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2018 IHC Annual Report

INDIAN HILL CHURCH
6000 DRAKE ROAD
CINCINNATI, OHIO 45243

PREFACE
This report presents to the congregation a summary by the church leadership of main events and committee activities that have taken place at Indian Hill Church during the 2018 year. This annual report is typically distributed to church members at the annual meeting of the congregation on the fourth Sunday of January each year.

The clergy, church staff and current active officers hope that you will find this report informative. We also welcome your comments about its content and suggestions for future reports. Together we could improve this document to serve in years to come as a concise and accurate record of our congregational life and the actions of the Board of Stewards, the Vestry Session, the Church Staff and the Committees of the church.

The story of our church began in 1931 with several families – some Episcopalian and some Presbyterian – creating a Sunday school in the home of Mrs. John C. Pogue for neighboring children. The primary foundational concept was this: to provide a local church that would meet the needs of Episcopalians and Presbyterians living in the Indian Hill area, and to do so intentionally as an experiment in ecumenicity. On Thanksgiving Day (November 27) 1947, the two separate churches were formally organized and each body simultaneously approved federation with each other. We are the oldest dual denominational church of its kind in the country.

“That they may all be one” ST. JOHN 17:21
2019 Annual Congregational Meeting Agenda

January 27, 2019

I. Call to Order of the Meeting of the Episcopal and Presbyterian Congregations

II. Quorum Present

III. Opening Prayer - The Reverend Dr. Stephen Caine

IV. Approval of Minutes of Last Meeting (February 4, 2018)
   a. Clerk/Secretary for this meeting: T} Ackermann

V. Introduction of Vestry Session Members

VI. Recognition and Thanks to the Retiring Vestry Session Members
   a. Vestry: Suzanne Beck
   b. Session: Eliza Gantt, Dave Hyland

VII. Election of Vestry Session Members Class of 2022
    a. Vestry
    b. Session
       i. John Hansen (bio pg. 7)

VIII. Election of Delegates to the Diocesan Convention
     a. Marianne Rowe
     b. Blake Selnick
     c. Ellen Hammond, Jr.
     d. Noah Fleischmann

IX. Election of Presbytery Commissioners
    a. Mark VanderLaan
    b. TBA

X. Election of New Members of the Nominating Committee
   a. Confirmed: term ending January 2019 - Clark Sole (P), Rosemary Welsh (E)
   b. Confirmed: term ending January 2020 - Susie Myers (P), Beth Rabenold (E)
   c. Confirmed: term ending January 2021 – Susie Ackermann (P), Bill Higgins (E)
   d. To Be Voted On: term ending January 2022 – (P), (E)

XI. Congregational Discussion
    a. 2019 Budget Review
    b. Stewardship Report
c. Other Committee Reports as needed

XII. Congregational Action Items
   a. 2019 Changes to terms of call for The Rev. Dr. Stephen Caine

XIII. Motion to Adjourn

XIV. Closing Prayer - The Reverend George Sherrill
Minutes of the 2018 Annual Congregational Meeting

The Indian Hill Episcopal-Presbyterian Church
Sunday, February 4, 2018 @11:25 a.m.
Sanctuary, Indian Hill Church
Moderator: The Rev. Dr. Stephen Caine

Following the Call to Worship, an opening hymn and the Prayer of Confession, The Rev. Dr. Stephen Caine called the annual meeting of the Presbyterian and Episcopal congregations of the Indian Hill Church to order at 10:40 a.m. and confirmed that a quorum was present. Rev. Dr. Caine then gave an opening prayer. It was moved and seconded that the minutes of the Annual Meeting held on January 29, 2017, be approved, and the motion carried.

Following readings from the Old Testament and the Gospel, members of the Vestry-Session were introduced. Rev. Caine thanked Shelley Poffenberger and Frank Zemlan, who are retiring from the Vestry this year, and Holly Dewees and Jen McNair, who are retiring from the Session this year, for their years of service and dedication to the church.

On behalf of the Nominating Committee, Rev. Caine presented the slate of names to be elected to the Class of 2021 of the Vestry-Session. New members are: Vestry - Cameron Kitchin, and Session - Maya Lalonde. Returning members of the Class of 2021 are Vestry - Whitley Schoeny, and Session - Allison Holzapfel. There were no additional nominations from the floor. It was moved by Rob Lewis and seconded by Warren Harding that the congregation elect to the Vestry-Session the slate of names which was presented. The motion passed unanimously.

Ordination of the new member of the Session and installation of the new member of the Vestry will take place on Sunday, February 11, 2018.

Rev. Caine next recognized Malott Nyhart, who is retiring as the Episcopal at large member of the Board of Stewards, and thanked him for his six years of service. Motion was made by Bill Poffenberger and seconded by Marianne Rowe that Tim Sharp be elected the new Episcopal at large member of the Board of Stewards. The motion passed unanimously.

Motion was made by John Bentley and seconded by Joanna Hobler that Robin Armstrong, Blake Selnick, Ellen Hammond Jr., and Noah Fleischmann be elected delegates to the 2018 Diocesan Convention. The motion carried.
Motion was made by Tom Allman and seconded by Bill Poffenberger that Mark VanderLaan and Glenn Smith be elected commissioners to the presbytery. The motion carried.

It was moved by Eric Holzapfel and seconded by John Bentley that the congregation elect Susie Ackermann as the new Presbyterian member and Bill Higgins as the new Episcopal member of the Nominating Committee for 3-year terms ending in January 2021. The motion carried.

Other members of the Nominating Committee are Clark Sole and Rosemary Welsh, whose terms expire in January 2019, and Susie Myers and Beth Rabenold, whose terms expire in January 2020.

The worship service continued with the Children’s Moment and the Sermon. The annual meeting resumed at 11:15 a.m.

Todd Neumann, chair of the Finance Committee, reviewed the church’s finances in 2017 and gave a comprehensive explanation of the 2018 budget, which at $915,000 is 5.4% larger than the 2017 budget of $868,000. Much of this is due to increases in clergy and staff salaries, an increase in per capita and assessments from the denominations, and the addition of an assistant organist. Balancing the budget will require additional stewardship income during the year, quarterly draws from the endowment, and vigilance in controlling expenses.

Alison Zimmerman and Noah Fleischmann, co-chairs of the Stewardship Committee, reported that the 2017 stewardship campaign has received $649,441 in pledges so far. They thanked the 228 individuals or families who have pledged their financial commitment to the church and noted that 74 of those pledges are increases from the preceding year. More pledges are expected to come in as the committee continues to follow up with people who have not yet pledged. There will be a renewed emphasis this coming year on the church’s planned giving initiative. Everyone was urged to read the new Luther Tucker Legacy Society brochure which is in the back of the pews and to consider making a planned gift to the Indian Hill Church.

On behalf of the Advisory Committee, George Glover, Senior Warden, presented a proposal to amend the IHC bylaws to reduce the size of the Vestry-Session from 18 to 12 members. This will allow Vestry-Session meetings to be more efficient and will maximize people’s time, effort and willingness to serve. The downsizing will take place through natural attrition over the next two years. After discussion, it was moved by Jim Zimmerman and seconded by John Bentley that Article 4 Section 1 of both the Episcopal and Presbyterian bylaws and Article 4 Section 2 of the Presbyterian bylaws be amended to reflect this change and to state that the Vestry shall consist of
six (6) persons elected by the Congregation and that there shall be six (6) Ruling Elders in the Session. The motion carried.

T.J. Ackermann, assistant clerk of the Session, presented the recommendation of the Advisory Committee that the terms of call for the Rev. Dr. Stephen Caine be revised to include cash salary of $37,930, self-employment tax of $2,902, and a housing allowance of $41,248, resulting in a total effective salary of $82,080. After discussion, it was moved by Suzanne Beck and seconded by Tom Allman that the congregation approve the revised terms of call. The motion carried.

The worship service resumed with hymns, the pastoral prayer, and the offertory. Motion was made and seconded to adjourn the annual meeting at 12:20 p.m. Rev. George Sherrill gave the closing prayer.

Respectfully submitted,

Rev. Dr. Stephen Caine          Alison Zimmerman
Moderator                          Clerk of Session
Candidate for Vestry Session Class of 2022

JOHN B. HANSEN – BIOGRAPHICAL INFORMATION

Personal:

Born in 1946 in Metuchen, New Jersey

Brother: Warren, born in 1944, retired hospital administrator


Mother: Frances T. Hansen, 1919-2004, crossword puzzle constructor

Wife: Judith O. Hansen, married in 1974, retired teacher

Daughter: Emily D. Hansen, born in 1979, accountant and National Park Ranger

Daughter: Kathryn H. Mallon, born in 1980, physical therapist

Son-in-law: Daniel P. Mallon, pediatric gastroenterologist at Cincinnati Children’s

Grandchildren: Owen(6), Cara(4) and Jay(18 months)

Education:

B.S. in Economics at University of Pennsylvania, Wharton School, 1968

MBA Stanford University Graduate School of Business, 1970

Professional:


NIBCO Inc., 1985-1992

Retired in 2014 as Executive Vice President of Mueller
Member of the Mueller Board of Directors 2014 to present
Member of Audit Committee of Mueller Board, 2017 to present

Non-Profit Experience:
- Director and President of Plastic Pipe & Fittings Association
- Chairman Copper Development Association, Operating Committee
- Trustee, American Supply Association Education Foundation
- Director, Copper Club
- Advisory Committee, International Copper Association
- Director and Finance Committee Chairman of Iris Orchestra in Memphis, TN

Church Membership:
- Baptized and confirmed at St. Luke’s Episcopal Church, Metuchen, New Jersey
- 1979-1985 Fairmount Presbyterian Church, PCUSA, Califon, New Jersey
  Ordained as Elder and elected to Session
- 1985-1992 Sunnyside Presbyterian Church, PCUSA, South Bend, Indiana
  Elected to Session
- 1992-1995 Eastminster Presbyterian Church, PCUSA
- 1995-2017 Second Presbyterian Church, EPC, Memphis, Tennessee
- 2018 Joined Indian Hill Church
Staff Directory

The Rev. Dr. Stephen Caine
Presbyterian Minister and Head of Staff

The Rev. George Sherrill, Jr.
Episcopal Rector and Co-Pastor

Heather Jordan
Business Manager

Karen Pauly
Administrative Assistant

Jennifer Taylor
Director of Children And Family Ministry

Jocelyn Tozier
Director of Indian Hill Church Nursery School

Philip D. Clary
Director of Music and Organist

Nikki Daley
Director of Communications

Bill Koons
Church Sexton
Church & Contact Information

INDIAN HILL CHURCH
6000 Drake Road
Cincinnati, Ohio 45243
Telephone: (513) 561-6805
Fax: (513) 561-0894
www.indianhillchurch.org

