



**Avondale
Presbyterian Church
2014 Annual Report**

A Faith Story

Staff

John Earl, Senior Pastor
Jane Summey Mullennix, Parish Associate
Christopher Lee, Associate Pastor
Regina Love, Music Director and Organist
Rich Stanley, ARISE Worship Coordinator
Lynn Wilkerson, Children's Choir Director
Nadja Sefcik-Earl, Handbell Director
Ginny Mitchell, Administrative Coordinator
Renita Fowler, Financial Secretary

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Session/Elders

Class of 2014

Harry Greyard
Linda Haigh
Paula Huffines

Class of 2015

James Bowen
Mary Comstock
Lamar Hardegree

Class of 2016

Sharon McCarthy
Rick Parler
Sigrid Sacra

Class of 2017

Zach Chambers
Ann Patterson
Lisa Miller Worf

Jackie Shannon, Clerk

Ministry Team Leaders

Outgoing Leaders...

Carolyn Fiala – 2013/14 Outreach
Tony McKenzie – 2013/2014 Stewardship
Kevin McNeil – 2013/2014 Finance
Lisa Miller Worf – 2013/14 Communications
Drew White – 2013/14 Mission
Rena White – 2013/14 Personnel

Serving Second Year...

Todd Oswald – 2014/15 Property
Susan Brandau – 2014/15 Member Care
Connie Love – 2014/15 Christian Nurture
Marian Stout and Louise Lawson – 2014/15 Congregational Life
Catherine Mitchell and Amanda Shanks – 2014/15 Spiritual Growth

Incoming Leaders...

Nancy Bohrer – 2015/16 Outreach
John Callaway – 2015/16 Stewardship
Mike Mitchell – 2015/16 Finance
Will Vick and Shea Barron – 2015/16 Communications
Chris Gardner and Janet Harrison – 2015/16 Mission
Kay Chelena – 2015/16 Personnel

Letter from the Senior Pastor

Dear Friends in Christ,

The pages which follow are an unending story of a covenant faith community. It is a story of joy and accomplishment of the past year and challenges and opportunities of the year to come.

Ministry Team leaders have been asked to write their report looking at the year now past, thanking God for what has been accomplished, and looking forward to the coming year with hope. The Elder serving on that Ministry Team has written the concluding prayer.

Many members have been involved in describing God-at-work in 2014.

We sang our way into the 2014 year with the introduction of a new hymnal used at the 11:00am service and continue to discover the blessings of "Glory to God". These hymns have strengthened our faith in a necessary manner as we grieve the loss of Katharine, Lue, Gertrude, Virginia, Sarah, Jerry, Florence and Pat from our community.

A radical step was taken by our Session in deciding to hire TAG, a consultant group who will guide leadership in defining a vision for Avondale. With the decision made, the work and promise now is entrusted to 2015.

A seed has been planted deep within the soil in Milot, Haiti and a covenant between this Haitian community and our community of Avondale established. How far away our mission, but how close to our hearts.

There was great joy with the membership responding with your financial gifts to meet the requested 2015 budget. The adoption of a \$730,650 budget reflects faithful giving by the larger membership. A significant portion of that budget (62%) is directed to staff salaries/personnel. We are blessed to have the staff that we have and I can only encourage all members to continue to support, pray and participate in the ministries provided. I am blessed to work with a staff which is involved and contributes much. When first arriving at Avondale, it was frequently said that Avondale was "*that little white church on the hill*". That description has died and Avondale now offers ministry and program which is anything but "little". We could give much of our allocated personnel costs away to other causes which would in return go to administrative overhead elsewhere. It is our choice not to do this but to recognize our internal gifts. In many ways Avondale has 'grown up' and with this growth there is both joy and pain. I thank God for this growth.

When looking solely at the percentage of the cost of personnel within the budget the figure appears high and seems disproportionate to other ministries. A fuller understanding of the personnel percentage is best understood when the percentage of the work by staff is broken down into ministry categories. Members of the staff are not entities unto themselves but function within a faith community and work with you, the members, in defining and shaping ministry. The latter part of 2014 Bill Town spent hours with Jane, Chris and me breaking down and defining our work hours and salaries and then allocating the hours to respective ministries.

