiveness and fresh starts. A returning, if you will, to the deeper things of who we are in our church family as we become the "alternative community" that God intended. A community marked by grace, love, and deep commitment.

And, we have experienced growth through the work of the church: baptisms, weddings, celebrating the lives of saints who have passed on, welcoming two new members in 2016, weekly gatherings around the "Word" of God to us, late night conversations, early morning coffees together, visits with church and community members, a GREAT AppleFest, music programs, and so much more.

We are also moving away from a "scarcity" mindset towards an "abundance" mindset! We have many assets here at Immanuel: our people, our building, our physical location in the city, our neighborhood, our presbytery, and even our endowment. This past year, we have offered avenues for growth in our people through Bible study, weekly community prayer gatherings, worship, luncheons, and seminars. We have partnered with groups such as the Clifton Market, Economics of Compassion, our Clifton Avenue clergy group, and CCM. We have done this by opening our meeting spaces to these groups and by encouraging them in our participation and friendship.

Our congregation's Transformation guiding team has been listening to our neighborhood and congregation and doing "experiments" to engage others in the church and in the community. *(continued on page 3)*

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# Yes. CONT.

## 2016 annual report

Our Session has had discussions on how to become a more engaged church, and looks forward to deeper discussions in 2017.

We also had a great moment in our church's history when our Session gave Clifton Market a matching loan so that it could open, blessing our community with a "walkable" grocery store.

This next year we will look forward to more "experiments" and events with our community and other churches with the hope of engaging our entire congregation.

As your pastor, my personal observation is that my first year was pretty proactive, my second year was more listening and reflective and, as I've entered my third year, it needs to be more of a combination of both. I will continue to work on the unity of this church, while also preaching a message of the necessary change in our hearts and minds to move our church forward in the flow of God's redemptive action.

In working with members of our church and presbytery, I have these goals for 2017:

1. Collaborate with Session on a strategic vision and ethos for Immanuel.
2. Build a healthier church through spiritual growth, collaboration within the church and with others (the Presbytery, the neighborhood, faith-based organizations, etc.) as well as looking closely at our overall church structure to see how effectively it helps us become the church God intends.
3. Continue to be a healthy pastor through continuing education, accountability, and spiritual growth practices.

*(continued on page 4)*

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# Yes. CONT.

## 2016 annual report

It's my hope that we can be a church of healing, of trust, and of sharing life together in meaningful ways. Together we will write the new story of Immanuel as we build a church that is truly a foretaste of the Kingdom of God.

God's Peace,

*Rev. Rich Jones*  
Pastor/Head of Staff  
Immanuel Presbyterian Church

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# INCOME STATEMENT

## 2016 ANNUAL REPORT

Georgia Kightlinger & Rick Siegel

	<u>Jan - Dec 16</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
4000 · Operating Revenues	57,992.00
4070 · Additional Operating Revenues	12,511.00
4080 · Memorial Gifts	1935.00
4186 · Misc Restricted Gifts	<u>110.00</u>
<b>Total Income</b>	<u>72,548.00</u>
<b>Gross Profit</b>	72,548.00
<b>Expense</b>	
5000 · Special Presby. Benevolences	2,250.00
5027 · Mission Outreach Committee	241.00
5050 · Directed Gifts	3,600.00
5123 · Fellowship - CE	6,777.00
5200 · Staff Oversight	0.00
5399 · Worship & Music	14,914.00
5500 · Supply	400.00
5600 · Minister Benefits	26,040.00
5610 · Worker's Compensation	1,260.00
5900 · Office	12,705.00
6000 · Building Oversight	78,724.00
6140 · Session Outreach	13.00
6141 · Miscellaneous Exp.	141.00
6144 · Unappropriated Expense	0.00
6230 · Licenses and Permits	38.00
6560 · Payroll Expenses	<u>118,530.00</u>
<b>Total Expense</b>	<u>265,633.00</u>

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# INCOME STATEMENT

CONT.