2019 Indian Hill Church Staff
Karen Pauly, Church Receptionist and Administrative Assistant, kpauly@indianhillchurch.org
Heather Jordan, Business Administrator, hjordan@indianhillchurch.org
Nikki Daley, Communications Director, ndaley@indianhillchurch.org
Bill Koons, Church Sexton bkoons@indianhillchurch.org
Phil Clary, Director of Music Ministries and Organist, pclary@indianhillchurch.org
Jennifer Taylor, Director of Christian Education, Youth & Families, christianeducation@indianhillchurch.org
Jocelyn Tozier, Director of IHCNS, nurserschool@indianhillchurch.org
The Reverend George Sherrill, Co-Pastor, Episcopal Priest, gsherrill@indianhillchurch.org
The Reverend Dr. Stephen Caine, Co-Pastor, Presbyterian Pastor, scaine@indianhillchurch.org

2019 Indian Hill Church Vestry Session

Session

Class of 2020
TJ Ackermann (2nd Term)
David Park (1st Term)
Vern McNeill (1st Term)

Class of 2021
Allison Holzapfel (2nd Term)
Maya LaLonde (1st Term)

Class of 2022
John Hansen (1st Term)
Paul Lewis (2nd Term)
*Alison Zimmerman (Clerk of Session)

Vestry

Class of 2020
Robin Armstrong (1st Term)
Todd Neumann (2nd Term)
Coco Taliaferro (1st Term)

Class of 2021
Whitley Schoeny (2nd Term)
Cameron Kitchin (1st Term)

Class of 2022
Jeff Consolino (1st Term)
George Glover (1st Term)

Clerks: Alison Zimmerman (Clerk), TJ Ackermann (Asst. Clerk)
Wardens: George Glover (Senior Warden), Todd Neumann (Jr. Warden)
Reports from the Clergy – The Rev. George Sherrill

THE REV. GEORGE SHERRILL, JR, EPISCOPAL RECTOR, CO-PASTOR

Annual Report and Goals

As we embark on our third year together as the Indian Hill Church, I feel as though we can dedicate this year to ministry in the community. These two years have been a meaningful for me to get to know both the church and our unique nature as a dual-denomination. We still have major work to do on policies and procedures, but we have made significant progress. Keeping our children safe has been the major theme of this past year. We have made modifications to the building for safety, and we have begun significant modifications to our policies as they relate to children. The nursery has been upgraded and security measures are in place to insure their safety while parents are in the sanctuary. A Video intercom has been installed on the doors of the church and the nursery school. This enables access control while children are present during the day. We have set the date of March 1, 2019 as the deadline for all necessary paperwork to be turned in by volunteers that are in contact with children. If this sounds like we are turning the church into a fortress, it is not. We continue to offer the buildings for use by the community and congregants, but we do with the knowledge that the world has changed, and we must keep up to date with the procedures that keep us a safe community for all. Stephen, Jennifer, George Taliaferro, and myself have been working diligently to make these modifications happen.

I am very proud of the committees I serve with:

- Church and Community
- Building and Grounds
- Pastoral Care
- Finance
- Worship
- Long Range Planning
- Indian Hill Community Leaders

I look forward to the new year with great anticipation. I believe the driving force of our ministry together will be the implementation of the pillars that the Long-Range Planning has discerned over the course of the last year. My personal ministry plans are numerous. I plan to make more pastoral visits. If you would like one sooner than later please call the office and I will bump you to the top of the list. I want to get to know each of you on a more personal level, and to do this we must spend some time together. I am planning on attending 20/20 once a month, and I hope to
attend every MEAC dinner. I plan on visiting each of the ministries that Church and Community supports, and if anyone has ideas on new ministries, we can support I will visit them as well.

Luther Tucker taught us that we should be involved in the downtown of Cincinnati, and I will strive to do this. Often, our members find out after the fact that we might have been at the museum, Music Hall, or other places at the same time, but we do not seem able to get together. I would like to see us, as a community, together whenever possible at these different venues. I would like to see a greater IHC presence in the diverse areas of downtown from which there are many ministry opportunities to choose. The homeless, underserved children, food deserts, gentrification are just a few of the justice issues we can address. We already have a strong presence in the youth detention center and the jail through 20/20 and Jail Ministries, but so much more can be done. Saturday Hoops and La Soupe are two solid ministries with which we could be more involved, but there are many more, and I look to you for ideas. We will also begin a series of book studies. The first will be The Return of The Prodigal Son by Henri Nouwen. Look for times and places on the bulletin board. I hope this year will be full of service, learning, and ministry.

Finally, I wish to say thank you to everyone that has welcomed and taught me the ways of the Indian Hill Church. Without your support our ministry would be naught. I wish to thank Stephen, a valued colleague and friend, Jennifer for her amazing work with Christian Education, Heather for a great start and phenomenal effort in getting things ship shape, Bill for efforts in maintaining the physical plant, Phil for the music and his inexhaustible energy in keeping music fresh and wonderful, Jocelyn in giving us a top shelf nursery school, Nikki for all of the wonderful media and communications, and Karen who keeps us all on track. Thank you.

Now go in peace to love and serve the Lord, and may the peace which passeth all understanding go with you!

George+
It has been an honor and a privilege to serve the Indian Hill Church as your Presbyterian co-pastor. As I celebrated my fifth year of ministry with you, I have been reflecting on all that has happened in these past five years. Through the ups and downs, the births and deaths, the staff changes and additions of new members a few things remain constant. I am grateful for your support, your encouragement and your prayers, and most of all for God’s presence with us. As much as things at Indian Hill Church change, I am reminded that change is not bad and even though it is constant, it can also be the source of tremendous growth and health.

We are a vibrant community of faith, blessed with members who have a variety of gifts and talents, and we are held together by the founding scriptural passage of John 17:21, “that they may all be one...”. The foundational concept to provide a local church that would meet the needs of Episcopalians and Presbyterians living in the Indian Hill area, and to do so intentionally as an experiment in ecumenicity, has been our guide all along the way. We have been doing so for over 71 years now and we look forward to the future with great promise.

This past year, 2018 has been no different with its share of change. We have borne witness to the resurrection for 17 saints who have finished the race and kept the faith. We promised to teach the faith to 4 infants that we baptized this year. We welcomed children of God into greater participation in the mission and membership of the church as we confirmed 7 young people into full membership in our congregation. We welcomed 4 new members into our church membership. But so much of this past year cannot be measured in numbers and that is more of what I hold on to.

I am able to look around the church and the glorious grounds and see how meaningful this place is to people, the joy of a child in the wonder of the Christmas pageant, the tear of an elderly member at the beauty of a hymn, the comfort on the peaceful grounds to a grieving family placing flowers on their loved ones final resting place. It is through these images that the Indian Hill Church has its true meaning, a community of faith that seeks to strengthen our connection to God and to one another by improving the spiritual journey and the quality of the lives of our congregation and the community.

In these and other acts of preaching, teaching, and care, as well as the other responsibilities of my call, I am deeply grateful to my co-pastor George, and our staff colleagues who live out their own
callings in this place. Finally, thank you again, to each of you for your joining with me in the ministry of Indian Hill Church as we seek to love God by serving our neighbors.

In Christ’s love and service,
Stephen R. Caine

Statistical Information for 2018:

Deaths (17)

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<th>Officiant</th>
<th>Date of Service</th>
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<tr>
<td>Died 12/19/2017 - DOB 08/15/1930</td>
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</tr>
<tr>
<td>2. Eric Blagg &quot;Buck&quot; Yeiser (Presbyterian)</td>
<td>Rev. Stephen Caine</td>
<td>1/6/2018</td>
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<tr>
<td>Died 12/25/2017 - DOB 02/05/1925</td>
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<td>3. Lawrence Drake &quot;Mike&quot; Milligan (Episcopal)</td>
<td>Rev. George Sherrill</td>
<td>1/19/2018</td>
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<tr>
<td>Died 01/09/2018 - DOB 04/06/1936 - Memorial Service 4/21/2018</td>
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<tr>
<td>Died 01/18/2018 - DOB 10/19/1927</td>
<td></td>
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<tr>
<td>5. Donald Lee Hall (Episcopal)</td>
<td>Rev. George Sherrill</td>
<td>1/24/2018</td>
</tr>
<tr>
<td>Died 01/19/2018 - DOB 06/26/1927 - Funeral service at Spring Grove; Burial at Fellowship Cemetery (Union Twp, Warren County)</td>
<td></td>
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<td>6. Virginia Kamuf House (Presbyterian)</td>
<td>Rev. George Sherrill</td>
<td>2/18/2018</td>
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<tr>
<td>Died 2/8/2018 - DOB 11/06/1916</td>
<td></td>
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<tr>
<td>Died 6/6/2018 - DOB 3/10/1924</td>
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<tr>
<td>8. Nancy Heald Hatch (Episcopal)</td>
<td>Rev. George Sherrill</td>
<td>8/2/2018</td>
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<tr>
<td>Died 06/29/2018 - DOB 4/19/1928</td>
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<tr>
<td>9. Jean Carolyn Runck Mathis (Episcopal)</td>
<td>Rev. George Sherrill</td>
<td>8/9/2018</td>
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<tr>
<td>Died 08/05/2018 - DOB 06/08/1929</td>
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<tr>
<td>10. Dr. Marvin Horton Rorick, III (Episcopal)</td>
<td>Rev. George Sherrill</td>
<td>8/10/2018</td>
</tr>
<tr>
<td>Died - 08/02/2018 - DOB 04/22/1952</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Margaret Jeanette Goetz (Episcopal)</td>
<td>Rev. George Sherrill/ Rev. Donna Barr, Deacon</td>
<td>8/16/2018</td>
</tr>
<tr>
<td>Died 06/03/2018 - DOB 01/31/1924</td>
<td></td>
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12. Dr. Albert William "Bill" Schreiner (Episcopal)  
   Died 8/16/2018 - DOB 02/15/1926  
   Rev. George Sherrill  
   8/25/2018

13. Thomas Bauer Avril (Presbyterian)  
   Died 08/20/2018 - DOB 01/22/1925  
   Rev. Stephen Caine  
   8/26/2018

14. Laura McAnnally Harrison (Presbyterian)  
   Died 09/27/2018 - DOB 01/31/1934  
   Rev. Stephen Caine  
   10/27/2018

15. Patricia "Patsy" Craig Roy (Presbyterian)  
   Died 10/10/2018 - DOB 07/02/1923  
   Rev. Stephen Caine  
   10/28/2018

16. Jan Louis Brandewie (Episcopal)  
   Died 12-13-2018 - DOB 10-8-1947  
   Rev. George Sherrill /Jim Metzger  
   12/19/2018

17. Alfred Anson Moore (Episcopal)  
   Died 12-27-2018 - DOB 10-1-1925  
   Rev. George Sherrill  
   12/31/2018

### Confirmations (7)

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<td>Episcopalians</td>
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<td>Presbyterians</td>
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### Baptisms (4)