Equating the hours worked to dollars paid of the three ordained staff allowed us to recognize the larger priorities and contribution of human resources. Limited to defining the five major categories of ministry, the results are as follows with several examples:

Christian Education	\$35,432	Sunday classes, Small Groups, Avondale Adventures, workshops
Spiritual Growth	\$35,151	Preparation/planning of worship sermons, bulletins
Mission	\$25,041	Work Camps, Haiti trips, Sedgefield Middle School
Member Care	\$25,041	Hospital, retirement center, home visitation
Administration	\$50,045	Communications to congregation, planning

This understanding of personnel costs presents a second, and broader context by which to understand ministry and places responsibility upon me and the Personnel Ministry Team in directing pastoral gifts to the larger vision of ministry here at Avondale.

In the 2014 year we have defined fellowship in our expanding small group life and rejoiced in the company of each other around food and fellowship. The pages which follow bring definition to this ministry now past.

Moving into the new year, at home and within the larger P.C.U.S.A., it will be a year of change.

Many changes will continue to occur within the larger Presbyterian Church, but I believe this to be the year when we will amend the traditional language defining marriage between “a man and a woman” to a language which states marriage to be “a commitment between two people”.

I welcome God’s guiding in regards to our leadership being open to TAG and their courage to shape vision. At some point the words of the conference room will become the actions of the congregation and I pray that we all may be open to God’s leading. Nothing less and nothing more. The major investment will begin with two two-day retreats occurring the end of January and February.

Avondale will also introduce five Sundays where we will gather for a shared time of worship followed by a period of education and a common meal. The five will replace Festival Sundays and the Sunday morning brunches. The first will occur on January 25 with the presentation of the Annual Report.

If you fear the changes occurring in 2015 and begin looking for a distant place, consider surrendering your life to Christ in Milot, Haiti with the next mission trip this May.

My pathway into 2015 is upon the pavestones of 2014. God has been good and constant in grace. There is no reason to expect any less in this new year. For the larger membership and your walk of faith, I am deeply grateful.

Yours in Christ,



Spiritual Growth

2014 provided many opportunities for meaningful worship at Avondale. Moving ARISE to the Family Life Center proved to be a great success. The service continues to be a source of imagination, exploration, and connectivity as worshippers join together at 9:00am each Sunday to worship in the round. Sharing coffee together, making use of visuals and the ARISE band providing lively music creates enthusiastic praise to God.

Our Traditional Service held in the Sanctuary at 11:00am each week stands on the liturgy, hymns and creeds that have built the church throughout the ages. Led by our clergy and choir, the traditions that have formed the very infrastructure which supports the church are celebrated each week. We continued to celebrate Holy Communion the first Sunday of each month. We celebrated the 2014 Lenten Season with the theme of "Living Under the Cross" and the 2014 Advent Season with the theme of "While You Were Sleeping, God Surprised Earth". Worshippers at the Traditional Service are becoming more familiar with hymns from our new hymnal introduced in 2013, "Glory to God". We joined together as one body with three Festival Sundays – Pentecost, ReConnect, and the First Sunday of Advent.

Looking ahead to 2015, we hope to celebrate five Unity Sundays, where we gather to worship as one body and enjoy a meal together afterwards. We plan to continue to celebrate the Sacrament of Holy Communion monthly, and will work to make worship available and accessible to all.

We express our deepest gratitude to the members of the Spiritual Growth Ministry Team: Tina Wilson, Lauren Hinkel, Karen Shannon, Ted Todd, Cheryl Judd-Magee, Debby Sacra, Jackie Shannon, Jim McCarthy, Elder Discerner Rick Parler and staff members John Earl, Regina Love and Rich Stanley.