## 2016 ANNUAL REPORT

Georgia Kightlinger & Rick Siegel

Net Ordinary Income	-193,085.00
Other Income/Expense	
Other Income	
7030 - Endowment Transfer	278,000.00
7031 - Insurance Proceeds	<u>229,842.00</u>
Total Other Income	507,842.00
Other Expense	
7029 - Capital Expenditures	27,920.00
8005 - Insurance Damage	<u>261,102.00</u>
Total Other Expense	<u>289,022.00</u>
Net Other Income	<u>218,820.00</u>
Net Income	<u><u>25,735.00</u></u>

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SUMMARY	16 actual	16 budget	17 budget
Total Income	302,390.00	236,606.00	69,346.00
Total Expenditures	554,655.00	293,930.00	292,860.00
Net Cash Flow	(253,107.00)	(57,324.00)	(223,514.00)
Endowment Transfer	278,000.00	166,960.00	180,000.00
<b>INCOME</b>			
Pledges/Gifts	57,992.00	77,208.00	57,513.00
Other Income	12,511.00	16,659.00	11,833.00
Stock received for roof Johnson Transfers	51,000.00		
Anticipated 4% return			
<b>EXPENDITURES</b>			
Presby Benev	2250.00	2,530.00	1,998.00
Mission Outreach	241.00	752.00	100.00
Restricted Gifts	4,239.00	2,146.00	540.00
Fellowship - CE	6,777.00	5,675.00	5,402.00
Worship & Music Supply	14,915.00 400.00	15,978.00 400.00	17,885.00 600.00
Minister Package	82,541.00	84,360.00	83,791.14
Worker's Comp	1,260.00	573.00	543.00
Office	12,612.00	9,882.00	10,047.00
Building Oversight	78,724.00	78,380.00	71,600.00
Session Outreach	13.00	600.00	250.00
Miscellaneous	141.00	300.00	250.00
Licenses	38.00	350.00	350.00
Payroll Expenses	62,030.00	61,650.00	62,212.00
Equipment			200.00
Preschool deficit tax adjustments	(9,136.00)		732.00
Pastor Discretionary	645.00	800.00	700.00
Special Events	546.00	175.00	1,500.00

# 2017 CHURCH BUDGET





# STATISTICS

## 2016 ANNUAL REPORT

Liz Ragouzis

Clerk of Session

Total Communicants 12/31/15.....59  
Additions .....02  
Losses.....03  
Total Communicants 12/31/16.....58

Births - 1 Mirren Isla Parr 04/13/16

Baptisms - 1 Mirren Isla Parr 11/27/16

Marriages -

Non-Members Off Church Site:

- Kristen Ann Ligouri to Britt Faulhaber 04/15/16  
Washington Park, Cincinnati, OH
- Ashley Brown to Austin Cable 10/29/16  
Dayton, OH (Park)

Deaths - 3

Marjorie McDaniel 05/16/16  
Rheba Clark 05/20/16  
Fowler Agenbroad 08/06/16  
Rev. Robert Clark 07/23/16 (Pastors not counted in membership  
count)

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# MUSIC

## 2016 ANNUAL REPORT

Aaron Knodle

Greetings from the music program at Immanuel. We have had a great season with our chancel choir continuing to artistically present choral music of a high caliber and our praise band continuing to provide an invaluable service to Immanuel as it explores and presents music of a variety of styles and genres, including musical theater. Hand bells and hand chimes have also made several successful appearances this fall including an advent collaboration between the hand bells and the chancel choir, and a delightful Christmas program put on by Immanuel's youth that included an extensive use of hand chimes. I want to thank everyone who selflessly volunteered their time in order to make these musical productions and collaborations possible. We also enjoyed the addition of a cellist at our Christmas Eve service and will look forward to more collaborations with area instrumentalists and vocalists in the spring. Some of those partnerships will include additional instrumentalists at our regular Sunday services, a brass ensemble on Easter Sunday, and a spring choral concert.

This fall has been a time of flexibility. With the choir room and the organ under construction in order to repair the terrible water damage both have sustained, I have been so appreciative of the chancel choir's ease in moving their rehearsals to the sanctuary and impressed with Marilyn's ability to make what little of organ currently functions successfully accompany the choir, lead hymn singing, and play solo repertoire.