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<th>Name</th>
<th>Parents</th>
<th>Officiant</th>
<th>Date</th>
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<tbody>
<tr>
<td>Marilyn Abigail Blum</td>
<td>Jeffrey &amp; Meredith Blum</td>
<td>Rev. Stephen Caine</td>
<td>1/21/2018</td>
</tr>
<tr>
<td>(DOB - 03/01/2017)</td>
<td>Godparents: Abigail Lewis &amp; Matthew Morandi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blair Colette Walker</td>
<td>Marguerite &amp; Bryan Walker</td>
<td>Rev. George Sherrill</td>
<td>4/22/2018</td>
</tr>
<tr>
<td>(DOB - 06/03/2017)</td>
<td>Grandparents: Nancy &amp; David Schreiner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joan Helen McLean</td>
<td>Lachlan &amp; Cassie McLean</td>
<td>Rev. George Sherrill</td>
<td>5/27/2018</td>
</tr>
<tr>
<td>(DOB - 08/25/2013)</td>
<td>Godparents: Robert &amp;Tracy Cone Leimer</td>
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<td></td>
</tr>
<tr>
<td>Rose Lindsay Madeline</td>
<td>McLean Lachlan &amp; Cassie McLean</td>
<td>Rev. George Sherrill</td>
<td>5/27/2018</td>
</tr>
<tr>
<td>(DOB - 09/16/2015)</td>
<td>Godparents: Robert &amp;Tracy Cone Leimer</td>
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</tr>
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</table>
### Weddings (4)

<table>
<thead>
<tr>
<th>Bride</th>
<th>Groom</th>
<th>Officiant</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eleanor Bickel</td>
<td>Peter Carlisle Pomeroy</td>
<td>Rev. Stephen Caine</td>
<td>6/23/2018</td>
</tr>
<tr>
<td>Erin Marie Russell</td>
<td>Philip Dean Clary</td>
<td>Rev. Alexander Martin</td>
<td>7/14/2018</td>
</tr>
<tr>
<td>Victoria Lorraine Luther</td>
<td>Alexander Matthew Schneider</td>
<td>Rev. George Sherrill</td>
<td>8/17/2018</td>
</tr>
<tr>
<td>Abigail Lockhart Lewis</td>
<td>Matthew Raymond Morandi</td>
<td>Rev. Stephen Caine</td>
<td>10/6/2018</td>
</tr>
</tbody>
</table>

### MEMBERSHIP

#### Gains and Losses

##### Gains (4)

<table>
<thead>
<tr>
<th>Name</th>
<th>Transfer in</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Hansen</td>
<td>Reaffirmation of Faith (Presbyterian)</td>
<td>5/14/2018</td>
</tr>
<tr>
<td>Judith Hansen</td>
<td>Reaffirmation of Faith (Presbyterian)</td>
<td>5/14/2018</td>
</tr>
<tr>
<td>Robert (Rob) Lewis</td>
<td>Hyde Park Community Church (Presbyterian)</td>
<td>11/7/2018</td>
</tr>
<tr>
<td>Kathryn (Ann) Weichet Kranbuhl Church of the Redeemer (Episcopal)</td>
<td>5/14/2018</td>
<td></td>
</tr>
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</table>

##### Losses (24)

<table>
<thead>
<tr>
<th>Name</th>
<th>Transfer out</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lee Comisar (Presbyterian)</td>
<td>Death</td>
<td>12/19/2017</td>
</tr>
<tr>
<td>Lawrence Drake &quot;Mike&quot; Milligan (Episcopal)</td>
<td>Death</td>
<td>01/09/2018</td>
</tr>
<tr>
<td>Eric Blagg &quot;Buck&quot; Yeiser (Presbyterian)</td>
<td>Death</td>
<td>12/25/2017</td>
</tr>
<tr>
<td>Donald Lee Hall (Episcopal)</td>
<td>Death</td>
<td>01/19/2018</td>
</tr>
<tr>
<td>Mary E. Kapp Brown Ellenberger (Presbyterian)</td>
<td>Death</td>
<td>01/18/2018</td>
</tr>
<tr>
<td>Virginia Kamuf House (Presbyterian)</td>
<td>Death</td>
<td>02/08/2018</td>
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<td>Diana Cooke (Episcopalian)</td>
<td>Parishioner Request</td>
<td>03/20/2018</td>
</tr>
<tr>
<td>Robert (Bob) Cooke</td>
<td>Parishioner Request</td>
<td>03/20/2018</td>
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<tr>
<td>Margaret Jeanette Goetz (Episcopal)</td>
<td>Death</td>
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</tr>
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<td>Helen Chatfield Black (Episcopal)</td>
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</tr>
<tr>
<td>Nancy Hield Hatch (Episcopal)</td>
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<td>Dr. Marvin Horton Rorick, III (Episcopal)</td>
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<td>Jean Carolyn Runck Mathis (Episcopal)</td>
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<td>08/05/2018</td>
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<tr>
<td>Dr. Albert William &quot;Bill&quot; Schreiner (Episcopal)</td>
<td>Death</td>
<td>08/16/2018</td>
</tr>
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<td>Thomas B. Avril (Presbyterian)</td>
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<td>08/20/2018</td>
</tr>
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<td>Laura McAnnally Harrison (Presbyterian)</td>
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<td>09/27/2018</td>
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<td>Bradford A. Welsh (Episcopal)</td>
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<tr>
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<td>(Moved out of the area)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Name</td>
<td>Event</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>18.</td>
<td>Patricia &quot;Patsy&quot; Craig Roy (Presbyterian)</td>
<td>Death</td>
</tr>
<tr>
<td>19.</td>
<td>David Whittaker (Episcopal)</td>
<td>Parishioner Request (Moved out of the area)</td>
</tr>
<tr>
<td>20.</td>
<td>Julia Whittaker (Episcopal)</td>
<td>Parishioner Request (Moved out of the area)</td>
</tr>
<tr>
<td>21.</td>
<td>Daniel &quot;Dan&quot; Magarian (Presbyterian)</td>
<td>Parishioner Request (Moved out of the area)</td>
</tr>
<tr>
<td>22.</td>
<td>Liberty Magarian (Presbyterian)</td>
<td>Parishioner Request (Moved out of the area)</td>
</tr>
<tr>
<td>23.</td>
<td>Jan Louis Brandewie (Episcopal)</td>
<td>Death</td>
</tr>
</tbody>
</table>
New IHC Sketch
Reports from the Church Staff – Heather Jordan

HEATHER JORDAN, BUSINESS MANAGER

2018 – Introductory

First let me briefly introduce myself as I have not met many of you. My name is Heather Jordan, I am the new Business Manager for Indian Hill Church. I have one daughter, Hannah Bay and recently added my Labrador pup, Greyson to my small family. My previous career background/experience varies from Administrative Assistant, Purchasing Manager, HR/Payroll Manager to Controller working directly under the CFO/CEO/COO all with a Security & Parking Integrator in Northern Kentucky for the last 14 years. So, coming to the church environment has been a little different, but much the same – the Customer (Congregation) first and foremost.

Secondly, I want to thank Stephen and the Personnel Committee for this opportunity to work for IHC. From the first interview with Stephen, I knew this is where I was supposed to be. I also want to thank each of you who have taken time out of your days especially with the holidays to have helped me learn and navigate the paths here. And my fellow staff member, your patience and not wanting to overwhelm me during these first few months has been greatly appreciated. I am not sure what I would have done without each of you. THANK YOU!!

As for accomplishments for 2018, we did have the new color copier installed in early December, and I have moved downstairs to a freshly painted and organized office space, Room 9.

As for 2019 and what I hope to accomplish as the Business Manager. My goals are

- Utilizing ACS for all it has to offer for the Financial and for Congregation
- Finalizing the uploading of the Cemetery tracking software
- Streamlining the Policy and Procedure Manuals for Personnel (working with Head of Staff)
- Updating the Buildings’ Security, Network, AV System and Phones System

I look forward to a wonderful 2019 here at IHC!

Heather
Reports from the Church Staff – Jennifer Taylor

JENNIFER TAYLOR, CERTIFIED CHRISTIAN EDUCATOR, DIRECTOR OF CHILDREN & FAMILY MINISTRY

Personal Statement

In 2018, I became a Certified Christian Educator in the Presbyterian Church. Over the past five years, I have taken six classes in Reformed Theology, Human Growth and Faith Development, Religious Education Theory and Practice, Educational Design, Implementation and Evaluation, Biblical Interpretation and Polity and Mission at Union Seminary in Richmond, VA. To become certified, you must pass all the classes and pass a certification exam that incorporates learning from each class.

The exam was reviewed by a local reference group composed of Anne Donnelly, Stephen Caine, Janis Adams (Presbytery certification advisor) and Susie Faas (Christian Educator at Heritage Presbyterian Church). Then the exam was reviewed by a national certification committee. Fortunately, my exam was passed with no revisions and I was later certified by the national committee.

My exam was based on passage from John, “I give you a new commandment, that you love another. Just as I have loved you, you also should love one another. By this everyone will know that you are disciples if you have love for one another.” John 13:34-35 My goal was for elementary students to connect serving others with their faith. “Those in mission are the yeast for the whole-addressing the true humanity of those served and of the members.” (Jack Seymour, Mapping Christian Education p. 51) I designed and taught six mission lessons which provided opportunities for the children to serve others, pray for others and learn a Bible story about Jesus serving people. The exam also included a separate section with three polity, program and mission questions. The final product was 93 pages long! I am very thankful to Stephen and Anne for all the hours they spent coaching me and editing the exam.

In addition to the certification exam, I have been very pleased with the consistent high attendance of the middle school youth group, the dedication of the confirmation class, the large group that attended Mountain TOP, the dedication of the Sunday School volunteers, the addition of a kindergarten/first grade class and the growing knowledge of the elementary students.
2018 In Review:

The Nursery School continued its awesome tradition of providing a top-notch education program to preschool children in the Indian Hill community and the surrounding areas such as, Loveland, Milford, Sycamore, Mariemont and Madeira to name a few. In 2018 the Nursery School completed our Step Up to Quality renewal and subsequent site visit and continued our commitment to high quality educational standards, maintaining our award winning three-star statues. Step Up to Quality is a voluntary accreditation that preschools can participate in, which recognizes what licensed preschools are doing above and beyond the minimum requirements of the state, in regard to the care and education of our youngest citizens.

In addition to the tradition preschool curriculum, IHC Nursery School enhances children’s whole child education through providing Naturalist visits, School House Symphony, Cincinnati Zoo and Botanical Gardens, Nature 2, weekly music classes and spiritual education at no additional cost to families. Furthermore, Indian Hill Church Nursery School was able to provide scholarship support for five families with the help from a private donor.

The Nursery school held its biannual fundraiser used to support the operating costs of the Nursery school and provide funding to make much needed updates to school equipment. This year we raised enough money to replace tables and chairs in our Twos and Threes programs, so that they are developmentally appropriate table and chair sizes. In addition, all classroom tables that were bowing in the middle were able to be replace, as well as, art easel that were being held together with duct tape.