Catherine Mitchell and Amanda Shanks, Co-Leaders

Dear Heavenly Father,

For the work of this ministry team and the leadership provided this year, we are truly grateful. We thank you for the opportunity to serve and for the willingness of this ministry team to make use of the talents you have provided, for the building of your kingdom here at Avondale. Make us mindful of all those who are struggling to find that connection to you as we seek to do your work.

We pray for your guidance in the coming year.

In Jesus' name,

Amen.

Rick Parler, Elder

Christian Nurture

Christian Nurture Ministry team wishes to thank all of the members of Avondale Presbyterian Church who have shared the love of their Christ with others by being involved in the education of Avondale's truth seekers.

A special thank you to the Christian Nurture Ministry team: Mary Comstock, Elder; Ginny Sloan, Children's Ministries; Kay DeArmon, Ruby Cathey, Dave Comstock, Chip Reed, and Jane Summey Mullennix. God hugs to each of you for your tireless, enthusiastic, daring involvement in our ministry team's works.

During 2014, Christian Nurture strived to offer a rich variety of events to encourage spiritual growth throughout the year for all of the faith community at Avondale. In addition to our annual workshop for families on Faith and Sexuality, we offered three new workshops: on Worship, Sacraments and How to Use the Bible. Avondale Adventures occurred twice during the school year and for the first time the Avondale Children's Center children were included in our Bible School last summer. A wide variety of classes were offered throughout the year for the adults, including a class on Couple Communication, Bible WorkBench, a study on Ash Wednesday, and an exploration of spiritual gifts during Re-Connect Sunday. Our small groups continue to grow. Four new groups began in 2014: two Life Groups for women, one group studying prayer and one, mindfulness. Our Sunday Schools are a mixed offering of study topics that we believe appeal to everyone no matter where they are in the faith journey. To be sure our programs are thoughtful and Bible based, we have supported our teachers and leaders with teacher enrichment training.

What does the Christian Nurture Ministry team hope the future will look like? We want to continue to offer a variety of programs that will allow us to know that in and through us God can accomplish great things. We need to continue to study and learn, so that we are sure we are true to our God's wish for us. Already planned for 2015, a big issue topic, "Marriage: Christians at a Crossroads". We hope to offer a life transition workshop for preschool parents, and more small groups. We also plan to work with Mecklenburg Ministries to promote interfaith relationships.

Christian Nurture Ministry team prays that we are able to shine a light to guide all seekers of the Truth through their faith journey.

Connie Love, Leader

Gracious and loving God, thank you for your constant guidance of this ministry team. Fill its leaders and members with your Spirit so that their works will not only nurture and educate, but will also enable and promote individual spiritual growth and discipleship. From the youngest child to the oldest adult, we are all your children, on a journey of learning and growing in our faith. Please be with this ministry team as it seeks to provide meaningful opportunities for transformation. Please guide us with your loving spirit. Amen. Mary Comstock, Elder

Mission

2014 was a wonderfully active year that involved hundreds of Avondalers working together on mission projects advancing the kingdom of God outside the church. The information below shows the mission program and the numbers of Avondalers involved in 2014. The ministry team would like to thank all that volunteered their time.

28 in the Haiti Ministry

87 in Room In The Inn

71 in the Uptown Meal Ministry

20 in the Common Ground Garden Ministry

16 in the Sedgfield tutoring and after-school programs

34 in the Youth Workcamps

The mission team would also like to thank those involved in collecting, contributing to, and counting the special offerings and fundraisers where Avondalers shared their monetary gifts. In our monthly ten-cents-a-meal offering that funds hunger programs in Charlotte, the four Presbyterian denominational offerings (One Great Hour of Sharing at Easter, Pentecost Offering, World Communion Sunday, and the Joy Gift Offering during Advent), and the special offering and fundraiser to benefit our mission program in Milot, Haiti, Avondalers gave generously, adding more than twenty-two thousand dollars to our church's support of local, regional, and international mission programs.

