



ANNUAL REPORT 2021

January 30, 2022

Dear Beloveds of NDPC,

We celebrate another year of ministry together and congratulate each other that we have made it through another year of the pandemic. When we ordain elders each year, we ask them to serve with “energy, intelligence, imagination and love.” As your co-pastors we give thanks that all of our leaders and volunteers serve with these gifts. 2021 required other gifts, too, such as flexibility and grace and the ability to upgrade our technological skills as we had to pivot many times and change plans.

Our ministries look very different than they did in January of 2020. We have had to learn how to track worship attendance differently and how to fellowship in smaller virtual groups rather than in large gatherings with coffee or food. Our service opportunities are socially distanced. We mourn the lack of the face-to-face events we love but also celebrate the innovation of feeding neighbors through the Free99Fridge and the space to evaluate and invest in our property with solar panels and a playground renovation.

2021 was not the church year we planned. And yet, we welcomed new members and baptized babies. We studied the Bible together, proclaimed the Word and praised God with song. We supported non-profit partners, old and new, above and beyond our budgeted commitments. We helped individuals in need. We advocated for justice. We sought to keep the vulnerable safe. We followed the example of a Matthew 25 church.

2021 was not what we planned and yet we fulfilled our church vision as it is stated:

God is calling us to new places in faith and mission,
And to ministries not yet imagined.
We seek to follow Jesus Christ,
empowered by the Holy Spirit,
emboldened by the love of God.

This report is a letter of gratitude from your elders to you for all you have offered of your time, talents and prayers to be Christ’s hands and feet in the world and to help North Decatur Presbyterian Church be a loving body of Christ on earth.

With the Peace of Christ,
David and Beth

Serve

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ADMINISTRATIVE COUNCIL

Elder Nominating

The Elder Nominating Committee proposed six adults for the Elder Class of 2024 and two youth as part of the Elder Class of 2022. They were unanimously elected by a vote of the congregation on October 24, 2021 in a called congregational meeting.

Class of 2024:

Matt Eby
Ariel Hart
Ray Glier
Rusty Godwin
Anna Kershaw
Scott Pieper

Class of 2022 Youth Elders:

Anna Cook
Ben Markham

Sincere thanks to all who served on this ENC: Brian Cayce, Gordon French (ex-officio), Sherri Godwin, Andrea Morgan, Deedee Murphy, and David Wilkes.

Jill Jacques, Chair (nominating@ndpc.org)

Administration

The Administration Committee is engaged in an array of subjects, principally related to church policies, legal issues, insurance needs and personnel matters. We have continued to address Covid concerns related to facility use in order to protect the church's members and guests. We have managed the tenancies of the Hess School and Science of Fun as they struggle through the pandemic.

David Root, Chair (adminelder@ndpc.org)

Communications

Communications has had a busy and productive 2021.

Website

We began 2021 working hard on the redesign and relaunch of our church website. David Lewicki, Susan White, and various staff members and elders met weekly with New Tricks design team, editing, collaborating, and implementing our collective vision. In March, Kimberly Broerman, Ellen Gadberry, Dee Raeside, Erin Cooper and Susan White recorded video testimonials to be used on the "about" page. In April, the site launched. (Hooray!) Throughout the year, we continued updating and tweaking, with a major tweak planned for the beginning of 2022 that will allow for easier viewing of online worship.

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Banners

From a banner quoting John Lewis's message about the power of voting to banners simply letting folks know "We're back!", Communications made use of the "ad" space at the busy intersection of N. Decatur and Scott. Our most recent banner, "We Are a Matthew 25 church" went up in December. Thanks to Sam Reid for expert "anner-hanging.

Sustainability and banners: Going forward, we plan to make our banners "evergreen" rather than date specific, so we can re-use them season-after-season. That said, we have a collection of old banners that are not re-usable. In 2021, Communications researched ways to repurpose these old banners, and found Mile High Workshop, which hires folks struggling with addiction to create tote bags out of old vinyl banners. Communications plans to hire Mile High in 2022 to create bags out of our un-reusable banners.

Publications

During the summer, Communications recruited a series of guest writers for our blog, highlighting some of the voices and passions of our congregation. We created a spring issue of Seasons. NDPC communicates prayers and events weekly through email newsletters and social media with the help of our administrator, Mahsheed Khawary, and the oversight of our pastors: Mary Anona (InTouch), David Lewicki (Communicator) and Instagram/Facebook (Beth Waltemath). In addition, the Communication committee invites members to reflect theologically on the ministries of the church. In the spring, we opened this space through our glossy print mailer, Seasons. In the summer, we invited members to share through a series of guest blog posts. During Advent, we published daily devotions through a printable PDF and on Instagram, thanks to the efforts of Rick Neale and Beth Waltemath. We continue to evaluate the best communication tools for our congregation that are accessible, shareable, cost-effective, and sustainable in terms of volunteer time and natural resources.

Alternative Gift Market

Communications worked with the Alternative Gift Market crew in late 2021 to produce a banner advertising the market, to create yard signs advertising the market, and to facilitate AGM's online promotion of the market, linking AGM's Facebook posts with a separate AGM page on our website.

Going forward in 2022

Communications will continue to monitor and audit the website throughout the year.

We will continue hanging banners at the corner of Scott & N. Decatur.