I want to extend my gratitude for the opportunity to serve Immanuel. This congregation clearly places tremendous value on its music program and the program's quality. I am inspired by this valuation and proud of Immanuel's music program and of each of its individual participants. I look forward to 2017, to future growth, and to a continuing and impassioned pursuit of musical excellence, collaboration, and community building.

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# NURTURE TEAM

## 2016 ANNUAL REPORT

Kathy Kessler-Tombragel

The Nurture team this past year consisted of Donna Burckle, JoAnn Clifton, Elizabeth Dugan, Bill Smart and Kathy Kessler-Tombragel.

During this past year we have held that Annual Easter Egg Hunt for the children with a live Easter Bunny. Children from all over attended and were well received. We also received a donation from one of the parents thanking us for such a wonderful event.

On April 17<sup>th</sup> the children did a field trip to Hansa Guild on Ludlow, Greta the owner explained how the fur from Alpaca's can be turned in to warm items. Each child received a small Alpaca animal, Drew Blosser did a report on our trip of which was placed in one of the church bulletins.

The children passed out flowers on Mother's Day and chocolate chip cookies on Father's Day. This is also an annual event.

At the end of the school season and at the beginning of school the team holds an annual picnic. This past year the picnic in September to kick off the new school year was placed in hold due to the renovations within the church. With the help of the worship committee Bibles were passed out to all the children during the service September 11<sup>th</sup>.

In September we have Apple fest where we make and sell pies, to everyone – this is held in conjunction with Clifton Fest. This past year our event was held on October 8<sup>th</sup> rather than in September since Clifton Fest was moved to the above date. This year we had some special attractions for everyone, Alpaca's from Tikkun Farms and Birds of Prey from the zoo. The children painted pumpkins and had the opportunity to do various crafts, along with 2 games (apple toss and fish pond). We sold over 200 pies again this year.

We are planning on doing a Christmas play with the children in December, directed by JoAnn and Liz, with the help of others from  
*(continued on page 12)*

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# NURTURE TEAM

## CONT.

### 2016 ANNUAL REPORT

Kathy Kessler-Tombragel

the committee and congregation. Due to the number of children and other issues the play was placed on hold although the children did do some songs and chimes on Sunday December 18<sup>th</sup>, which was great with the help of Jan Erisman.

Others events held by this committee are the special luncheons, funeral receptions, choir concerts.

Sunday school material is obtained from the internet under Sermons for Kid's; this is free to all churches. In 2015 a donation was sent from Immanuel. I would like to request that we send them another donation this year.

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# DEACONS

## 2016 ANNUAL REPORT

Kathy Kessler-Tombragel

At the start of 2016, the Deacon's committee consisted of Fowler Agenbroad, Bob Siegfried, Erica Slusher and Kathy Kessler- Tombragel.

This committee was formed around the end of the summer, at which time a list was created for everyone as to what we are responsible for as a committee.

Erica sends out thank you notes as needed, along with notes to members that are homebound or sick.

As a committee we made a list of duties and this was given to each member.

With 4 members on the committee we set up a calendar as to whom would usher each Sunday, and that person would get someone from the congregation to assist if another deacon was not available to help.

This past year we lost Fowler Agenbroad., and at the writing of this report, a replacement is still needed.

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# GUIDING TEAM

## 2016 ANNUAL REPORT

Michele Mansfield

Members: Bill Smart, Erika Slusher, Emma Lou Hartkemeier, Debbie Jones, Rich Jones, Michlele Mansfield

The Guiding Team continued to participate in the broader Transformation 2.0 Day-Long Sessions hosted by the Presbytery of Cincinnati this year, as more churches around Cincinnati were added to the group, and we had other congregation and Session members join us at some of these, and we welcomed Emma Hartkemeier to the Guiding Team.

We also continued to expand the impact in the community from ideas that were planted in 2015. This included the finalization and agreement by Session to loan the Clifton Market Co-Op \$25,000, and to match any other loans given by churches in the community. This was stimulated by learning from a chili night hosted by Bill Smart – where he learned that having a community market was a top priority for the neighborhood. We also continued the relationship with the Hansa Guild, who donated mittens made from Alpaca fur for sale at Apple Fest, as part of a booth on Immanuel's annual Heifer Project.