A special note of gratitude goes to Charles Favor, who with his wife Nancy, will eventually be moving up the road to Roanoke to be closer to family. Charles has been an ever faithful and cheerful volunteer on many mission programs for decades. Charles, you will truly be missed as a friend and as a co-worker in God's Mission.

The mission team offers many opportunities to answer the Spirit's call. The team would like to highlight two special events in 2014 that fulfilled our team's goal to connect Avondalers with each other, and to connect Avondalers with those in need outside the church, doing meaningful work to advance the Kingdom of God. Both events included some awful weather, but it was in those trying times that we felt truly connected to one another, and to those we serve in answering the Spirit's call.

Room In The Inn, January 28 and February 1, 2014 – Few can forget the single digit temperatures and snowfall of the last week of January, but for those who drove, or brought meals, or who slept over with our homeless neighbors in the Fellowship Hall twice that week it was particularly memorable. The snowstorm hit Wednesday morning, just late enough so that the roads weren't too slippery for getting neighbors uptown to a special temporary shelter at the Hal Marshall annex. Lamar Hardegree wasn't so lucky, as the storm hit hard as he travelled slowly back to his south Charlotte home after spending the night. Shelter beds were in short supply that week with the snow and bitter cold. Avondalers worked together to provide twelve additional beds on a special Saturday night edition of Room In The Inn, welcoming homeless neighbors that would not have had a place to stay otherwise.

On Sunday morning the bus uptown ran twice so six of our neighbors could attend the ARISE worship service with us. It was a special time for all.

Grand Riviere Haiti, Sunday, November 2, 2014 – A deadly storm was raging in Haiti that night, outside the church in Grand Riviere. Five Avondalers had come ten miles from Milot to see Jacquelyn Valmyr sing in a twelve-man a capella group performing that night in an impressively old and sturdy Baptist church. At times the thunder, wind, and pounding rain was almost as loud as the singers themselves, but we all felt sheltered in God’s arms as we sat in the pews with hundreds from the town listening to the “Brothers United in Christ”. Sharing the amazing music and the tumultuous storm with each other, and with our partners in Haiti was truly an unforgettable experience, one that forever connects us, and reminds us of the power of God and God’s Spirit.

The team looks forward to sharing some hard work and some unforgettable times again in 2015 with friends old and new at Avondale and with those we serve outside the church, deepening our relationships with each other and with God.

I offer a prayer of gratitude in God’s grace, and gratitude for the life of Jesus, who came to us and showed us an example of patience, empathy, humility, service, and love for all. Though Mission is what we do outside the church towards the kingdom of God, in which all are fed, housed, and provided an opportunity to live healthy productive lives, I thank God for the voice inside that guides us. I offer too a prayer of gratitude to the hundreds of Avondalers who have heard, and continue to hear God’s call to be missionaries, disciples of Christ using their God-given talents in Mission. I pray that with God’s help, we will be receptive to the Spirit’s call to be missionaries; trusting in God wherever that takes us; loving and helping each other, and working together towards the kingdom. Amen. Jim Bowen, Elder

Member Care

Member Care filled the year with rich opportunities to show God’s love to others in our faith community.

We started a new ministry of sending three separate correspondence to those recently baptized at Avondale. These notes remind them of our commitment from the church to walk with them and to faithfully assist them on their faith journey.

To recognize the importance of love and marriage, we presented three newlyweds with a unique basket of “pounding”. The congregation donated different goodies measuring a pound, ranging from sugar, pasta, chocolates, oatmeal, and cleaning products.

Avondale’s beautiful note cards were reproduced and successfully sold throughout the year.

Our Shepherds attended insightful workshops to enrich their skills as loving caregivers. Following ASAP’s monthly meetings, meals were provided for our Shepherds to deliver to Avondale’s shut-ins.

During December, Avondale's Shepherds delivered chocolates and made arrangements for our shut-ins to attend the Crossroad's Christmas performance.

Building the kingdom, a weekly surprise care package was sent to a family out of state for six weeks dealing with medical issues concerning a beloved child. Through God's grace, numerous meals have been provided for families in need. Also Member Care provided a bereavement meal or reception at the grieving family's request.