We are considering other ways of outreach, including advertising in local newspapers and possibly sending postcards to new residents in the many apartment buildings being constructed near the church. However, we want to balance this desire to evangelize with an eye toward sustainability.

ADMINISTRATIVE COUNCIL

Volunteers Needed

Website audits: We need a member to check the website once a month with an eye for workability. Are the links working? Are the dates listed on the events page correct? Is there info listed on the website that is no longer relevant?

Seasons: If we are going to continue Seasons, we need more volunteers to do so. This person (or persons) would recruit articles for the newsletter, and copy edit the articles.

Communications has the budget to hire a professional company to format and print the newsletter.

Special thanks to Charles Bonner for faithfully uploading each week's sermon to NDPC's [podcast](#).

Susan White, Chair (communications@ndpc.org)

Personnel

The NDPC Personnel Committee works to foster and support a strong and dedicated staff (pastoral, program, and support) in the service of God, our community and our congregation. Our goals are to nurture and ensure the professional growth of church staff and streamline and document processes and policies to ensure consistency during transitions of elders and committees. Our mission is to maintain and support the qualified staff needed to support the growth of North Decatur Presbyterian Church with adequate compensation, recognition and encouragement. We give thanks for our pastoral staff for guiding us through Christ's teachings during a year of great stress in the world and in our lives.

As a committee, we sought to support our staff through multiple transitions in 2021, many brought on by the pandemic and some by the natural transitions of staff. We implemented the final phase of our strategic staffing plan in alignment with the church's Three Year Plan: https://docs.google.com/document/d/1YXhObKfvZJIeMfh0ZKuOgJm47evCkIIEh0_dEbJy5M0/edit?usp=sharing. In April of 2021, we evaluated that plan, the roles and responsibilities of our existing staff and our church's emerging needs, especially in regards to technology and communications given our hybrid world of engagement. We consolidated some administrative responsibilities and hired a full-time Office and Communications Administrator, Mahsheed Khawary. In the summer, we supported Mary Anona with a sabbatical and increased her hours to 15/hrs a week to recognize the growing needs of our seniors.

We offered guidance and support to the Music Director Search Committee and refined and clarified what NDPC desires in our next Music Director. That hard work has proven to be successful in that our search committee has heard from many exciting and talented applicants. Additionally, we identified talented interim directors and accompanists to keep us singing in the

ADMINISTRATIVE COUNCIL

pews and in our homes. We are proud to have deepened our support of Kristen Thomas, our GSU choral directing intern, by supporting her direction of the children's music clubs as well as the adult choir in the fall.

The committee, comprised of Corey Dunn, Steve Hendry, Wendy Cromwell, Jill Jacques, David Roberts, Carol Morgan, David Root, and Jack Kittle continue to review and improve policies and procedures as well as serve as buddies to individual staff members. We give special thanks to David Roberts for faithfully leading the Personnel Committee for most of the year, to Corey Dunn and Carol Morgan who oversaw the feedback process for annual reviews, to Jack Kittle who developed a comprehensive spreadsheet to track staff and contractor compensation and benefits, and to David Root and Jill Jacques who stepped in when David Roberts needed to take a step back. We are proud to report that due to good stewardship on the part of the congregation in this year's pledge campaign and on our part in terms of managing operation budgets and reserves, we were able to offer all staff a 5% cost of living raise and still have funds for merit bonuses.

With gratitude and thanks,

The many hands, hearts and minds that led Personnel this year. (personnel@ndpc.org)

Property

We completed significant repairs and maintenance on the two Blackmon Drive house so that we may provide a comfortable home for families in transition.

We increased our custodian, Javier's, compensation to a living wage so that he can provide for his family, supporting our belief that we should all be able to support ourselves.

We provided the foundation and electrical service needed to host Free99Fridge. With this we can support the sharing of food within our community. We can connect with those who want to serve others and provide much needed relief to those in need.

We planned and began the process to have solar panels installed on the education building roof. This will allow us to replace a substantial amount of the GA Power electricity with clean solar energy supporting our mission of environmental stewardship. This will also provide long-term financial savings allowing us to support our other giving ministries.

We renovated the hallway bathrooms in the Education Building, providing comfortable services for our congregation and Hess Academy

We installed new fire and burglar alarm systems so that we can gather in a safe environment.

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We removed a tree from our sanctuary roof which had blown down in a storm, and we completed necessary repairs and settled with the insurance company. We are grateful that this will pay for part of the cost to replace the sanctuary roof in the near future.

We supported and maintained the space leased by Hess Academy which provides \$60K in income for the church.

We completed many maintenance items on our campus which allows us to provide our spaces for the ministries of our congregations and the people of our community.

Brock Savage, Chair (property@ndpc.org)

Creation Care

Over the past few years, Creation care has made the decision not to convene as a separate committee but to support the mission of caring for God's creation through the work of the entire church and some initiatives of specific committees and individual volunteers.

This year, the church supported Georgia Interfaith Power and Light through our annual pledge and through hosting its director in an adult education series in April 2021 at the invitation of Annie Godfrey.

Diane Wilkes and her amazing team of gardeners have tended to the church grounds with an eye towards native plants and pollinators.