In 2017, we will sponsor a community garden via the Civic Garden Center, at Hughes High School, and hope that our members who are avid gardeners will be inspired to join in working with kids in our neighborhood to pass along their love of digging in the dirt and seeing something grow. We will also host an Interfaith Dialog for the Community in February, inviting in clergy from other faiths (Muslim, Jewish, and Christian) to discuss how we can better understand each other.

We have also started a women's book club that is meeting roughly quarterly to discuss book's related to enhancing our spiritual growth.

We have more ideas related to Intergenerational community building within the church and the community – more than we have people to implement! So if you are interested in becoming involved with building relationships between the children and adults of our church, please contact one of our team members!

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# INVESTMENT COMMITTEE

## 2016 ANNUAL REPORT

Richard Siegel

The investment committee met quarterly this year and met twice with our Investment Advisor Johnson Investment Counsel. The representative for Johnson Investment is Bret Parrish who is also on their Management Team. The reserve funds were \$3,630,468 on January 1, 2016 and \$3,844,605 on December 31, 2015. An amount of \$278,000 was withdrawn during the year to fund the ongoing operations of the Church and a small deficit in the Child Care Center. The Investment Committee consists of Rick Siegel as Chairman, and Bill Dean, Lynn Barber and Georgia Kightlinger as members and Rich Jones as participant. The Committee monitors its Investment Policy on an ongoing basis and reviews it twice a year with Johnson Investment Counsel. The Committee continues to recommend to Session that it make every effort to limit operating transfers from reserve funds to no more than the income generated and avoid withdrawing principal. This was not accomplished last year and we are hopeful it can be accomplished in 2017. We believe the ultimate objective would be to operate the Church on a self-sustaining financial model and have additional income for other endeavors, including mission. We believe 2017 will produce some uncertainty and be a challenging year for investments. The Committee intends to monitor the reserve funds closely during the year. A copy of the Investment Policy is available on request from the Committee.

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# CHILDCARE CENTER

## 2016 ANNUAL REPORT

Greg Windle, Director  
Immanuel Child Development Center

2016 was a rewarding year for our preschool program in many ways. With donations we saw improvements with new carpet and paint in the preschool areas behind the sanctuary, and our 2016 summer camp program saw full enrollment. We had finally reached a point where we had fully recovered from the lost enrollment associated with the June 2013 water damage that didn't see remodeling completion until the end of 2014. Due to the condition of the facility, we had no enrollment for the beginning of the 2013 – 2014 school year.

2016 brought with it more challenges with the storm in August. The bright side is that the center has now received much needed remodeling in the Netting side of the building. The entire second floor of the Netting building received all new paint, ceilings and flooring, both tile and carpet. However, we also had three class rooms shut down and were only able to move one of them to the space directly behind the sanctuary. With the current remodeling project almost complete, the center will now begin the process of putting class rooms back together and hiring teachers.

With the space we currently have our enrollment is full with 35 students enrolled. Once the class rooms are reopened there will be space for 15 more children or a total of 50 during the school year and 60 during the summer. Currently our mission of providing quality early childhood education for families is serving 42 percent private pay and 58 percent subsidized families.

Although the storm damage was challenging, it was rewarding as well to watch everyone pitch in to make needed adjustments. As we approach the new school year in August, we look forward to opening up new class rooms, hiring staff, enrolling new students, and continuing to provide a quality program to the families we serve.

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**Ordinary Income/Expense**

**Income**

40101	Tuition ICC	132000
40301	Jobs ICC	90000
40511	USDA ICC	<u>17000</u>

**Total Income**

239000

**Expense**

51601	Benefits ICC	
51801	Director's Mileage	500
52001	Medical Insurance ICC	22000
52501	Worker's Comp ICC	2000
55091	Maintenance & Utilities ICC	
55201	Maintenance ICC	500
55301	Maintenance Supplies ICC	1000
55501	Telephone ICC	2400
57191	Programs & Supplies ICC	
57201	Food ICC	19000
57401	Kitchen Supplies ICC	100
57501	Classroom Supplies ICC	2500
57591	Program Equipment ICC	2000
57601	Classroom Equipment ICC	200
57901	Program Supplies ICC	2500
57951	School Age Field Trips	8000
57961	Pre School Field Trips ICC	900