Member Care is enriched with the faithful service of Daisy Alexander, Suzanne Baillie, Martha Branden, Linda Haigh, Barbara Hill and Libby Thompson. As we move forward and dream of our new vision for 2015, our ultimate goal is to shine our light so others may see the love of God.

Susan Brandau, Leader

Dear gracious God, thank you for the wonderful members of Avondale. Guide us as we care for them. Amen. Linda Haigh, Elder

Congregational Life

As leaders of the Congregational Life Ministry Team, we are thankful for the leaders who came before us as they left a legacy that has taught us a great deal about how to love and serve one another. They are valued and never forgotten.

We are so thankful for those that served with us: Trish Boyd, Shea Chambers, Chris Gardner, Laura Meier, Ann Patterson, Dollie Sitton, Jessica Shanks, Holly Thomson, Caroline White, Emily Zuyus and Sigrid Sacra (Elder). We are grateful that our team was open to the stirring of the Holy Spirit in trying new events such as:

- ◆ Eggapalooza (Easter Egg Hunt, weekend before Easter)
- ◆ Easter Breakfast on the FLC patio
- ◆ Lunch/Picnic in the Sacred Garden (ReConnect Sunday in September)
- ◆ Putting together a Men's Cooking Team including: Bill Platt, Shaylor Knight, Michael Harrison, Frank Lassalle, Ryan Patterson, Mike Carroll, John Callaway, Robert Rogers, Andrew Patterson and Bill Caldwell. And returning in 2015: Bill Platt, Shaylor Knight, Michael Harrison, Ryan Patterson and Frank Lassalle.
- ◆ We are hopeful that our Avondale family and guests have felt loved and cared for throughout the year during the other events such as:
 - * Quarterly brunches
 - * Festival Sunday meals
 - * Congregational Retreat

- * And broadening the warmth shared around the Lemonade Stand following the 11:00am service to year round.

Our hope for 2015 is that our Avondale family will continue to feel the love of Christ and know that they are valued while we build community together. We look forward to serving God and our faith community in 2015.

With appreciation, Louise Lawson & Marian Stout, Co-Leaders; Sigrid Sacra, Elder

Father, you are our strength and guide.

Encourage us to allow space for your

Spirit to move us forward in our faith journey.

Allow us to receive your Spirit from life's

ebb and flow. Amen

"Growing Spiritually" by Dick Huggins

Avondale Senior Adult Program (ASAP)

The ASAP was established two years ago as a ministry opportunity for older adults. We seek to provide social activities, including meals and day trips; service activities such as our support for Sedgefield Middle School staff; learning situations like mission ministry topics and sharing opportunities for spiritual growth.

While our group of 40-50 participants are all Avondalers, the possibilities for outreach exist. We are active adults who have time and means to give to our community. We have had two opportunities this past year for connecting with the children from Avondale Children's Center. Some of our ASAP participants had the pleasure of reading to the classes in the Fellowship Hall just before our monthly luncheon. Everyone seemed to enjoy the experience and we hope to do that again. After lunch, some food is boxed up and taken to shut-ins in the Avondale family.

Two new members, Brenda Coble and Betty Chambers, have joined John Earl, Stewart Farris, Sigrid Sacra, Connie Stout, Lyn Sweet, Leslie Saleeby and Caroline White on the leadership team. We greatly appreciate the time and effort given in the past by Susan Harrington and Rogers Magee.

Stewardship

First, I want to start my report by thanking my team members: John, Erik, Cathy, Ryan and George for their creativity, passion and energy. I want to thank Sharon for keeping me focused when the waters became a little stormy and John for his boundless enthusiasm. Lastly I would like to thank Ginny M. and Ann P. for turning my feeble attempts to write into something worth reading. Because of these people, we were able to create a sustainable process to inform our members about Pledging and to support the Finance Team in creating a plan to fund our missions in 2015.