Betsy Root Godfrey facilitated focus groups concerning the renovation of our outdoor playground spaces using funds from the Revitalization Grant. The group contracted with Shades of Green, a permaculture landscape architecture firm, to design a fun and earth-friendly space for play and outdoor worship/education. Look for more information in 2022 as plans to fund and complete this project emerge.

Volunteers Kate Mosley and Pat Murphy, as well as co-pastor David Lewicki, and Property Chair Brock Savage, organized a proposal to install solar panels on the fellowship hall using tax credits and private investment through Creative Solar in 2022. You can join us! We always welcome people with an eye on sustainability to promote creation care mission and education.

(creationcare@ndpc.org)

COMMUNITY LIFE COUNCIL

Community Fellowship and Special Events

Community Fellowship and Special Events began 2021 with new leadership, with Lin Wormley joining Claudia Brogan as co-chair. Lin coordinates women's, men's, family fellowships and retreats as well as special events; Claudia coordinates Sunday Morning fellowship hours, kitchen management, and the new ad-hoc task force for NDPC "Drive-Through Events" during Covid. Together, Lin and Claudia coordinate parish communications and gatherings.

As 2021 began, all in-person gatherings continued to be suspended due to Covid restrictions, except a few Drive-Through Events held on church grounds. Parishes, for instance, met online in January 2021 for Epiphany gatherings. Virtual gatherings for parishes were a mixed success.

When Covid restrictions eased in the summer/fall months of 2021 and we resumed in-person worship, the committee hosted a few socially distanced Fellowship Hours outdoors. We paid careful attention to safety, and congregation members showed caution in attending our gatherings. The group will continue to sustain a backup team for fellowship hosts when we need help with Sunday fellowship or other special events in the fellowship hall, alleviating the stress on oft-tapped session members.

As Covid precautions continue into 2022 and in-person events are limited, the community fellowship committee will re-institute online fellowship hours adjoining worship services and continue to encourage parishes to meet online (or even outdoor, socially distanced events) to provide fellowship and connection among members. As I write this, the women's retreat group still plans on holding their retreat in February, 2022. When Covid restrictions ease up again, we will continue to monitor and encourage the Men's retreat, Family Retreat, Fun on the Farm, Hunger Walk, Salt Shakers. We hope soon to resume parish gatherings in person.

We are grateful that our congregation continues to be eager to return to its typical events even as they support the church's actions to keep everyone safe during the pandemic.

Claudia Brogan and Lin Wormley, Co-Chairs (fellowship@ndpc.org)

Presbyterian Women

NDPC began involvement with Presbyterian Women's activities in 2021. Book club has started and all are invited to join in. 85 women from across the country joined this January to discuss the first book in the series for 2022. Susan Castle, Carol Tveit, Dee Raeside, and Marion Reeves participated. You can sign up here:

<https://www.signupgenius.com/go/9040b4ba5a82ba0fa7-justice>

We hope to add the Presbyterian Women Thank Offering in the year to come to support the many grants and healthcare initiatives of our Presbytery. Here's more info:

https://www.presbyterianwomen.org/what_we_do/support-mission/thank-offering/

Dee Raeside

COMMUNITY LIFE COUNCIL

Women Together

Women Together met mostly virtually throughout 2021. We alternated formal programs with opportunities to catch up with each other. Our programs included a discussion with Becky Evans on her legislative work, viewing a film about housing for developmentally disabled adults, a game night, and a face-to-face meeting at Diane Wilkes's garden.

Annie Godfrey

Congregational Care

The Congregational Care Committee's purpose is to identify and take action to support the care of the NDPC congregation. Working closely with the Pastor for Older Adult Formation, Congregational Care coordinates volunteers to connect with and support the NDPC community by providing meals, transportation, funeral receptions, caring calls, and tangible items of love and care.

Accomplishments

In 2021 the Congregational Care Committee and NDPC pastors supported the ongoing critical need for increased connection to one another during the Covid-19 pandemic and increased contacts in many different ways. One stand out this year was that our "meal team" provided 182 meals to families in particular times of need. That is more than three times what we provided in 2020. We also more than doubled the number of caring cards we sent this year to 148. We successfully maintained meaningful ministries such as Knit Wits shawls and the Visitation Ministry Team, as well as Circle of Care meetings. We also facilitated tangible deliveries to people's homes, including but not limited to Easter lilies, Woody Hickcox's artwork, and flowers from the bountiful NDPC garden. These acts of love and connection were carried out by over 100 NDPC volunteers.

Here is a summary:

- Meals provided by Meal Team: 182
- Knitted Goods provided by Knit Wits: 74
- Visitations
 - Visits from Staff: 190
 - Contacts by Staff: 513
 - Visits/Calls from Visitation Ministry Team: 49+
- Cards from Congregation
 - Caring Cards: 148
 - Valentines (w/Youth): 150+
 - Advent: 50+

COMMUNITY LIFE COUNCIL

Circle of Care participation: 116
Rides provided by Transportation Team: 4
Funeral Receptions: none this year

*NOTES:

- Transportation and Funeral Receptions did not seek volunteers in 2021.
- Visits from Visitation Ministry Team are likely underestimated; not all visits/calls were recorded.