**CHILD  
CARE  
CENTER  
BUDGET  
2017**



59001	Office ICC	
59011	Office Supplies ICC	400
59051	Copier ICC	300
59081	Employment ICC	1500
59101	Cont. Ed. Director	93
59151	Continuing Ed. Teacher's ICC	900
59211	Promotion ICC	1000
59301	ICC Licenses	525
59701	Professional Fees ICC	100
59901	Miscellaneous ICC	350
6560	Payroll Expenses	<u>170000</u>
<b>Total Expense</b>		238268
<b>Net Income</b>		732

**CHILD  
CARE  
CENTER  
BUDGET  
2017**



# BUILDING & GROUNDS

## 2016 ANNUAL REPORT

John Burckle

What the B & G has accomplished during 2016 & 2017 Goals

### 1 Replacement of the radiators in the Netting Building.

The Netting Building is heated by radiators that were installed as part of the original construction in the 1950's. Over the years, they have given us good service, but lately had begun to fail more and more frequently. Also, they are so old, that replacement parts were not available to repair them. Based on needs and economies offered, the Session agreed that replacement was in order. The facilities manager found a contractor willing and able to undertake this work. . Sixteen heating units were replaced at the cost of \$ 42,100.00 and it was paid for by a donation.

### 2 Building Restoration

In August, a severe thunderstorm passed through Clifton, damaging a number of buildings. A large portion of the roof of the Netting Building was severely damaged, a portion of which was left hanging down over the front wall over the parking lot area. A significant amount of rain entered the building and caused some damage to the ceilings on the second floor. Repairs were undertaken by a contractor obtained by our insurance company. However, a subcontractor retained by the first contractor did not perform adequately and even more extensive water damage occurred in a second rainstorm the following weekend.

A second new roof was properly installed. Our insurance company has stood by us and the repairs and restoration work has proceeded expeditiously.

- a). Painting is complete except for touch-up.
- b). New ceiling tiles have been installed throughout the Netting Building where damage caused by the storm water occurred.
- c). New flooring tile/carpet has also been installed where damage caused by the storm water occurred. *(continued on page 19)*

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# **BUILDING & GROUNDS** CONT.

## **2016 ANNUAL REPORT**

The parlor was returned to service in January. We are now making plans to select new window treatments and furnishings for the use of the parlor. These items are being selected to provide for increased functionality and ease of use.

The Choir room is to be revamped with a new closet arrangement equipped with movable shelves to accommodate storage of personal effects, music, and book.

Ancillary effects on the School

Repainting and re-carpeting was performed in several of the classrooms. Most of these were in the Netting Building, and were affected by the water from the leaking roof. A number of ceilings also required replacement.

The preschool director reports that the storm did require a lot of adjustment in the preschool mission since three classrooms and large indoor play room have been unusable during renovation. Until the classrooms are reopened, staff is hired, and enrollment begins, the center is losing approximately \$ 5,500.00 per month in usual income. The classrooms will open again by the end of January. Luckily at the time the storm hit, two full time positions were vacant and being filled by substitutes and the positions were easily eliminated until the class rooms reopen. The director is currently and will continue filling in with 25 hours per week of cooking and giving breaks until additional income through enrollment is generated. The Director estimates losses of less than \$ 10,000.00 for 2016 and hopes to fully recover by the end of 2017.

*(continued on page 19)*

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# BUILDING & GROUNDS CONT.

## 2016 ANNUAL REPORT

### 3 Organ Restoration

The organ was damaged by the thunderstorm that followed the faulty repair work. The Facilities Manager arranged for bids from two potential organ specialists. The organ damage, amounting to

\$ 32,000.00, is being paid for by the contractor since the contractor's original sub-contractor for the roof caused the damage. The insurance company selected a local specialist for the work. *(continued on page 20)*

The FM also arranged to have an air supply from the windbox to the undamaged section of the organ so that we might worship with a more traditional sound of music.

The Schaedle Pipe Organ company has estimated completion time will be 4 months from the date a contract was signed.