It is my belief that people support where they spend their time, so with this solid base, I am hopeful Stewardship can work with the other Teams to change our focus from the Pledge campaign to getting more members involved using their Talents.

Tony McKenzie, Leader

Gracious and loving God, thank you for the leading of Spirit in the months just past as we responded to all that has been given us through Your grace. We pray for guidance in the year ahead as we attempt to grow in understanding that everything comes from You, that we have a responsibility to care for what has been entrusted to us, including our wealth, our talents, our relationships and our time, and that ultimately all goes back to Your glory. Your love and grace is ever flowing and we are thankful. Amen. Sharon McCarthy, Elder

Outreach

Looking back over the past year, Outreach held their first Engage training with members of Outreach and the Session. This helped us to build a vision for our goals throughout the year. We held an interest meeting about Engage with church members and we set a date to begin our first small group in 2015 for Engage.

We heavily researched alternative small group methods such as 1001 Worshiping Communities and Lifetree Cafe.

We established a structured Ambassador program and stuffed lots of welcome bags!

Our Live Nativity event, "A Nativity Journey", brought together most of the Ministry Teams (part of our Mission Statement) to welcome others onto our church grounds.

We are thankful for Chris Lee, Nancy, Greg, Lamar, Bill, Kelly and Harry and the Leadership of this church.

We are looking forward to working towards accomplishing many more things in the year to come, including:

- ◆ Discernment over 1,001 Worshiping Communities and how it can tie in with Avondale.
- ◆ Creating a group of committed Ambassadors with a set schedule.
- ◆ Engage to create wonderful faith stories in our community.
- ◆ Annual return of Nativity Journey.

Carolyn Fiala, Leader

Inviting God,

Stir us to become a generous and open community,
loving and serving both old friends and newcomers,
So that Jesus may be glorified here on Park Road and
many souls added to the kingdom.

Through Jesus Christ our Lord, Amen. Harry Greyard, Elder

Property

Significant improvements were made to the grounds and facilities in 2014, thanks to faithful giving to the facilities fund and contributions of time and resources by congregation members. These improvements include re-roofing of the education wing, the office, and the MacLean Fellowship Hall; refurbishment of the Family Life Center lights, Sacred Garden lights, and repair of the lights at the front of the Sanctuary. There was a tremendous amount of painting and repair work around the entire campus. A new commercial washer and dryer were provided in the Family Life Center. The lounge area was refurbished to make it more comfortable. Major courtyard shrubbery and tree trimming and general cleanup was accomplished during the spring workday. An activity bus was purchased for use by all ministries.

Looking forward, we will continue to be faced with major facility aging issues such as HVAC failures, water leaks and other plumbing repairs, maintaining the activity bus, and other general maintenance. The contributions to the Facilities Fund and the dedication of time and talents by congregation members will continue to be important. The ministry team will continue to discern where we need to focus the resources provided by the congregation to keep the Avondale facilities safe, warm and welcoming.

Thanks to the commitment of the 2014 Property Ministry Team members. Thanks to all members for the continued vigilance in keeping up with our facilities. We welcome your support and recommendations. The ministry team is dedicated to the continued maintenance of the facilities that God has blessed us with here on Park Road.

Todd Oswald, Leader

Communications

The Communications Team wants to make it easier for people at Avondale and those beyond our walls to tap into the many opportunities here to know God and understand how God works in our lives and the world around us.

This past year....

- ◆ We began sending out a weekly email, eNews, that gives a brief rundown of what's happening around Avondale. We want people to be able to quickly see classes, volunteer opportunities, and other activities that may interest them. We also want to make it easy for them to participate. With that in mind, we've included links in the email so people can sign up and even pay for events that have a fee. It looks like people are reading these emails and the Avondale Avenues newsletters. Our tracking system shows about 55 percent of those emails are opened.
- ◆ We also want people to get a deeper understanding of God's work at Avondale. We decided to move from sending out a newsletter every other week to sending out one a month. The monthly Avondale Avenues newsletter takes a bigger picture look at what our congregation is doing and why. Ann Patterson edits, compiles, and writes these.