Mark Cochran and Cile Vardeman, Co-Chairs (mealcare@ndpc.org)

Engagement

The Engagement Committee is committed to fostering an inviting, welcoming, and growing NDPC community. We greet visitors, both in person and online, and follow up with personal handwritten notes of welcome. For community events at church, we serve as hosts and help people locate parking safely. We provide hospitality gifts to our partners and neighbors to demonstrate our love for them as members of our beloved community. We manage the print materials in our pews and actively reach out to prospective new members to explore their interest in joining the church. We host classes for prospective members to learn about the church and coordinate the process for them to join. We introduce new members to the congregation, provide a welcome packet of background and logistical information about the church, and match them with NDPC sponsors to ease their journey into the life of the church.

Despite restrictions necessitated by Covid-19, we have been busy! Highlights of 2021 include:

- We initiated an online greeter/host role to welcome visitors to our virtual worship services on Facebook and the website.
- We hosted several Inquirer's Classes and welcomed one new NDPC member: Cyndi Smith.
- We provided hospitality gift baskets to three partner groups, poinsettias to nine commercial neighbors, and refreshments and parking assistance to help host the Alternative Gift Market.

For 2022 we are exploring ideas to enhance inclusiveness and to engage with new members in person and online.

I am grateful for the Engagement Team's deep commitment to welcome and invitation at NDPC: Jan Cribbs, Kelli Gaptis, Heidi Gleason, Cindy Hays, Jordan Helms, Ellen Herbert, Andrew Hill, Barbara Jung, Fran Mohr, Rick Neale, Carl Parlato, Debra Robinson, Marie Schoeneberg, Sherrill Terry, Diane Wilkes, and so many others not listed here. .

Nancy Meinersmann, Chair (engagement@ndpc.org)

EDUCATION COUNCIL

Adult Education

The 2021 year for Adult Education was one with both highs and lows due to the coronavirus. The lows had to do with the many adaptations and disruptions to classes during the year due to the vagaries of the pandemic. The highs outweighed the lows with many interesting topics and lots of usual deep conversations about issues important to our members. We spent the early part of the year with virtual-only classes and were excited when we determined that we could offer in-person classes again in the fall. We finished our Anti-Racism theme year with a challenging Maymester discussion of the topic “Can White People be Saved?” Our parenting class continued to thrive and offer a source of comfort and support for parents during these continued trying times. This class operates year-round with invitations to all members not just parents of young children.

In April and May, we had a robust congregational input activity that led to a wonderful overflowing of class ideas including 12 for the Biblical/Theology track, 13 in the Spirituality Track and 18 for the Social Justice/Other track. From this wide range of options, the congregation voted (virtually!) for a slate of 16 classes for our 2021-2022 school year. When the new year began, we also began to function in a hybrid mode with both in person and virtual attendees. By the end of the year, we had mostly worked out all of the technical kinks in providing classes in this manner including adding significant new hardware (computers, cameras, microphones, etc.) to make it all work well!

Our committee looks forward to soliciting class ideas from all church members in late spring as we have done the past few years to ensure that our class offerings in 2022-2023 meet the spiritual formation needs of the entire congregation. If you'd like to participate on the committee, serve as a teacher, have specific class idea topics or have any other feedback for us, please email adulted@ndpc.org. Scott Pieper is our incoming chair.

David Wilkes, Chair (adulted@ndpc.org)

Children, Youth and Family Ministry

“Tell me the story of Jesus. Write every word on my heart.”

This is a hymn we don't sing much anymore, but if you come to a Sunday School class or youth group meeting, you can almost imagine it being asked. Regardless of the format of our gatherings, children, youth and adults continue to share the Good News of God's love, exploring ways we can share that love with our neighbors and the world.

During 2021, approximately 47 adults shared their time and talent with our children, and 16 with our middle and high school youth. Others have helped with the music program and extended session. As you can see, when you volunteer to share yourself, you will not be alone and others will help make sure you have the resources you need. You can volunteer for 1 hour or a year or any amount of time in between. Contact cyf@ndpc.org.

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This year, 8 middle schoolers completed Confirmation and shared their statements of faith and will be welcomed into full membership soon. Youth Sunday is in the spring. Parents continue to meet weekly, finding the community supportive and life giving especially during the isolation and stress of Covid.

We are hoping our youth will be able attend Montreat conferences this summer, as well as engage in local service projects.

Thank you to our faithful folks working behind the scenes, on our committee and working groups: Shelly Roberts, Carol Morgan, Kate McGregor Mosley, Shannon Ball, Angela Cass, Marion Reeves, Andrea Morgan, Freeman McGregor Mosley, Sam Fisher, as well as interns, Erin Tolar and Kristin Thomas, and Director of CYF ministries, Erin Reed Cooper. We welcome Laura Snyder, Cyndi Smith, Ben Markham and Anna Cook and look forward to adding others to our team.