Jocelyn Tozier, the Nursery School director, continues her work with the Southwest Ohio Association for the Education of Young Children as the board President. This year, Jocelyn attended the National Association for the Education of Young Children’s public policy forum where she once again met with state representatives to talk about the state of Early Childhood Education with in the state of Ohio. She also organized local discussions around Power to the
Profession a national initiative to professionalize and bring awareness to the important work of teaching children birth to age eight. Including the need for more state and federal funding directed to this work as research supports a strong start means less remediation later. Jocelyn help to facilitate professional development opportunities for early childhood educators, to ensure teachers are also receiving high quality continuing education.

**Looking forward to 2019:**

Indian Hill Church Nursery School plans to continue to its commitment to high quality education, with participation in quality initiative, like Step Up to Quality. The school is looking into the possibility of moving up in stars, under the Step Up to Quality initiative. We continue to look for opportunities to give back to the community. This year, the Nursery School, in conjunction with the church are going to participate in the Souper bowl of Caring. As we feel that this is an important message for children to learn. The school is consistently striving to be a model school in providing children with what they need to succeed and this mission will continue through our daily works.

Jocelyn Tozier, is going to continue her work as a board member on the Southwest Ohio Association for the Education of Young Children (SWOAECYL), a state affiliate, to the National Association for the Education of Young Children. The goal of the organization is to support those teachers and professionals that are instrumental in educating our youngest students. Jocelyn is also going to continue her work as an advocate for children and the need for global support of early childhood.
I continue to enjoy being part of the IHC family. It has been a great place to work as a staff member, and IHC has provided a spiritual home for Erin and me, and for our foreign exchange student, Emil Atze, during his school year in the United States. It was great in 2018 to complete a full trip around the sun together and to experience the journey of a complete liturgical year at Indian Hill Church. In a period of time shorter than a 1.5yrs, I have experienced the joys of weddings and baptisms, and the celebration of life at memorial services, often with the same family - the Schreiner Family, in particular, comes to mind. Sharing these cycles of life has greatly added to the feeling of being part of a spiritual family. Erin and I are also thankful to Jan Ring, and the other members of our church supper group, for inviting us into their homes to break bread together once a month - this is true communion with the Body of Christ. I'm also thankful for several parishioners who made donations to support our music ministry this year.

It was deeply moving for me to be asked to bring members of the Choir to sing for Laura Harrison during her last days with us. Laura was a great lover of hymns, and sharing this time with her was a reminder of what a gift Laura was to our church and how profound the gift of music is to all of us. Music often finds its way into our hearts when words alone may be inadequate. It is rewarding to be a steward of what has long been a very strong music ministry, within a spiritual community which deeply appreciates music in worship. IHC has much to offer, musically and spiritually, and we need to continue to share our light with the Village of Indian Hill and beyond.

Along with my musical colleagues, Amy Clark (Assistant Director), Kirsten Smith (Assistant Organist), our bell ringers, and singers of all ages in our choirs, it was a pleasure to welcome Nancianne Parrella (job-shared Assistant Organist) to our music ministry staff in the Fall of 2018. By living in Cincinnati (Kirsten commutes from out of town) and being available during mornings in the work week, Nancianne has been able to help provide music on short notice for many of our funerals. Nancianne brings with her a wealth of knowledge and experience in church music.

I have attended weekly Staff meetings, monthly Worship Committee meetings, and I have met regularly with the Presbyterian Pastor, the Episcopal Rector, and other staff members. I continue to serve on the Bishop’s Liturgy and Music Commission for the Episcopal Diocese of Southern Ohio. As part of this work, Stephan Casurella (Director of Music at Christ Church Cathedral) and I
presented a workshop for area church musicians titled “Make a Joyful Noise”, exploring the breadth of musical resources in our hymnals and supplements.

During 2018 we had some minor maintenance work completed on our organ to allow it to better serve our needs, in the short-term, while we explore long-term solutions. This was not substantial work, mostly just catching up on deferred routine maintenance. Looking toward a long-term solution, several organ builders made site visits to IHC in 2018. We will need to address the concerns of the inadequacy of our current organ and pianos. We have a strong music ministry, but we are limited by the condition of our keyboard instruments, and the inflexibility of our worship space greatly inhibits creativity in our worship services. The limiting confines of our sanctuary (chancel) space and quality of our keyboard instruments restrict shining our musical light in the community through inviting the public into our building for concerts. With better pianos and organ it would be easier for us to use music to bring in the broader community, and our own worship would be better supported and enhanced if we could improve our worship space and the quality of our instruments.

I am thankful IHC has continued to graciously provide a rehearsal space and a performance venue (in Guild Hall) for the Cincinnati Choral Society, a community-based chorus of which I am the Artistic Director. I appreciate the Congregation’s excitement as we have continued to explore worshipping with traditional music while experimenting with other expressive musical styles. A new gift to us this year has been the willingness of a local teen jazz ensemble to play occasionally at our services, allowing us to praise God and connect with each other in new ways. Jazz’s ability to allow for improvisation, within a structure, is a viable model for our relationship with God and each other.

In my career I have planned and played for hundreds of weddings. In July 2018 I was blessed to plan a wedding in which I stood at the Altar and watched my bride walk down the aisle. It was blessing to be surrounded by family and friends in the beautiful setting of Indian Hill Church. Erin and I are thankful we could have our wedding service at IHC.

The state of our music ministry is strong, and the path ahead is exciting. I am thankful to God every week that I get to share the journey with my IHC Family.

Philip D. Clary
Director of Music, Indian Hill Church
Reports from the Church Staff – Nikki Daley

NIKKI DALEY, COMMUNICATIONS DIRECTOR

This past year has been one of advancement in the realms of efficiency and understanding. We have streamlined our processes for bulletins, we are making great strides in emails and other communications with our congregation and we are gaining momentum on social media.

One of our goals from last year was to increase our video content and this was accomplished! We have more subscribers on our YouTube Channel and have been able to take our video content to the next level with the help of Jeff Hill Video and his team. They have been excellent to work with and we feel their products match their professionalism. On the docket for 2019 will be to have video content for Palm Sunday, Maundy Thursday, Easter, Rally Day, and the Christmas Musical along with other church events such as Youth Group, Day of Service and Blessing of the Pets. Of course, not all of these will be full length videos, but they will convey the message of our congregation and the values of our dual-denomination church.

We have also had tremendous support for the new look and feel of the Announcements and the Newsletter. The new designs are meant to be clearer, more concise and engaging. As always, we welcome feedback at any time about what you think works, what doesn’t work, or suggestions of things to add. These redesigns combined with the new color copier has made an immense impact in the reception of our content. People are excited to read our publications and share in the events that are happening at IHC. Along with the new Newsletter formatting in January 2019, we added a response card to the mailers to get feedback about continuing to receive a printed version of the Newsletter. This campaign was designed to have the printing budgets and environment in mind, as we knew through personal feedback that there was not a need for everyone currently receiving the printed Newsletter to continue doing so. We will send out the February Newsletters again this way to ensure everyone has a chance to respond with their preference. Of course, anyone at anytime can decide they want to again receive the printed version or be removed from the printing list. In the long run, we feel this will transition us into a better place financially, economically, and efficiency-wise (printing, folding, stickering, labeling, posting).

The postcards sent out at Palm Sunday/Easter and Advent/Christmas were extremely well-received. The imagery and messages along with service times were consistent across all media platforms and allowed us to create a broad message for the community. We will continue this trend in 2019 along with adding a third mailing for Rally Day inviting surrounding neighbors to come and see what IHC is all about; this will be sent out in early August. Along with the postcards were new signage and bulletin covers – again creating a consistent message across all platforms.
We will also continue this advertising starting with Palm Sunday/Easter this year – we hope you also continue to spread the message to your friends and family.

One of the unique accomplishments from 2018 was my graduation from the Drone Prep Test Course and passing of the required FAA sUAS exam to get my commercial drone pilot’s license. This license allows me to take aerial photography of the church, video during events (not over people) and develop special projects. One of the first projects on the list is to create a building tour using the drone. This tour will allow new families (IHC or IHCNS) to see what our building is like and get a comfort factor about our facilities and what they can expect.

Another major accomplishment during 2018 was the utilization of Google Sheets to streamline all our worship planning needs. Thanks go to Phil Clary for setting it up and keeping us organized! We now, as a staff, have the ability to view/edit any pieces of the service leading up to the bulletin being printed. This live document has changed the way we communicate and keeps us all on the same page. Doubly beneficial is the ability to archive services that have passed and be able to look back at them for reference/inspiration for months and years to come. By opening up communication in this way, we are now able to plan further out and discuss future rather than immediate needs week by current week.

As for social media, we will continue to post about church-wide and youth happenings (Mountain TOP, Youth Group [MS & HS], volunteering, etc.) and promote the awesome events Jennifer Taylor has put together - the content keeps expanding as our programs keep expanding! Facebook, Instagram, Twitter and YouTube are our current major outlets for social media and our followers are continuing to grow in number. We are also looking into a new program/system to allow for text messaging when it is absolutely necessary (church closed, event cancelled, emergency, etc.). This system will allow us immediate communication when the time calls for it.

As you can see, things are changing in the way of communications at IHC, but all for the better. Better teamwork, better visuals, more advanced content and a more sophisticated approach. As we delve into 2019, we hope you take this journey with us and continue to give us feedback about how we can best serve you from a Communications standpoint.

Thank you for another tremendous year at IHC!

Nikki Daley

Facebook: @indianhillchurch
Instagram: indianhillchurch
Twitter: @ih_church
YouTube: https://www.youtube.com/channel/UCSW98rz2wjPBTeYKZ1qXPA__ (We can only create a custom [aka easier/shorter] URL once we have at least 100 followers - 2018 goal! You can also find us easily by going to YouTube.com and searching for Indian Hill Church.)
Website: www.indianhillchurch.org
Reports from the Church Staff – Bill Koons

BILL KOONS, CHURCH SEXTON

Over the last year, aside from the day-to-day cleaning, stocking and general maintenance of the building and grounds, I have beautified the cemetery by edging all the grave markers, raised or lowered some markers and removed sticks as needed. I also helped with all the windows being washed inside and outside which has been a vast improvement. I also did repairs to the nursery school playground and had the nursery school hallway windows re-glazed. Another major task was to help facilitate multiple office moves.

In the coming year I would like to:

- Pressure wash building exterior
- Continue to work on removing mole mounds
- Get all offices painted and complete staff office relocations
Advent Lunch 2018
Report from the Vestry Session

ALISON ZIMMERMAN, CLERK OF SESSION; GEORGE GLOVER, SENIOR WARDEN

The Vestry-Session, the governing body of the Indian Hill Church, met eleven times during 2018. The budget for the calendar year was approved and adopted at the January meeting. In February the Vestry-Session met for its annual retreat, at which time it reviewed its progress against 2017 goals and adopted goals for 2018, in addition to making committee assignments and electing its clerks and wardens.

During the year, the Vestry-Session worked to integrate the Indian Hill Church Nursery School more fully, both financially and otherwise, into the Indian Hill Church, and to institute security measures to ensure the safety of the IHC Nursery School as well as the entire church building. New video security measures to unlock doors were installed at two entrances to the church, with other doors remaining locked.