We thank Ann for her ability to sense God's work at Avondale and skillfully articulate it. We also thank her for corralling the expertise of others like Laura Meier, Sarah Kate Magee Pease, and the Stewardship Team to capture it in photos and words.

- ◆ We're trying to provide other ways for ministry teams to get the word out about initiatives and events. We have a long way to go on this, but Monica Hickman has been a huge help on designing flyers and mailings. She has a knack for logos and layouts and can turn projects on a dime.
- ◆ We put together a brochure that gives visitors a snapshot of the many ways to worship, serve, and learn at Avondale.

This coming year...

This year will be an exhilarating one for Avondale as we grapple with understanding where God is calling us. The Communications Team wants to help make sure everyone in the congregation hears the discussion and is part of it.

God has given us many ways to communicate. The Communications Team plans to begin a conversation this year to find the best ways Avondale can use social media sites like Facebook, Twitter, and Instagram. These sites can be a meaningful way to connect members with what's going on at Avondale as well as introduce Avondale to those who are looking for a church or to those who are curious about Christianity. We thank all of those who are already posting to and liking the church's Facebook page.

We also hope to find ways to better support Avondale's ministry teams.

Thanks to Ginny Mitchell for all her smarts and execution, Chris Lee for his ideas and energy, Paula Huffines for keeping our minds on the bigger goal, Mike Carroll for his keen eye and questions, and Robert Rogers for his experienced take on things. Thank you also to Will Vick and Shea Barron who will lead the ministry team in 2015.

Lisa Miller, Leader

Dear God, Thank you for the opportunity to gather together to do the work of your church. Above all else, may we listen for your presence. Help us to discern your will so that may bring others closer to you through our communications. In Jesus' name, we pray. Amen.

Paula Huffines, Elder

Personnel

The Personnel Ministry Team had a busy and productive year in 2014. The Ministry Team revised the performance review forms to provide more clear and relevant information for both ordained and non-ordained staff. All performance reviews were completed using the new forms. A mileage reimbursement procedure for staff members was established early in 2014 to help streamline this process.

Throughout the year the Ministry Team recognized staff member birthdays with delicious deserts from Tizzerts. Many thanks to Tiz Benson for her contribution of these welcome goodies to the Avondale staff. Tiz has brought a new meaning to “birthday” for Avondale staff members!

During the summer the Ministry Team coordinated a farewell reception for Karina Romanelli. Karina worked faithfully with the toddlers in the nursery and also teaching Sunday School for 20 years. The Ministry Team also provided Karina with a monetary gift from Avondale in appreciation of her dedication and service.

The Ministry Team continues to coordinate and deliver Child, Youth, and Volunteer Protection Policy training to those who participate in ministries involving children and youth.

During the coming year of 2015 the Ministry Team will streamline the performance review process by preparing and conducting all reviews at one designated time of year. Job descriptions will be reviewed and revised relative to the best use of pastoral gifts toward the ongoing and future initiatives of Avondale.

Thanks to all Personnel Ministry Team members including Kay Chelena, Jeff Meier, Patti Oswald, and Rena White for their service to the Ministry Team. The Ministry Team also greatly appreciates the contribution of feedback to staff performance evaluations by many members of the congregation who graciously respond to these requests.

Avondale Presbyterian Church Children’s Center

The Children’s Center is blessed to have had such a wonderful year! In our ongoing mission of providing an even more unified partnership with the Church, we are proud to report that 2014 marked our first Children’s Center Bible Camp. Our three, four, and five year old classes were elated to participate in the weeklong “Wilderness Escape”. The camp featured many highlights including Dr. Earl dressing up as Moses, amazing crafts, and fantastic bible songs which the children are still singing to this day! It was truly a joyful experience and one that we know made a lasting impact on all involved!

In addition to our Bible Camp, the Children’s Center continued our church connection by welcoming Avondale’s ASAP group for several “read alouds” with the children. It was wonderful seeing the seniors and preschoolers connecting.