Virginia Pribbenow, Chair (cyf@ndpc.org)

MISSION AND SOCIAL CONCERNS COUNCIL

Community Ministries

NDPC members are committed to partnering with local DeKalb County organizations to end homelessness, create affordable housing, and care for our neighbors. By exemplifying Matthew 25, NDPC met this goal with over \$50,000 in donations (financial and in-kind) to partners and by giving of our time and talents. Here are a few examples:

Feed the Hungry

- Provided food at Decatur Cooperative Ministries' (DCM) Hagar's House
- Partnered with the Free99Fridge initiative to host a fridge and pantry onsite at NDPC to feed food-insecure persons in the North Decatur/Medlock neighborhoods

Invite the Stranger In

- Provided safe and warm shelter for families through DCM and a Home for Everyone in DeKalb, including a \$3,000 mini-grant for a Cold Weather Shelter and over \$10,000 in donations to DCM for eviction relief
- Completed all requests for donations and Christmas Angel Tree gifts for children whose families live in housing provided by the Initiative for Affordable Housing (IAH)
- Provided a \$3,000 mini-grant in collaboration with Global Missions to support resettlement of Afghan refugees

MISSION AND SOCIAL CONCERNS COUNCIL

- Provided a \$3,000 mini-grant to help Memorial Drive Ministries with recovery costs from a fire in June 2021, as well as Change for Change offerings in September
- Sent 15 youth and leaders to the Montreat Youth Conference from Shalom International Ministries through collaborative fundraising

Provide Clothing

- Provided \$5,000 for school supplies, uniforms, and diverse books for children living in IAH housing
- Conducted a diaper drive and school supply drive to support families served by MDM partners

Befriend the Prisoner

- Provided ongoing financial support to El Refugio
- Delivered 140 hygiene bags to those in 4 wards at Phillips State Prison (joint effort with Peace and Justice and the middle/high school youth groups at NDPC).

Erika Meyer, Chair (community@ndpc.org)

Affordable Housing

The Affordable Housing working group, our co-pastors, and the session explored several creative solutions to draw attention to the issues of the unhoused in Dekalb County but not all of them bore fruit. We explored the possibility of hosting an RV or tiny homes on our property. We also worked with our new partner, Free99Fridge, which serves unhoused persons through a mutual aid food pantry stocked and serviced by volunteers mobilized via social media, to develop a model for a freeze shelter on our site run in a similar way. While these ideas did not ultimately result in services we could offer onsite, we did strengthen our community partnerships and expand our circle of advocacy as we continue to look for ways to put pressure on Dekalb County to better serve our community of unhoused neighbors.

NDPC stayed involved with the Coalition for a Diverse DeKalb/Decatur in advocating for affordable housing and for warming shelters. We also provided volunteers and donations for A Home for Everyone in DeKalb for their cold-weather supplies program for DeKalb's unsheltered population. We are very grateful to Annie Godfrey and David Lewicki for their leadership in this ministry.

MISSION AND SOCIAL CONCERNS COUNCIL

Global Mission

Because NDPC is a Matthew 25 church, the Global Missions Committee leads the congregation to act boldly and compassionately, serving people who are hungry, oppressed, imprisoned or poor. We aim to do this through and with our mission co-partners.

Amidst the chaos of earthquakes, hurricanes, assassinations, kidnappings, political and economic collapse, our support for the **Haiti EcoVillage School** remained strong. The families at MPP (Mouvman Peyizan Papay) and other surrounding small farmers around the EcoVillages sent some 300 children to the school where they were able to receive a quality education in safety. This summer the first 9th grade graduates took the national exam along with their peers across the country; 16 of 19 children passed and now are in high school. Our friend from the EcoVillages, Heguel Mesidor, visited this summer helping to raise funds along with our Change 4 Change and our yearly fundraising appeal to keep the school open through May 2022. We were also able to tap into the Mini-Grant funds twice, once to provide textbooks for 9th graders and secondly to Presbyterian Disaster Assistance for earthquake relief. NDPC's faithfulness keeps alive this lifeline for the children and their families.

Our partnership in **Guatemala** with CEDEPCA (Protestant Center for Pastoral Studies in Central America) had an unprecedented year for each of its programs due to the impact of the Covid-19 pandemic. Each program worked relentlessly to create ways to continue walking alongside people and communities, both locally and internationally. With the help of NDPC, CEDEPCA continued to offer services for women's empowerment, biblical and theological education, virtual intercultural encounters and disaster ministries. PCUSA Mission Co-Worker Betsey Moe joined in our worship service virtually in February and was finally able to move to Guatemala along with her family. Our Change 4 Change offering helped provide relief after devastating hurricanes.

Our focus in **Palestine** took shape through an overture to the Presbytery of Greater Atlanta that states "Recognition that Israel's Laws, Policies, and Practices Constitute Apartheid Against the Palestinian People". The overture was passed overwhelmingly and now proceeds to the General Assembly. We continue to lift up our PCUSA Mission Co-Worker Douglas Dicks and his work in promoting peace in the region.

We began a new partnership with two Mission Co-Workers in the **Democratic Republic of Congo**, Inge and Larry Sthreshley. We are looking for ways we can support their work in developing comprehensive health programs and education in nutrition, gardening, and clean water.

MISSION AND SOCIAL CONCERNS COUNCIL

The **Alternative Gift Market** was back, live and in person this year, bringing much joy and energy in our fellowship with our congregation and the greater community. Despite having fewer vendors and shoppers, we raised more funds than ever for our refugee entrepreneurs, mission partners and other disenfranchised populations.