An ongoing effort during 2018 involved negotiations with the Episcopal diocese to establish a permanent formula for the amount that the Indian Hill Church would pay to the diocese as an annual assessment. These negotiations for a fair and equitable solution continue into 2019.

The Vestry-Session received regular reports from the Long Range Planning Committee during the summer and fall, as it prepares to present its final report and its vision for the future at the Vestry-Session retreat in February 2019.

In November, the Vestry-Session agreed to adopt a Safe Church Policy for all of its Mission and Ministry activities, to be in place by March 1, 2019. All volunteers, staff and members who work with children, teens and/or at-risk adults must complete safe church training, a background check and an application to volunteer for the stated ministry.

Other actions taken by the Vestry-Session during the year included approval of all baptisms and communion services, receiving new members into the church, approving a full financial review by the church’s auditors, and receiving regular reports from its twelve standing committees.
Members of the 2018 Vestry-Session, elected by the congregation, were:

**Vestry:** Robin Armstrong, Suzanne Beck, Jeff Consolino, George Glover, Cameron Kitchin, Todd Neumann, Whitley Schoeny, Coco Taliaferro.

**Session:** T.J. Ackermann, Eliza Gantt, Allison Holzapfel, David Hyland, Maya LaLonde, Paul Lewis, Vern McNeill, David Park.

Alison Zimmerman is currently the permanent clerk, appointed by the Vestry-Session to take minutes and keep records. The church’s minutes were approved by the Presbytery at the annual minutes review in October 2018.

Respectfully submitted,

Alison Zimmerman
Clerk of Session

George Glover
Senior Warden
Mountain TOP 2018
Reports from Church Committees – Adult Education

ADULT EDUCATION COMMITTEE

Committee Mission Statement: Adult Education Committee seeks to provide weekly Sunday Adult Enrichment programs.

Committee Members: Don Harrison, Joanna Hobler, Kirt Hobler, Nancy Lippincott, and Jonathan Lippincott

Staff Members: George Sherrill, Jr. and Stephen Caine

Meeting Date: As needed (~5 times per year)

The Adult Education Committee continues to present a variety of topics on pressing questions facing our society today. We present these in a manner which invites open dialogue with the speakers in between the 8 o’clock and 10:30 worship services. Starting at 9am and finishing at 10:20, the program seeks to engage all interests from the arts to religion and the political nuances of running governments, countries or businesses.

Resulting from increased publicity and timely issues we have seen new members attending our presentations and a tremendous increase in community awareness of what we are doing. We invite everyone with a desire to explore new and old topics to join us.

If you are so inclined, we would love to have parishioners join our committee which plans these talks.

Respectfully submitted by Gerri Strauss – chair
Reports from Church Committees – Advisory

ADVISORY COMMITTEE

Committee Mission Statement: To consult with the clergy and provide an interface between clergy and Vestry-Session and congregation. We also help to formulate the agenda for the monthly Vestry Session meetings.

Committee Members: George Glover—Senior Warden; Todd Neumann—Junior Warden; Alison Zimmerman—Clerk; TJ Ackermann—Assistant Clerk

Staff Members: George Sherrill, Jr., Stephen Caine

Meeting Date: The First Tuesday of Each Month at 6:00 PM

During the year, the Advisory Committee discussed the following items:

- Integrate the Indian Hill Church Nursery School more fully into the life of the congregation.
- Institute security measures to ensure the safety of the IHC Nursery School as well as the entire church building.
- Planned and prepared for continued negotiations with the Episcopal diocese to establish a permanent formula for the amount that the Indian Hill Church would pay to the diocese as an annual assessment.
- Instituted a Safe Church Policy for all its Mission and Ministry activities, to be in place by March 1, 2019.
- Propose members for nominating committee to Vestry-Session for appointment.
- Seek to build a positive climate of mutual ministry among clergy, Vestry-Session, and Congregation.
- Perform annual reviews of clergy.

Respectfully submitted,

Alison Zimmerman
Clerk of Session

George Glover
Senior Warden
Reports from Church Committees – Building & Grounds

BUILDING AND GROUNDS COMMITTEE

Committee Mission Statement: Create and maintain physical facilities appropriate to the present and future programming, pastoral and liturgical needs of this congregation.

Committee Chairs: Vern McNeill (building), Joe Grever (grounds)

Committee Members: T.J. Ackermann, John Bentley, Joe Grever, Sally Heckscher, Gerard Hyland, Lindsay McLean, Natalie Nesbitt, Whitley Schoeny

Staff Members: Heather Jordan, George Sherrill, Jr.

Meeting Date: Second Tuesday each month at 5:00

Two significant projects were completed on the building in 2018. The first was redecorating the library. Three furniture items were added and the remainder of the upholstered furniture was recovered. The walls were painted to match the new/reupholstered furniture. A rug was donated to the church to match the new decor. The committee is grateful to Tina Kohnen for her time and effort in selecting the furniture, fabrics and colors used, and for securing the donation of the rug. The second project was the installation of an audio/video system to control entry into the locked building. The system allows the preschool staff or the church secretary to see and talk to anyone requesting entry into the building and to unlock the door. This can be accomplished from a console or remotely from a mobile phone app.

The provider of grounds maintenance was changed during the year. The owner of the new company was an employee of the former company so the transition has been pretty seamless. Joe Grever of our committee, who oversees all of the grounds work, took this opportunity to streamline some of the routine work to save on expenses. The old provider of grave markers is no longer in that business and Joe has secured a new provider, Dodds Memorials. Dodds has suggested some changes to the way we install markers that should reduce the amount of maintenance required on the markers in the future. Work on existing markers continues on an as needed/weather permitting basis. The committee wishes to thank Joe and Bill Coons, our church custodian, for all the work they’ve done and continue to do on existing markers. Erosion continues to be a problem in the cemetery, especially below Taft Memorial. We are currently working with an engineering design company to determine what best practice would be to get this longstanding problem under control. Repair to an existing catch basin in the north parking lot and scoping and repairing underground surface water drain pipes this year has significantly improved drainage issues.

Respectfully submitted for the committee,
Vern McNeill
Reports from Church Committees – Christian Education

CHILDREN’S CHRISTIAN EDUCATION COMMITTEE

Committee Mission Statement: The fundamental goal of the Indian Hill Church children’s program is to create a lifelong faith and relationship with Jesus Christ in every child in a fun, engaging and relevant manner.
Committee Chair: Shelley Poffenberger
Committee Members: Eliza Gantt, Kelly Lum, Amy Hyland, Elizabeth Chasar, Whitley Schoeny, Jennifer McNair, Ellen Hammond, Sr.
Staff Members: Jennifer Taylor, and Stephen Caine
Meeting Date: Second Monday each month at 12:00 PM

Children’s Christian Education

In 2018, the Children’s Education Committee planned many successful church family events, a women’s book study, a fall women’s luncheon, service events, confirmation classes and retreats along with children, middle school and high school programs.

Nursery Improvements

The nursery was significantly improved this year with the purchase of new toddler furnishings. An evacuation crib, bookshelves, a toddler kitchen, a toddler table, 6 toddler chairs with sides, a sensory table and an adult glider were purchased. Many new toys were also purchased. Cindy McNeil painted three beautiful creation pieces that are hanging in the nursery.

Youth Center Improvements:

The youth center is used weekly by the middle or high school youth group. A new air hockey table and a new foosball table were purchased. The youth center was thoroughly de-cluttered and deep cleaned this year due to a mouse infestation. One couch was thrown away after a mouse nested in it and died.

Service Events for Children and Youth

- Children made 25 summer gift bags for children at MEAC.
• Children and youth made flower arrangements, cookie plates and homemade cards for our elderly and shut-ins and delivered the gifts.
• Children made centerpieces and desserts for a MEAC dinner.
• Children made to go bags for Ronald McDonald House.
• Children illustrated an Easter book that was color copied and given to homebound members at Easter.
• Children collected coins for Living Water International.
• Children made beds and banners for IHN. Middle school students made dessert for IHN and high school volunteered with IHN.
• Children made cards and assembled care packages for 27 college students.
• The high school youth group shopped for 3 teens for the IPM Christmas present drive.

Mountain TOP Mission Trip:
• June 10-16, 2018
• 11 youth participated- (7 high school students and 4 eighth graders)
• The youth did yard work and home repairs for families living in the Appalachian Mountains of Tennessee
• The teens loved the camp experience and enjoyed serving others. They also attended daily evening worship along with daily morning and mid day devotionals.

Bible Presentation October 16, 2018
• Bibles were given to three third grade children.
• Sixteen confirmation students received a teen study Bible.

Souper Bowl Lunch and canned food drive, February 4, 2018
• The middle and high school youth sponsored a canned food drive and lunch with all donations going to MEAC.
• The high school youth cooked many pounds of chili. The middle and high school youth set up the tables and chairs, decorated the tables and served the donated chili and chicken noodle soup.
• The youth collected $710 in donations and 629 cans of chunky soup that were donated to MEAC.
REPORTS FROM CHURCH COMMITTEES – CHRISTIAN EDUCATION

Family Events:

- Souper Bowl Lunch with stilt walker/ balloon artist
- Promotion Picnic (indoors due to weather)
- Easter Egg Hunt
- Rally Day Catered Cook Out lunch with two inflatables
- Advent Luncheon with advent wreath making and chrismon making

Lent and Christmas Musical

- Daniel Spring Musical: 17 children participated along with the youth choir
- Christmas Musical: 30 children participated along with the youth choir

Children and Youth Sunday

- Fifteen children and youth read prayers, readings and led the liturgy in the worship service
- One child played a cello prelude and another child played a piano postlude
- Three confirmation students shared their faith statements as the sermon
- 18 graduating seniors, including graduating youth choir members and regular IHN volunteers, were recognized
- 14 youth and adult leaders were commissioned for service at Mountain TOP

Confirmation:

Seven students were confirmed on April 28, 2018. Seven students were confirmed as members of the Presbyterian church. One student chose not to be confirmed, but joined the church as a corporate member.

Fifteen students are currently participating with five youth mentors and 4 adult mentors. The Episcopal students will be confirmed at the area wide convocation and confirmation service on Saturday, May 11 at the Procter Center in London, Ohio. Presbyterian students will be confirmed on Sunday, May 12 at the 10:30 worship service.

The confirmation class went to Athletes In Action for their first retreat in December. This retreat is an excellent way to bring the confirmation class together. They all had lots of fun and lots of laughs. During the retreat, the students acted out the Christmas story, learned about
Jesus’ birth and participated in many hours of team building. The second and final retreat will take place April 5-6 at The Presbyterian PYOCA Camp in Indiana.

**High School Youth Group:**

The high school youth group meets most Sunday evenings at 5:00. The youth group has a monthly service event and two monthly fellowship events. The high school youth group and the youth choir combined to see Jesus Christ Superstar in the spring.