Through our increased association with Avondale Church, the Children’s Center’s students and staff have felt an increased and renewed faith this past year. We all look forward to 2015 and the promise of even greater relationship as we confidently step forward in our faith journey together.

Caroline White, Interim Director and Millie Norris, Assistant Director

Membership

In Brief...

Four weddings took place at Avondale.
One baby boy and four baby girls were born.
The Sacrament of Baptism was administered
to six children and two adults.

Active Membership 12/31/2013	452
Adults welcomed into membership in 2014	+ 13
Youth welcomed into membership in 2014	+ 13
Members Placed on the Inactive Role	- 18
Deaths	- 7
Memberships Transferred	- 4
Active Membership 12/31/2014	<u>449</u>

Births in 2014

Palmer Ruth Horton Doughton and Mallery Horton, parents	January 4
Ella Grace Ferguson William (Travis) and Melinda Ferguson, parents	February 3
Joshua Joseph Parise Diego and Jennifer Gaddy Parise, parents	June 20
Jane Pearl Swart Chris and Katie Swart, parents	September 27
Evelyn Claire Hautop Doug and Vicki Hautop, parents	December 3

Baptisms in 2014

Wendy Lea Campbell	January 19
Elizabeth Loraine Lawson	April 27
Jerry and Louise Lawson, parents	
Sarah Louise Lawson	April 27
Jerry and Louise Lawson, parents	
Ryan Mitchell Vestal	May 11
Bruce and Sarah Vestal, parents	
Ella Grace Ferguson	May 18
Travis and Melinda Ferguson, parents	
Owen Patrick Dickson	June 22
Doug and Elaine Dickson, parents	
Robert C. Suydam, Jr.	September 28
Palmer Ruth Horton	October 5
Doughton and Mallery Horton, parents	

In Memoriam

Katharine Adair Woods	January 24
Florence Chapman Smith	January 31
Gertrude N. Greene*	April 10
Virginia Catherine (Bryant) Short	May 31
Sarah Beam Bailey Hendrix	July 18
Jerry Crawford	October 15
Florence "Lue" Singer	November 6
George Patrick Lewis	December 29

2014 Actual Results and 2015 Approved Budget

	<u>Actual 2014 Results</u>	<u>Approved 2015 Budget</u>
TOTAL INCOME		
Member Contributions	\$594,837	\$640,850
Non-Member Contributions	16,517	15,000
Total Contributions	611,354	\$655,850
Avondale Children's Ctr. Reimbursement	12,600	21,000
Rental & Misc. Income	10,277	8,250
FLC Ministry Revenue (BBall/Camps)	32,166	29,150
Total Income (before Transfer Below)	666,397	\$714,250
One-Time Restricted Acct. Transfer	38,673	0
TOTAL INCOME	\$705,070	\$714,250
TOTAL EXPENSES		
Personnel	\$432,972	\$441,700
Property	143,198	146,000
Admin/Off. Tech	19,300	21,000
Total Pers/Property/Admin	595,470	608,700
Denominational Support	32,000	32,650
Mission	17,653	28,000
Christian Nurture	19,480	22,725
Spiritual Growth	11,847	12,500
Congregational Life	4,822	3,750
Outreach	1,559	5,375
Communications	945	2,500
Stewardship	748	1,000
Member Care	663	1,000
FLC Ministry Expenses (BBall, etc.)	16,060	12,450
Total Ministry Team Exp.	105,776	121,950
TOTAL EXPENSES	701,246	730,650
TOTAL PROFIT (LOSS)	\$3,824	(\$16,400)
OTHER FINANCIAL INFORMATION:		
Checking/Savings Acct. Balance (General Fund)	\$287,841	
"Always Avondale" Endowment Balance	\$528,143	
Facilities Fund Balance	\$19,743	
Columbarium Fund Balance	\$30,357	

Note: TAG consulting expenses have and will be funded from Endowment earnings.



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