The GM Committee remains in great hands with Ray Glier as incoming Chair, supported by an awesome team including Judy Moore, Gordon French, Linda Curry, David Evans, Becky Evans, Bailey Green, Mary Elizabeth Etheridge, Brian Cayce, and Deedee Murphy. We were sad to see our friend Theresa Johnson move to Texas. We invite you to join our team!

Deedee Murphy, Chair (globalmissions@ndpc.org)

Peace and Justice

The Peace & Justice Committee seeks to serve our community through education and advocacy to transform structural forces towards peace and justice for all of God's children. Earlier this year, we voted to support the work of the Presbytery's Peace and Global Witness Partnership through The Resolution To Reignite Presbytery's Anti-Racism Work. We donated to organizations devoted to decreasing sex trafficking, decreasing gun violence, advocating for LGBTQIA rights and youth housing, supporting immigration and refugee resettlement, and working for racial justice and criminal justice reform; we also continued support for our Presbyterians for Better Georgia legislative advocate Elizabeth Appley.

While the pandemic again thwarted plans to coordinate a visit to the Legacy Museum and the National Memorial for Peace and Justice in Montgomery Alabama, we did make a trip to Washington DC, led by Ellen Gadberry, to march in a procession for the Soul Box Project, to make known to our nation's leadership the inexcusable number of people who have been killed by gun violence in our state and injured and killed by gun violence in our country. Through the work of Kathleen Allen, we continued to name and honor during worship the names of those who have died by gun violence in Georgia.

Our most recent work has been exploring alternative forms of justice through our ReImagining Justice Class led by Chet McQuaide, Susan Fraysse, Pat Mueller and Audra Grace to consider how to individually and communally engage reform of our current justice system. In 2022, Anna Kershaw will be co-convening the Peace and Justice committee with me and serving as our session liaison. Come join us and explore how you can manifest the call to "Seek justice and love mercy" as you walk with the Divine.

Audra Grace, Chair (peaceandjustice@ndpc.org)

WORSHIP COUNCIL

Worship Committee

Our Worship Committee aims to facilitate and enhance the congregation's worship of God. The second year of the Covid19 pandemic was marked by making plans and then changing them as public health guidelines changed. Creativity and determination got us through it.

In early 2021, worship continued online, with members serving as the technical team.

Planning for Lent began in February, and it was celebrated as follows:

- Ash Wednesday with ashes, purple ribbons, and a display of the soul box project on the lawn
- Maundy Thursday with a shared Zoom supper and foot washing
- Good Friday with a Stations of the Cross walk from Memorial Drive and art display on the lawn
- Three Easter services were held on the lawn (observing social distancing) with over 215 people attending

In-person worship resumed May 30, with modifications including required masking and every-other-pew seating. Rather than passing plates, offerings were collected in the narthex following services and elders served contactless Communion.

Advent planning began in October around a theme of Silent Nights.

- Greenery was hung on November 26.
- Liturgical Arts participants created a painting during advent services depicting slowness, stillness, silence and darkness.
- We held the Christmas Concert on December 12
- We installed poinsettias provided by congregant donations on 12/17
- We installed new planters and plants on December 21
- The Omicron variant of the corona virus spiked locally and plans for Christmas Eve services were changed from three services to an online service, which was recorded in the sanctuary and broadcasted.

Thanks for this work goes to committee members and volunteers: Ellen Gadberry, Cindy Hays, Ellen Herbert, Alice Hickcox, Janet Jasper, Rick Neale, Cheryl Parlato, Marie Schoeneberg, and Martha Shepherd.

Lee Nichols, Chair (worship@ndpc.org)

Music Committee

Musical creativity continued to flourish in our congregation this year. The "Zoom Choir" continued from the beginning of the year through springtime under the long-distance direction of Paul Vasile. In the fall Kristen Thomas took up the Interim Director's baton and led us through Advent. We were especially excited to bring back our annual Christmas Concert with the Atlanta Philharmonic Orchestra titled "Peppermint Mocha". We were lucky enough to

WORSHIP COUNCIL

rehearse and participate in worship in person — until Christmas Eve, when we needed to re-institute stricter Covid safety measures. Since then choir members have been participating in the recording of our worship services for broadcast via streaming. Huu Mai joined us as our Interim Music Director in January, bringing new energy and talent to our music making.

Do you like to sing? Do you play a musical instrument? Would you like to help out on the Music Committee? Let me know!

I want to give a special shout-out to Michael Morgan, who has been ever at the ready since the fall of 2020 as pianist and organist, making recordings and accompanying worship services.

Our **Music Director Search Team** met with several candidates in the spring and summer, but after six months of discernment they ultimately decided not to hire but to wait a few months and reopen the position. In December, a new team assembled (Pam Joyce, Jordan Helms, David Leonard, Ellyn Cochran, and Elizabeth Iademarco) and they are currently engaged in a very promising search.