**Middle School Youth Group:**

The middle school youth group meets once a month for a fun, Friday evening out with attendance ranging from 15-27 students monthly. The group also has regular service events and a monthly Sunday afternoon activity.

**Fun Activities:**

Crazy game night, Scene 75, Adrenaline Trampoline Park, Lock In, Les Miserables Musical, Bubble Ball, Halloween Party, Christmas Party with games and gift exchange and a Presbytery Wide Murder Mystery Event

**Women’s Ministry**

In the spring of 2018, two highly attended inspiring women’s speaker series lunches were hosted. In January, Lauren Shafer spoke about Saturday Hoops and Suzy DeYoung spoke about La Soupe in March.

The women’s ministry hosted a fall kick off lunch with Kim Lauch speaking about mindful meditation.

**Preschool VBS Camp**

A preschool VBS camp was offered for three days in May from 9 -1. Eighteen children participated in the camp. The children learned four stories about water from the Bible, made crafts, ate lunch, played and sang each day. Jennifer Taylor and Jocelyn Tozier taught the VBS camp and the proceeds went to the nursery school.
Reports from Church Committees – Church & Community

CHURCH AND COMMUNITY COMMITTEE

Chair: Holly DeWees

Committee Mission Statement: Encourage Indian Hill Church and its members to reach out to a wide variety of individuals and groups who are in need or at risk, seeking to make a positive difference in Christ’s name.

Staff Members: Stephen Caine, George Sherrill, Jennifer Taylor

Members: Deanna Ashing, TJ Ackermann, Noah Fleischmann, Jim Hammond, Joanna Hobler, Marilyn Hyland, Matt Kite, Jennifer McNair, Marianne Rowe, Whitley Schoeny, Linda Seal, and George Taliaferro

Meeting Date: Third Monday of each month at 5:00 PM

The Church and Community Committee is responsible for overseeing the distribution of outreach funds and creating and promoting volunteer activities for members of our congregation. Our operating budget for 2018 was $36,150. Additionally, the Luther Tucker Fund, which included a carryover amount of $6,000 earmarked for Square 1, totaled $19,783.

In 2018, we were able to provide some general financial support to organizations such as Interparish Ministry (IPM), Interfaith Hospitality Network (IHN), Madisonville Educational Assistance Center (MEAC), Music Resource Center, Transforming Jail Ministries and Venice on Vine.

We provided Luther Tucker Funds for Music Resource Center, Heartfelt Tidbits, and LaSoupe.

Additionally, we provided:

• Five Monday Night Community Dinners at the Madisonville Education and Assistance Center (MEAC) serving approximately 175 total dinners.
• Four to five volunteers who serve weekly in the MEAC tutoring program.
• General support for guests from Interfaith Hospitality Network while staying at the Indian Hill Church. Throughout the year we hosted 12 families (16 parents and 26 children) and had over 270 volunteer positions filled.
• Jars of peanut butter and jelly donated during Lent for the food pantries of IPM and MEAC.
• Bibles and Songbooks for 20/20.
• Christmas lunch and Christmas card stamps for 20/20.
• Support for IHC’s Day of Service which provided 27 volunteers to help with yard work for five low income homes in Milford through People Working Cooperatively.
• Money given to Matthew 25 Ministries for California Wildfire relief.
• 90 backpacks for the IPM back to school backpack program.
• Christmas gifts and gift certificates for food to families served by IPM.

We also received $927.16 for participation in the Kroger Rewards program which was donated to IPM to purchase food for their food pantry.

In 2019, we expect that our budget for outreach will be similar or more than what it was in 2018. We will continue to look for opportunities to maximize the positive impact that we have on our community and those who are in need.
Reports from Church Committees – Finance

**FINANCE COMMITTEE**

**Committee Mission Statement:** Manage and allocate the financial gifts of this congregation to ensure fully effective ministry

**Chairs:** Todd Neumann, Jeff Consolino

**Committee Members:** Lisa Gamblin, William Higgins, Cameron Kitchin, Vern McNeill, Dan Pfau, Coco Taliaferro

**Staff Members:** Stephen Caine, George Sherrill, Heather Jordan

**Meeting Date:** Second Wednesday of each month at 8:00 AM

The Finance Committee of the Indian Hill Church is charged with working with the Church’s Clergy, Vestry/Session, business manager and staff, and congregation to ensure that the Church remains on a sound financial footing throughout the year, and to give advice and guidance on operational financial matters which arise during the year. The Committee is also responsible for developing an annual budget which reflects both the current and anticipated stewardship environments, and the Church’s more strategic goals and long-range plans.

During 2018, the committee dealt primarily with oversight of the ongoing financial aspects of Church operations, including analysis of current month and year to date income and expenses to prior years, ongoing evaluation of the Church’s endowment, and providing input to and receiving feedback from other committees as needed when financial issues arose.

The year also saw transition in the role of Business Manager; in November, IHC welcomed Heather Jordan to the staff, and she has already proven to be a wonderful addition. Her prior experiences with a privately-owned company and financial management and analysis in addition to accounting will provide the Church with much needed analytic horsepower. Please introduce yourself to and welcome Heather to the IHC family if you have not already done so!

Finally, thanks substantially to the tireless efforts of Coco Taliaferro, and with input from the rest of the committee, the committee has proposed, and the Vestry/Session has approved, the Church’s operational budget for 2019, which reflects both the success of our Stewardship campaign, as well as the many personnel and program the Church supports. The budget can be found on p. x.

Please feel free to contact any member of the committee at any time if you have any questions.

Respectfully submitted,

Todd S. Neumann
2019 Indian Hill Church Budget - Assumptions

- Pledge income of $695,000 includes $15,000 from 2 foundations, not included in 2018 budget of $650,000
- After adjusting for foundations, pledges for 2019 of $680,000 represent a significant increase over 2018 given the loss of significant donors
- Endowment income equals 4% of 3 year average year-end endowment funds for 2016-2018
- Salary increases are 3% for clergy and 2% for rest of staff
- Budget reflects addition of new Business Manager and Administrative Assistant
- Budget reflects additional health care costs for two full-time positions
- Non-staff costs for Music, Children’s Ed & Outreach are at 2018 Budget levels
- Assessments are reflected at 2018 budgeted rates

2019 Indian Hill Church Budget - 2017-2019 Income

<table>
<thead>
<tr>
<th></th>
<th>2017 Act</th>
<th>2018 Budget</th>
<th>2019 Budget</th>
<th>Comments</th>
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<tbody>
<tr>
<td>Pledges</td>
<td>$ 668,206</td>
<td>$ 650,000</td>
<td>$ 695,000</td>
<td>Reflects 4% 2016-2018 3 year avg endowment</td>
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<td>Endowment Income</td>
<td>87,681</td>
<td>173,323</td>
<td>187,576</td>
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<td>Other Income</td>
<td>39,556</td>
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<td>Total Revenues</td>
<td>795,443</td>
<td>874,323</td>
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<td>Expenses:</td>
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<tr>
<td>Clergy</td>
<td>$ 228,300</td>
<td>$ 227,650</td>
<td>$ 240,123</td>
<td>Salary increase of 3% and increased healthcare</td>
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<td>Children’s/Youth Education</td>
<td>94,300</td>
<td>103,900</td>
<td>108,733</td>
<td>Includes $13,000 for Youth Director; Non-staff dept costs are at 2018 Budget levels</td>
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<td>Music</td>
<td>76,600</td>
<td>87,343</td>
<td>88,414</td>
<td>Non-staff dept costs are at 2018 Budget levels</td>
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<td>Communication</td>
<td>50,200</td>
<td>54,909</td>
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<td>Administration</td>
<td>127,800</td>
<td>126,066</td>
<td>147,170</td>
<td>Reflects new Bus Mgr and Admin</td>
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<td>Buildings/Ground/Burial</td>
<td>163,800</td>
<td>159,569</td>
<td>173,519</td>
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<td>Outreach</td>
<td>44,100</td>
<td>41,150</td>
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<td>Assessments</td>
<td>40,700</td>
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<td>Worship &amp; Fellowship</td>
<td>18,600</td>
<td>17,400</td>
<td>18,500</td>
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<tr>
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<td>$ 844,400</td>
<td>$ 897,227</td>
<td>$ 952,581</td>
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<td>Income (Loss)</td>
<td>$ (48,957)</td>
<td>$ (22,904)</td>
<td>$ (19,005)</td>
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2019 Indian Hill Church Budget - Major Changes 2018 to 2019 Budget

<table>
<thead>
<tr>
<th>2018 Budget Expenses</th>
<th>$ 897,227</th>
<th>Comments</th>
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<tbody>
<tr>
<td>Increased clergy expenses</td>
<td>12,473</td>
<td>Reflects salary increases of 3% and increased healthcare</td>
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<td>Medical Benefits to 2 Full time staff &amp; Add Pension for Dir Education</td>
<td>9,722</td>
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<td>Increased Staff Expense</td>
<td>12,968</td>
<td>Reflects new Bus Mgr and Admin; 2% salary increases</td>
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<td>Increased Personnel Costs</td>
<td>35,163</td>
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<td>Increases in Building, Grounds, Burial</td>
<td>10,905</td>
<td>Reflects $4,500 Increase in repairs and $6,000 in Church grounds; utilities held flat</td>
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<tr>
<td>Increases in Administrative Exp</td>
<td>8,000</td>
<td>New server lease $5,000 &amp; FICA increases</td>
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<tr>
<td>Other (net)</td>
<td>1,286</td>
<td>Increase in Fellowship</td>
</tr>
<tr>
<td>2019 Budget Expenses</td>
<td>$ 952,581</td>
<td></td>
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</table>

Increase of $55K or 6.2% in expenditures from 2018 Budget to 2019 Budget

- 65% of the increase is in clergy and staff costs
- 20% of the increase is for church grounds

2019 Indian Hill Church Budget - Breakdown of Expenses

- Worship: 42%
- Clergy: 25%
- Communication: 6%
- Music: 9%
- Worship & Fellowship: 2%
- Administration: 16%
- Buildings/Ground: 18%
- Children’s/Youth Education: 12%
- Outreach: 4%
- Assessments: 8%
Reports from Church Committees – Long Range Planning

LONG RANGE PLANNING COMMITTEE

Committee Mission Statement: To provide guidance and monitor a long-range plan for the administration and the operation of the decision making that affects the life and ministry of the church. Accept specific project assignments from the Vestry-Session.

Committee Chairs: Paul Lewis, Cameron Kitchin
Committee Members: Susie Ackermann, Elsje Eisenhauer, Juliet Sonkoly, Jim Zimmerman
Staff Members: George Sherrill, Jr. and Stephen Caine
Meeting Date: Every other Monday at 5:00 PM (April-November)

The Long Range Planning committee has been meeting since April of 2018. During that time, we have established a Mission Statement (why does the Indian Hill Church exist) and a Vision Statement (where do we strive to be).

MISSION: To strengthen our connection to God and to one another by improving the spiritual journey and the quality of the lives of our congregation and the community.