### 4 Re-lamping Project

The majority of lighting in of the church has been provided by older fluorescent and incandescent lamps. The fluorescent lamps were nearing the end of their useful life (technical reason: the ballast - a voltage regulating device required for this type of light, were failing, and, because of age and energy regulations, were not available for repair) The fluorescent lamps have been replaced by a newer type offering about a 50 % reduction in energy consumption and reducing maintenance costs significantly. Replacement of the incandescent bulbs rests in potential energy savings of 80%. The Facilities Manager was responsible for the discovery of a program sponsored by Duke Energy that picked up just shy of 50% of the total cost of \$11,225.

This total will be offset by the savings from the maintenance budget for *(continued on page 21)*

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# **BUILDING & GROUNDS** CONT.

## **2016 ANNUAL REPORT**

replacing or repairing existing fixtures to remain in compliance with the building code and in energy savings. This could be a significant amount as many of the fixtures are quite old, of old technology, and failing in service and need to be replaced.

### 5 Small Conference Room

A number of people from the Congregation have expressed an interest in having the small office in the Office Suite returned to its former configuration as a conference room. Session has approved this action and it is to be done in the next several weeks. The clutter has been removed and stored. The next step is to remove the furniture, which is to be accomplished the next time we have movers into the building for a larger job.

### 6 New Sign

A new sign with movable letters has been fabricated (Oct 2016) and is to be installed in the front of the Church as soon as weather and the permitting process make this possible.

36" tall X 72" wide with 3 lines of 4" tall changeable copy letters and locking clear lexan cover. Installed on 5" X 5" PVC posts.

We were in the process of installing the sign, but was held up because the City Zoning Department classified our sign as a "commercial sign" This classification requires an 8 foot set back from the sidewalk at the street level. This setback in turn means that the sign will be well up the hill with the uphill post adjacent to the sidewalk to the Sanctuary. Based on the position of our previous sign, we had expected to be much closer to the street. (see attached drawings)

*(continued on page 22)*

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# BUILDING & GROUNDS CONT.

## 2016 ANNUAL REPORT

### 7 New Façade for the Netting Building

Session has been discussing for some time the dated look of the front façade of the Netting building and the problems that its construction pose to the comfort and utilities costs to the Church. The current panes leak both air and water, as the material in which the panes are set are dried out and leaky. The consensus so far is to consider a more updated design that blends harmoniously both with the Netting and Morrison Buildings. The design would embrace energy savings by reducing the summer cooling and winter heating loads. This can be achieved by utilization of insulated low emissivity glass and a design that improves shading of the exposed glass area.

### 6 Parking Lot

We had wanted to fill in some of the ruts in the parking lot before winter weather set in to

see how the patch materials worked over the winter. However, the storm damage and re-lamping projects delayed us until cold weather set in. So, this was postponed until this spring when we get more temperate and dry weather.

The retaining wall periodically suffers damage from vehicles backing into the spaces and hitting the wall. We plan to prohibit backing in to the spaces along the wall. Only head-in parking, along with proper stops, should be permitted to prevent damage to the retaining wall. Signage will be installed at the retaining wall that prohibit backing in.

The preliminary repair is envisioned to be temporary. A major unknown is the nature and condition of the foundation installed under the parking lot. Some research is needed into the contract that was let for its installation. We are concerned by the sink holes observed appearing along the retaining wall, suggesting an unstable condition. *(continued on page 23)*

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# **BUILDING & GROUNDS** CONT.

## **2016 ANNUAL REPORT**

### 9 Other Items

New Telephone -- Our present system is down to one line. Price: \$ 1375.00  
New Drinking fountains: (Basement and second floor) Price: \$ 1000.00

Refurnish Parlor (Window treatments and furniture) guess between \$7500-\$30000)

Main item that has increased the budget is \$ 30,000 request for parlor, as shown in the Table on the next page.