Rick Neale, Chair (rick@ndpc.org)

FINANCE COUNCIL

Stewardship

2021 proved to be another great year where NDPCers were amazing stewards of our time, talents and tithes. Planned and non-planned giving exceeded our original budget for the year, enabling the church to provide care for each other and serve the greater community. Because of our financial giving and strength, we were able to give away benevolences of 14.5% (\$126k) to our Global Mission, Community Mission, Peace & Justice and Creation Care partners, our Winn & Blackmon houses for families transitioning out of homelessness, Change 4 Change, and Mini-Grant partners. Our Mini-Grants were new for 2021, funding special projects and urgent needs across six organizations - including 1) math and science textbooks for 75 students at the [Haiti Ecovillage School](#), 2) new flooring for a building at [Memorial Drive Ministries](#) that was destroyed by fire, 3) Haiti earthquake relief of emergency needs such as WASH (water, sanitation and hygiene), emergency power generators, shelter, food, first aid and more through the [Presbyterian Disaster Assistance Program](#), 4) cold weather supplies for the homeless in Dekalb including supper bags, sleeping bags, blankets, MARTA cards, hygiene kits, hats, scarves and more through [A Home for Everyone in Dekalb](#), 5) funds to create a semi-permanent installation of [The Tempestry Project](#), which is a collaborative fiber art project that promotes environmental awareness and climate activism, and 6) funds to the [International Rescue Committee](#) to assist with the resettlement needs for Afghan families fleeing their country.

In addition, the Stewardship and Finance Committees explored ways to be better stewards of our monies in reserve accounts. The church decided to invest \$100k with [CNote](#) to not only earn interest on some of our reserve money, but to also allow that money to be used to further the economic prosperity of financially underserved communities across America. Our investment, combined with other institutions' investments, will help women and people of color start businesses, construct affordable housing, create jobs, and fund other community-centered projects.

Our pledge season theme was “Sowing Seeds of Courage from Our Community of Care”, grounded in Ruth 1:17 “Where you go, I will go. Where you lodge, I will lodge. Your people shall be my people. And your God, my God.” We received 77 Time & Talent forms for people ready and willing to give back the precious time God gives them. 14 new households pledged and 73 increased their pledges from 2021 to enable the church to fund its dream budget. As a congregation, 162 households pledged \$759k - an increase of 4.7% from 2021. We will be able to do so much more to bring Jesus' teachings and love into our world!

In 2022, Anna Kershaw will become your Stewardship Elder, and we will continue to explore how to think about money and time and how we can intentionally give what we can for today and for the vitality of the church in the future.

Jill Jacques, Chair (stewardship@ndpc.org)

FINANCE COUNCIL

Finance Committee

Covid-19 continued to impact church operations and related finances. Preliminary financial results for 2021 show a surplus of about 50K in our operating budget.

On the revenue side, NDPC will end 2021 with pledge and non-pledge offering receipts just above budget. Rent is below budget due to the rent waivers provided to Hess and Science of Fun related to program changes. Nonetheless, the resulting combined revenue is slightly above 2020.

Overall, actual expenses have come in under our budgeted expenses by about 10%. At the moment, there are several items that still need to be recorded and reconciled, so we plan to provide final annual financial reports to the Session in February.

For 2022 on the revenue side, pledges received through 12/31/2021 totaled \$757K, 23K less than our dream budget but a 4.3% increase over 2021. Non-pledged receipts are anticipated to increase 5%. Rent income is anticipated to be down 18.5% due to the reduction of Science of Fun activities. Other income is down a bit due to lower interest rates on CDs. Transfers from grants and reserves have been moved to the bottom of the spreadsheet.

On the expenditure side, total expenses are anticipated to be up 2.6%. Personnel is up 5.1%. The major increases are staff cost-of-living raises and bringing the office administration position up to full time. Property is up 4.1% with a major increase coming from changing the hourly rate for our custodian to a “living wage”. Please see more details of our Session-approved 2022 Budget on the next page.

Many thanks to the 2021 finance committee: David Evans, Anna Kershaw, Roberta Goldbaugh, JW Balsley, Virginia Legener, Brock Savage, Sallie Owens, Fran Mohr, Carol Morgan, David Root, David Roberts and Louis Gay.

Jack Kittle, Chair (finance@ndpc.org)

North Decatur Presbyterian Church Mini-Grant Program

MDM Donnell Building Fire Restoration

\$3,000

This mini-grant provided new flooring for a building at Memorial Drive Ministries (MDM) damaged by an accidental fire. The restored space allowed MDM's partners to resume activities. MDM is a church-based non-profit that provides a safe, affordable, collaborative, and welcoming environment for its partners: diverse worshipping communities, innovative social services, educational programs, and community-building groups that serve those living in the greater Clarkston, GA area. mdmATL.org

FINANCE COUNCIL

Haiti Earthquake Relief

\$3,000

This mini-grant was sent as a donation to the Presbyterian Disaster Assistance (PDA) Program designated for relief efforts following the devastating 7.2 magnitude earthquake in 2021 that resulted in the loss of more than 1,200 lives in Haiti. Working closely with Presbyterian World Mission, partners on the ground and ACT Alliance, PDA is responding to emergency needs such as WASH (water, sanitation and hygiene), emergency power generators, shelter, food, first aid and more. pda.pcusa.org

Cold Weather Shelter

\$3,000

The mini-grant for the organization, *A Home for Everyone in DeKalb*, helped provide supper bags, sleeping bags, blankets, MARTA cards, hygiene kits, hats, scarves etc. to the homeless population in Decatur. Warming shelters were not reopened due to Covid. NDPC housed such a shelter in 2018-19. ahomeforeveryoneindekalb.org