VISION: The transcending Peace of God is experienced by all who participate in our church. We welcome all people to our journey. We are an open, tolerant, friendly, growing church offering inspiring worship, music, and education to children, youth, and adults. We support an active outreach program to the community. Our congregation is proud of our church and is actively engaged.

In addition, we have established five pillars of focus which will help us achieve our vision. They are:

1. Worship
2. Christian Education
3. Music
4. Outreach
5. Membership/Administration

Each pillar has action plans and goals that we wish to achieve over the next five years. This action plan will be shared and modified at the February Vestry Session retreat and then be shared with the congregation in late February.
Reports from Church Committees – Membership

MEMBERSHIP COMMITTEE

Committee Mission Statement: The Membership Development Committee strives to attract prospective members to IHC, assist them in the process of joining the church, and provide a welcoming environment for new members. It is our hope that through these efforts The Indian Hill Church will continue to grow and nurture a congregation that is thriving, dynamic, and welcoming to those who value its unique vision, spirit, and mission.

Committee Chair: Anne Paul
Committee Members: Robin Armstrong, Helene Bentley, Sarah Eckert, Cindy McNeill, Joanna Hobler, Marianne Rowe, and Suzanne Beck
Staff Members: Jennifer Taylor, George Sherrill, Jr. and Stephen Caine

Meeting Date: As needed.

Our committee continued to expand the projects that we started last year:

1. The Greeter Program
   We continue to have a Greeter welcoming visitors and members of the congregation before or after the 10:30am service most Sundays. An informational card is given to visitors who would like to know more about our church. We welcome any members of the congregation who would like to join us.

2. Lunch and Learn
   Information classes for those interested in learning more about our church were offered in March and November in the Library after the 10:30am service. They were each well attended and offered information about the history of our church, our ministries, outreach programs and how to get involved. We hope to host these lunches twice a year.

3. Ambassador Program
   We continue to seek families who are willing to guide new families through the process of joining our church. This includes explaining where things are located in the church, introduce them to other members of the congregation at coffee hour and encourage them to participate wherever they feel the most comfortable.

4. Tracker
   The Church secretary sends us the names of visitors who sign the Friendship Register each week. We then record their information in the Tracker to make sure they are contacted after they have visited several times. In this way, we can follow up after Stephen and George have called them, to welcome them and answer any questions they might have.

Respectfully submitted, Anne Paul
Reports from Church Committees – Nominating

NOMINATING COMMITTEE
Committee Mission Statement: To ensure that the church continues to have persons in leadership positions who have the faith, energy and ability to make the church a meaningful and fulfilling part of the lives of the members of the congregation. The two denominational groups to meet jointly as needed.
Committee Co-chairs: Suzanne Beck (E) and Allison Holzapfel (P)
Committee Members: Ellen Hammond (E) and Marty Allman (P), Jane Bennett (E) and Amy Meyer (P), Clark Sole (P) and Rosemary Welsh (E)
Staff Members: George Sherrill, Jr. and Stephen Caine
Meeting Date: Meetings are called as needed.

See the names submitted for Nomination as members of the Vestry Session on page 2.
Reports from Church Committees – Pastoral Care

PASTORAL CARE COMMITTEE

Committee Mission Statement: To work with the clergy to respond to the pastoral needs of the congregation, by offering support and assistance to those members who are sick or homebound and to families in times of crisis or need.

Committee Chairs: Maya Lalonde and Coco Taliaferro

Committee Members: Marty Allman, Rosemary Ballard, Jane Bennett, Missy Colthar, Barbara Fitch, Julie Fleischman, Ellen Hammond, Jean Hancock, Jane Higgins, Xan Jeffrey, Jan Jonson, Jeanna LeBlond, Jill Lewis, Shelley Poffenberger, Helen Rhoad, Jan Ring, Boots Riggsbee, Judy Scroggins, Ellen Schiefer, Barbara VanderLaan, Cheryle Webb Zemlan, Frank Zemlan, Chris Weber, Alison Zimmerman

Staff Members: George Sherrill, Jr., and Stephen Caine

Meeting Date: The First Wednesday of each month at 4:00 PM

Pastoral Care assisted the IHC congregation by:

- Contacting those who were ill and recovering or homebound;
- Making personal visits and sending cards each month;
- Preparing and delivering flowers from the Sunday worship services.

In February, we made Valentine gift bags with cookies and delivered them to those who were ill and recovering or homebound. In September, we made fall gift bags with cookies and delivered them to those who were ill and recovering, homebound, as well as church staff. We also worked with Christian Education to identify families for these bags. In 2019, we will continue to work with Christian Education to identify families for flower delivery, gift bags and cards.

Pastoral Care explored different ways to best serve the homebound with a greater emphasis on visits by Pastoral Care members. We will continue to seek the best ways to meet the needs of homebound, as well as the ill and recovering.

Pastoral Care members served as ushers at weddings and funerals held by IHC, providing help to the families and guests prior to, during and after services. Instructions for ushers serving in funerals and weddings were updated.

In 2018, Pastoral Care began outreach to members of the congregation who were caretakers or family members of those ill and recovering or homebound. We will continue this outreach in 2019. During our monthly meetings, Pastoral Care also began a “Care and Share” time whereby members attending asked for prayers for special needs or hardships they or their family and friends were experiencing.

Pastoral Care welcomes those who might be interested in assisting us in any areas of our ministry.
Reports from Church Committees – Personnel

PERSONNEL COMMITTEE

Committee Mission Statement: Create and maintain a process to assure clear work expectations, positive climate, and consistent monitoring of performance for all IHC non-clergy employees.

Chairman: Don Rhoad

Committee Members: Allison Holzapfel, Paul Lewis, Keith Lum, Ryan Paul

Staff: The Rev. Dr. Stephen Caine, The Rev. George Sherrill, Heather Jordan and Jocelyn Tozier

Meeting Date: Second Tuesday of the month, 5:30 – 6:45 PM

The Personnel Committee provides the following Information:

Staff Organization

A number of staffing changes were accomplished during 2018, including the addition of the following staff members:

- Heather Jordan, Business Manager
- Karen Pauly, Receptionist and Administrative Assistant

Staff Compensation

Other than the above organizational changes, no compensation changes were authorized during 2018. The 2019 budget, however, reflects a staff cost of living increase of 2%.

Policy Considerations

To support the IHC Nursery School’s relationship with IHC, the committee has provided more assistance to the Nursery School’s director, Jocelyn Tozier, regarding policies and practices.

The nature of Personnel Committee discussions are inherently private and treated confidentially to encourage open and honest dialogue within the Committee as well as with staff members.

Respectfully submitted,

Don Rhoad on behalf of the committee
Reports from Church Committees – Stewardship

STEWARDSHIP COMMITTEE

Committee Mission Statement: Convince all members of God’s rightful claim on everything that we are and have, challenging IHC to respond in thankful giving as well as thankful living.

Co-chairs: Noah Fleischmann and Alison Zimmerman

Committee Members: T.J. Ackermann, Barbara Fitch, George Glover, Lindsay McLean, David Park, Sharon Shanley, Coco Taliaferro

Staff members: The Rev. Dr. Stephen Caine and Nikki Daley

Meeting Date: As needed

The Stewardship Committee is delighted to report that as of January 16, 2019, the 2019 campaign has received $702,045 in pledges for the coming year. The committee set a campaign goal of $700,000, which is an increase of $50,000 over last year’s total, and it is thanks to the generosity and commitment of our congregation that we achieved that goal. This campaign total is a testament to the energy and enthusiasm at work in our church today.

Of the 207 pledges received thus far during the fall campaign, 96 included an increase from their previous year’s pledge, and only 13 reflected a decrease. This is a wonderful response, and the committee is incredibly grateful to everyone who increased their pledge. In addition, a challenge grant from two members of the congregation resulted in pledges being received from eight families who had not made a pledge in last year’s campaign, resulting in an additional $16,500 in matching dollars.

We continue to reach out to members of our church who participate in our church life but do not make an annual pledge. And there are still a few church members who pledged last year but have not yet done so this year. We will continue to follow up with them, with the expectation that more pledges will be received in the coming weeks. While we lost several long-time generous members of our church who died during the past year, we were heartened by the addition of new pledges of support from three new member families.

The committee was guided by the theme “Stewardship: A Way of Life” throughout the year. A printed page entitled “Why We Give” was included in the initial stewardship mailing and was included in the Sunday bulletins during October, which was Stewardship Month. Recognizing the congregation’s desire for specific numbers about the church’s finances, the fall campaign mailing also included charts detailing funding sources and expenses.
The church’s website was updated, and a Pledge Button was added to allow pledges to be made online. The website also allows payments to be made by credit card or by using PayPal. Ways to give were stressed, not only in cash, but also through gifts of stock, life insurance, or a Required Minimum Distribution from an IRA.

Work continued during the year to raise awareness of the Luther Tucker Legacy Society, the planned giving association of the Indian Hill Church. Prospective members were encouraged to include the church in their estate plans, thus helping to guarantee the long-term financial health and stability of the church.

The results of this year’s campaign have been incredibly rewarding for the members of the Stewardship Committee as we reached our goal of raising $700,000 in pledges for the coming year. We are grateful to you, the members of the congregation of the Indian Hill Church, for your generous response. We look forward to building on this momentum next year and gaining even more participation and financial support for the work and the mission of our church.

Respectfully submitted,

Alison Zimmerman, co-chair
Reports from Church Committees – Worship & Music

WORSHIP AND MUSIC COMMITTEE

Committee Mission Statement: Help all members to know and to celebrate God’s presence and power through corporate and individual expressions of prayer and sacrament.

Chair: David Park

Committee Members: Jane Birckhead, Dilly Dooley, Eliza Gantt, Cindy McNeill, Dan Meyer, Susie Meyers, Karen O’Maley, Jan Ring, Melissa Schmidt and Alison Zimmerman

Staff members: Phil Clary, Jennifer Taylor, George Sherrill and Stephen Caine

Meeting Date: The third Thursday at 3:30 PM

Church Worship Attendance

Our average Sunday worship attendance was up slightly for 2018 at 154 per/week with the usual spikes at Easter (455) and Christmas Eve (600). The percentage by denomination (Episcopal/Presbyterian) being effectively 50/50 at 50.7% and 49.3% respectively.

To address the over-capacity attendance at 2017’s Christmas Eve afternoon/evening service, we held four (4) services this year: a 3:30PM children-focused service, two (2) family services featuring professional instrumentalists accompanying our choir, and a "midnight" Episcopal communion service. The intention of splitting the afternoon/evening service into two (2)
identical services was to alleviate the overcrowding problems we experienced in 2017. While two services certainly helped, attendance at the 4:30PM service (303) still exceeded the Sanctuary's seating capacity. Adding the 113 attendees from the 6:00PM service, a total of 416 souls attended the family-focused services. The committee is working how to best address this situation.