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# NOMINATING

## 2016 ANNUAL REPORT

The Nominating team worked diligently this past year. We contacted numerous members of Immanuel and were able to present a slate of officers at the annual election of officers. At the meeting, we also took nominations from the floor. Our elected officers for the Session and Deacons class of 2019 are as follows:

Session:

Liz Ragouzis

Rick Siegel

Donna Burckle

Deacons:

Alex Plemmons

Chandler Meador (1 year term)

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# SOC

## 2016 ANNUAL REPORT

Don Brewer, Chair

The Staff Oversight Committee members are: Lynn Barber, Don Brewer, Georgia Kightlinger, and Donna Burckle. For 2016, the committee has:

- Completed the Pastor's annual review.
- Worked with the Pastor for secretarial support, and hired Kim Innis.
- Currently worked to confirm Pastoral goals for 2017.
- Hired out new Choir Director

Our plans for 2017 are:

- (1) provide meetings with church staff;
- (2) follow the Pastor's goals on a regular basis;
- (4) review suggestions of staff members made during their evaluations and integrate them into future planning; and
- (5) work to see that letters of employment are consistent with personnel policies.

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# WORSHIP, MUSIC, AND ART

## 2016 ANNUAL REPORT

Rose Mary Novelli, Chair

### MEMBERS OF COMMITTEE:

Julia Cabral  
Aaron Knodle  
Marilyn McClain  
Jackie Merida  
Rose Mary Novelli, Chair  
Alex Plemmons  
Kathy Smart  
Sherry Weber  
Greg Windle

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### PURPOSE OF THIS COMMITTEE:

- 1) Create new and fresh ideas for our Sunday morning worship and other worship experiences.
- 2) Celebrate special events during worship service.
- 3) Have an open door policy and make our church available for recitals and concerts.
- 4) Help develop awareness of God, corporately and personally on a daily basis.
- 5) Set an example on how to develop a daily life of worship as a follower of Christ.

The committee was formed late in the year and the first meeting took place on 4 August 2016. Decision was made that we would meet every second Thursday of the month at 6:30 PM right before choir practice since the choir director and organist with 2 choir members were participating in the committee.

### ACCOMPLISHMENTS:

- We requested to have the second Sunday in September to be designated as the beginning of the new school year for Sunday School. In 2016 we gave Bibles after they were



# WORSHIP, MUSIC, AND ART CONT.

## 2016 ANNUAL REPORT

after they were blessed to all the youth to commemorate the event and the service was geared towards the children.

- The Lord's Prayer is being said before the children leave to go to Sunday School (except on Communion Sundays).
- Hand Bells were part of one of the Advent Services.
- Discussions on frequency of Communion, which will be incorporated in 2017 (every other month, with some exceptions).
- Committee was instrumental in getting the sanctuary decorated for Thanksgiving (thank you goes to Ophie for volunteering).
- Some of the committee members helped with Christmas decorations.
- We made sure we had a new Advent wreath, new holders and candles.
- Families were contacted and scheduled to participate each week in the lighting of an advent candle with participation in the service. Liturgies were distributed for each Advent Sunday to the respective families.

We are working on events for 2017 and hope to be able to present a good year of inspiration and worshipful experiences by following Christ's teachings.

We are always happy to hear from you with any suggestions.

Our Hope is in God.

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# MISSION

## 2016 ANNUAL REPORT

William Dean

During 2016 Bill Dean, Jan Erisman and Fowler Agenbroad carried on the activities of the Mission Committee with the help of several congregation members such as Michelle Mansfield, Georgia Kightlinger, Bill Smart and Joann Clifton. In February, the Souper Bowl provided another successful effort to support the St. George Food Pantry.

Under the coordination of Bill Smart, a group of young adults visited the Hansa Guild shop on Ludlow. There Greta Rodriguez told them about how artisans in Central and South America benefit from banding together and selling their wares in America. Animals such as sheep and alpacas supplied by Heifer International and other agencies allow the artisans to create unique and colorful sweaters, mittens and scarves. Greta even donated two sets of alpaca gloves to be sold at Apple Fest in September. The Mission Committee also used Apple Fest to publicize the mission projects of the church.

During 2016 the committee also coordinated collecting food for St George food Pantry, socks for Hanna's Socks project and books for the church's Little Free Library.

In December, the committee coordinated the Shoebox Christmas program. This provided gifts to be distributed to the clients of St. George Food Pantry at their annual Christmas party.

The committee notes with especial sadness the death of Fowler Agenbroad in 2016. His passing is a loss to the entire church family as well as to the greater Cincinnati community.

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