Tempestry Project

\$450

The Tempestry Project is a collaborative fiber art project that promotes environmental awareness and climate activism. “Temperature scarves,” created by members and friends of NDPC, document climate change representing data reported by the National Oceanic and Atmospheric Administration. Initial materials expenses for this project were funded through the 2019 Calvin Grant for Worshipping Communities. The mini-grant covered expenses associated with professionally installing the project as a semi-permanent onsite exhibit, and for creating an alternate exhibit to be displayed when the original exhibit is out on loan to other churches, libraries, and organizations addressing climate change. www.tempestryproject.com/

Afghan Resettlement Gift to IRC

\$3,000

The NDPC Session asked the mission committees of the church to explore ways to help the influx of Afghans fleeing their country. The Atlanta branch of the International Rescue Committee is receiving Afghan refugees that fled during the recent airlift. As of October 1, 2021, the Atlanta IRC already had received 20 families with as many as 1,100 on the way. The mini-grant provided the IRC with necessary financial assistance for the Afghan resettlement efforts. www.rescue.org/united-states/atlanta-ga

Fran Mohr, Mini-Grant Administrator (minigrants@ndpc.org)

2022 PROPOSED BUDGET

	2021 Annual Budget	2022 Annual Budget	Change
Revenue			
Pledged Offerings	\$725,340	\$756,764	4.3%
Non Pledged Offerings	\$40,000	\$42,000	5.0%
Rent	\$83,270	\$67,840	-18.5%
Other Receipts	\$3,000	\$2,500	-16.7%
Total Revenues	\$851,610	\$869,104	2.1%
Expenses			
Operating			
Property	\$218,075	\$227,100	4.1%
Personnel	\$458,903	\$482,203	5.1%
General Adimistrative	\$28,030	\$29,450	5.1%
Session	\$700	\$700	0.0%
Communication	\$7,415	\$6,500	-12.3% (see special projects)
Education	\$20,900	\$19,150	-8.4%
Worship and Music	\$41,300	\$29,500	-28.6% (remove video editing, adjunct musicians to grants)
Community Life	\$7,120	\$9,175	28.9% (increased hospitality and other return to inperson)
Stewardship	\$400	\$400	0.0%
Total Operating	\$782,843	\$804,178	2.7%
Benevolences			
Community Ministry	\$25,450	\$25,950	2.0%
Peace & Justice	\$9,550	\$10,150	6.3%
Global Mission	\$15,000	\$17,000	13.3%
Creation Care	\$1,500	\$1,500	0.0%
Blackmon Interest	\$3,144	\$1,800	-42.7% (loan being paid down)
Denominational	\$34,124	\$33,984	-0.4%
Total Benevolences	\$88,768	\$90,384	1.8%
Total Expenses	\$871,611	\$894,562	2.6%

(Continued on next page)

2022 PROPOSED BUDGET

(Continued from previous page)

	2021 Annual Budget	2022 Annual Budget	Change
Transfer from Accumulated Surplus	\$20,001	\$25,458	
Special Projects (Grants & Reserves)			(more explicit this year)
Liturgical Arts		\$15,000	
Communication Special Projects		\$5,000	
Adjunct Musicians		\$12,500	
Music Fellow		\$5,200	
Ministry Fellows		\$5,000	
YA grant projects?		\$5,495	
Total Special Projects		\$48,195	
Benevolence %	10.42%	10.40%	
Change for Change	\$21,999	\$22,000	
Reserves at Start of Year	\$664,375	\$694,384	(estimate)
(Property, Operating, Personnel, Grants, Unallocated, etc)			

GOD IS CALLING US TO NEW PLACES

Our Vision Poem

God gathered a community of the faithful
From the neighborhood
And planted a church at the intersection of life and faith.

Inspired by the worship of God,
Rooted in Christian Education,
Shaped by reaching out in ministry and mission,

We followed God's lead to form a church:

- a Sanctuary where we praise God in wonder, awe and love,
- a home where we are nurtured by the word,
- a haven where music lifts our souls and renews our spirits,
- a safe space for all God's children to learn, to question and to grow
- a place to rest, to be comforted, and to celebrate
- a community striving to discern and respond to God's call for our lives.

God calls us

- to welcome all who would join our journey of faith and service,
- to keep the promises we make at baptism,
- to share our blessings in joyful communion,
- to reach out to those among us and to those we do not know,
- to be unafraid to go to risky places in love, with hope,
- to witness to the love of Christ by serving our neighbors in need,
- to work for justice and be peacemakers in a chaotic world.

God is calling us to new places in faith and mission,
And to ministries not yet imagined.

We seek to follow Jesus Christ, Empowered by the Holy Spirit,
Emboldened by the love of God.

NDPC CHURCH STAFF

David Lewicki, Co-pastor (Worship and Mission)
Beth Waltemath, Co-Pastor (Leadership and Education, Head of Staff)
Mary Anona Stoops, Contract Call Pastor for Older Adult Formation
Erin Reed Cooper, Director of Children, Youth and Families
Zeena Regis, Ministry Fellow
Erin Tolar, Ministry Fellow
Huu Mai, Interim Music Director
Kristen Thomas, Intern for Children, Youth, and Families Music
Mahsheed Khawary, Office & Communications Administrator
Javier Sanchez, Custodian
Zaria Dyer, Nursery Worker

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