Presbyterian Holy Communion

Beginning in January IHC will celebrate Presbyterian Holy Communion monthly alternating between the 8:00AM and 10:30AM services. All ordained Elders are eligible to act as communion servers. Please contact Karen O'Maley, David Park, or the church office if you are willing to serve.

Hymnal

The committee accepted Phil Clary's suggestion to introduce a new hymnal rotation schedule. The following article was published in the church newsletter

**HYMNAL ROTATION CHANGE (to start the 1st Sunday of Advent)**

The Worship and Music Committee has decided to explore a new plan for the schedule of hymnal rotation. Our current plan (Episcopal Hymnal = January-June // Presbyterian Hymnal = July-December) is very simple, but it means the parts of the church year that fall in the first half of the calendar year (Epiphany, Lent, Holy Week, Easter, and Pentecost) only have use of hymns from our Episcopal tradition, and the parts of the church year that fall in the second half of the calendar year (World Communion, All Saints, Thanksgiving, Christ the King, Advent, and Christmas) only have use of hymns from our Presbyterian tradition. Of course, there is a fair amount of overlap in our two hymnals, but a change in how we rotate the hymnals would allow us to explore, in alternating years, the full richness of our dual denominational hymnody. We will still have each denomination's hymnal in the pew rack 50% of the time.

In simple terms, this upcoming year we’ll use the Episcopal Hymnal at Christmas and the Presbyterian Hymnal at Easter (those will both be new for those holidays!). Next year, it
will be the opposite - Presbyterian Hymnal at Christmas / Episcopal Hymnal at Easter. The new schedule will allow this to toggle annually.

We will do the rotation on the Liturgical Year (starting the 1st Sunday of Advent and ending on Christ the King), and we will rotate hymnals, with the church seasons, on more of a trimester basis. Roughly speaking, one hymnal will take 50% in the middle of the year, and the other hymnal will take 25% and 25% of the year as bookends.

The key changing dates will be:

- 1st Sunday of Advent - “Incarnational Season” (Advent, Christmas, Epiphany) = 25%
- Ash Wednesday - “Redemptive Season” (Lent, Easter, Pentecost, Summer) = 50%
- Rally Day - “Fall/Academic/Program Year” = 25%

The upcoming liturgical year will start on December 2, and the year will go (E - P - E). The next liturgical year will go (P - E - P).

Confirmation Class

Our Presbyterian confirmation service was held on April 29, 2018. The following individuals were confirmed and accepted into membership.

- Michael Matson Hyland
- Robert Lafayette Kitchin
- Eliza Wulsin Kite
- Gregory Thomas LaLonde
- Olivia Kathryn Lum
- Samuel Clark Tassian Rhoad
- Oliver Burke Vecellio

Worship Calendar: Jan-Jun 2019

<table>
<thead>
<tr>
<th>JANUARY</th>
<th>Date</th>
<th>Notes</th>
<th>8:00am</th>
<th>Tasks</th>
<th>Preacher</th>
<th>10:30am</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/06/19</td>
<td>IHN Week</td>
<td>EHE*</td>
<td>Tasks</td>
<td></td>
<td>Caine</td>
<td>PHC*</td>
</tr>
<tr>
<td>1/13/19</td>
<td></td>
<td>PMW*</td>
<td></td>
<td></td>
<td>Sherrill</td>
<td>EHE</td>
</tr>
<tr>
<td>1/20/19</td>
<td></td>
<td>PMW</td>
<td></td>
<td></td>
<td>Caine</td>
<td>EHE</td>
</tr>
<tr>
<td>1/27/19</td>
<td>Annual Meeting</td>
<td>EHE</td>
<td></td>
<td></td>
<td>Sherrill</td>
<td>PMW</td>
</tr>
</tbody>
</table>
## February

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Leader</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/03/19</td>
<td>Installation and Ordination of new Vestry - Session Officers</td>
<td>EHE</td>
<td>PMW</td>
</tr>
<tr>
<td></td>
<td>Souper Bowl 11:30 – 1:00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2/10/19</td>
<td></td>
<td>PHC</td>
<td>EMP*</td>
</tr>
<tr>
<td>2/17/19</td>
<td></td>
<td>EHE</td>
<td></td>
</tr>
<tr>
<td>2/24/19</td>
<td></td>
<td>PMW</td>
<td></td>
</tr>
</tbody>
</table>

## March

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Leader</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/03/19</td>
<td>Ash Wednesday</td>
<td>EMP</td>
<td>PHC</td>
</tr>
<tr>
<td>3/10/19</td>
<td>Lent 1 Daylight Savings Begins</td>
<td>EHE</td>
<td>Sherrill</td>
</tr>
<tr>
<td>3/17/19</td>
<td>Lent 2 K-5 Choir sings</td>
<td>EHE</td>
<td>Caine</td>
</tr>
<tr>
<td>3/19/19</td>
<td>Lent 3</td>
<td>PMW</td>
<td></td>
</tr>
<tr>
<td>3/24/19</td>
<td>Lent 4</td>
<td>PMW</td>
<td></td>
</tr>
</tbody>
</table>

## April

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Leader</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/07/19</td>
<td>Lent 5</td>
<td>EHE</td>
<td>Caine</td>
</tr>
<tr>
<td>4/14/19</td>
<td>Palm Sunday</td>
<td>PHC</td>
<td>Sherrill</td>
</tr>
<tr>
<td>4/18/19</td>
<td>Maundy Thursday</td>
<td>PHC</td>
<td>Caine</td>
</tr>
<tr>
<td></td>
<td>PHC (dinner &amp; service)</td>
<td></td>
<td>6:00 pm</td>
</tr>
<tr>
<td>4/19/19</td>
<td>Good Friday</td>
<td>Community Worship Service</td>
<td>Sherrill</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EHE</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>6:00 pm</td>
</tr>
<tr>
<td>4/21/19</td>
<td>Easter EHE – 9:30AM</td>
<td>Sherrill</td>
<td>PMW – 11:00 am</td>
</tr>
<tr>
<td>4/28/19</td>
<td></td>
<td>Sherrill</td>
<td>EHE</td>
</tr>
</tbody>
</table>

## May

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Leader</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/05/19</td>
<td>Youth &amp; Sr. Recognition Sunday</td>
<td>EMP</td>
<td>Caine</td>
</tr>
<tr>
<td></td>
<td>Youth (Middle &amp; High School)</td>
<td></td>
<td>PHC</td>
</tr>
<tr>
<td>5/11/19</td>
<td>Episcopal Confirmation (Proctor Farm) (?).</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/12/19</td>
<td>Mother's Day Confirmation Sunday - Presbyterian</td>
<td>PMW</td>
<td>Sherrill</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EHE</td>
</tr>
</tbody>
</table>
## REPORTS FROM CHURCH COMMITTEES – WORSHIP & MUSIC

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Worship Leader</th>
<th>Worship Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/19/19</td>
<td>Promotion Day</td>
<td>EHE</td>
<td>Children’s Choir (Children’s Moment)</td>
</tr>
<tr>
<td>5/26/19</td>
<td></td>
<td>PMW</td>
<td></td>
</tr>
</tbody>
</table>

### June

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Worship Leader</th>
<th>Worship Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/02/19</td>
<td></td>
<td>EHE</td>
<td>Caine</td>
</tr>
<tr>
<td>6/09/19</td>
<td>Pentecost</td>
<td>PHC</td>
<td>Mountain Top</td>
</tr>
<tr>
<td>6/16/19</td>
<td>Trinity</td>
<td>EHE</td>
<td>Caine</td>
</tr>
<tr>
<td>6/23/19</td>
<td></td>
<td>PMW</td>
<td>Sherrill</td>
</tr>
<tr>
<td>6/30/19</td>
<td></td>
<td>EHE</td>
<td>Caine</td>
</tr>
</tbody>
</table>

*EHE – Episcopal Holy Eucharist  
EMP – Episcopal Morning Prayer  
PHC – Presbyterian Holy Communion  
PMW – Presbyterian Morning Worship
Reports from Church Committees – Board of Stewards

INDIAN HILL CHURCH BOARD OF STEWARDS

Committee Mission Statement: Work for the total development effort of IHC by holding the property assets and managing, through investment, the security and growth of the Endowments and physical property into the future. The Board of Stewards is responsible for managing the corporate assets of the Indian Hill Church

Committee Co-chairs: Malott Nyhart (E) and Eric Holzapfel (P)

Committee Members: Vacant – (Episcopal Sr. Warden), Alison Zimmerman – (Presbyterian Clerk of Session), Vacant – (Chair, Long-Range Planning Committee), Vern McNeill— (Chair, Building & Grounds Committee), Todd Neumann – (Chair, Finance Committee), and TJ Ackermann (Stewardship Committee)

Staff Members: George Sherrill, Jr. and Stephen Caine

Meeting Date: At least twice a year.

The Board of Stewards is charged with the administration of the Indian Hill Church Endowment Funds (the “Funds”). The Funds started the 2018 calendar year with $6,203,907.17. Due primarily to a significant decline in the market in the fourth quarter, the Funds ended the year with $5,877,780.15; a drop off of about five per cent.

Although it remains a goal of the Church to avoid the use of interest from the Funds for operational purposes, necessary distributions of income were made to the Church for operational purposes in the amount of $173,305.75 during the 2018 calendar year. Since distributions of income are made based on a fixed percentage of the year-end balance, distributions of income available for the 2019 calendar year will be based upon the 2018 calendar year end and will, accordingly, be lower.

Eric C. Holzapfel, Chairman
Board of Stewards
Outdoor Sunday School 2018
# Terms of Call

**2019 Changes to Terms of Call for the Rev. Dr. Stephen Caine**

**Indian Hill Episcopal Presbyterian Church**

**Compensation Package for 2019 Reverend Dr. Stephen R. Caine**

<table>
<thead>
<tr>
<th>Item</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Cash Salary</td>
<td>$37,930</td>
</tr>
<tr>
<td>2. Self Employment Tax (7.65%)</td>
<td>$2,902</td>
</tr>
<tr>
<td>3. Housing Allowance</td>
<td>$42,248</td>
</tr>
<tr>
<td>4. Continuing Education Reimbursement</td>
<td>$5,875</td>
</tr>
<tr>
<td>5. Mileage/Auto Expense</td>
<td>$3,500</td>
</tr>
<tr>
<td>6. Telephone Reimbursement</td>
<td>$720</td>
</tr>
<tr>
<td>7. Medical/Pension Benefits*</td>
<td>$30,740</td>
</tr>
</tbody>
</table>

**Total** $123,915

Vacation 4 weeks

Study Leave 2 weeks

* Medical/Pension Benefits are determined by the Board of Pensions each year. The calculation is as follows for 2019:

- Medical 25%
- Pension 11%
- Death Disability 1% total of 37%

**Total Effective Salary** Lines 1 + 2 +3 Above $83,080 (2019)

Rate determined by Board of Pensions 0.37

**Total Medical/Pension Benefits** $30,740
THANK YOU FOR ALL YOUR SUPPORT!

Thank you for all your support!