



ANNUAL REPORT

A Word From Our Senior Pastor

Dear Friends,

Thank God that 2018 was a much calmer year than what our community experienced with Hurricane Harvey in 2017!

Some of the year's highlights include the hiring of Jennifer Salyer as our full time Director of Music and Worship, as well as Chelsea Ham as our new Youth Director. Our Make a Difference Day had hundreds of passionate members serving our community in incredible ways. Another highlight is our support of a new mission ministry called Sleep in Heavenly Peace, an organization that ensures children and youth have a bed to sleep on. I am also very grateful for my 15th Anniversary Celebration. We moved forward with our HOME Strategic Goals that resulted with welcoming more new members than recent years. And although our partnership with a Spanish Speaking Congregation did not develop the way we thought, we did begin an incredibly successful ESL Program with dozens of students; some even joined our church!

Financially, we ended the year strong with the most money ever collected for our Giving Tree Offering and ended with a surplus in our operating budget! Praise God from whom all blessings flow!

We also had some fun with our preaching series on Children's Stories and our GREAT-ful Series! In 2019, we are taking our preaching series up a notch trying to be intentional about attracting and engaging younger families with The MARVEL-US LIFE series. We will see how super heroes can connect us with living full lives as we have been gifted to help others experience more to life. I am also looking forward to our Contemporary Issues series on school shootings as we search for a Christian response. I know we are not going to be able to fix this incredibly complex problem, but I do believe we are called to allow Christ's light to shine even in the darkness. Isn't it nice being part of a congregation that can agree to disagree but still work together to make a difference in the lives of people?

Thank you for your faithful support of our ministry! I am truly amazed at the hundreds of volunteers that help in so many different ways. We couldn't do what we do without you!

Please join me in praying that God will continue to use our church to fulfill our mission as we are Christ's disciples, celebrating God's grace, creating community, making a difference!

With much love and appreciation,



Pastor Paul



370     

AVERAGE SUNDAY
ATTENDANCE

153 children participated in VBS - **50** volunteers

\$1,413,287

Operating Income

\$26,461

Average Weekly Giving

\$89,369

Special Offerings

2018 Benevolences

PCUSA: \$56,650

Local Mission: \$49,965

State and National: \$9,500

International: \$25,210

Special Offerings: \$89,369

Total Mission: \$230,694

\$16,800

RAISED AT THE
YOUTH GOLF
TOURNAMENT



OVER
35,000
meals made for

Rise
AGAINST HUNGER
food • community • sustainability

750
people attended
Eggstravaganza

The
Giving Tree raised

OVER
\$33,000

for 8 featured organizations

34    

NEW MEMBERS

More than

300

people served at Northwoods this year



ESL & Spanish Classes nearly 100 students



Team Members:

Sylvia McLarty - Elder / Chair
 Jennifer Klein Salyer - Staff
 Carmen Gonzalez
 Tami Jones
 Kortni Mann
 Amanda Nuelle
 Eric Smith



HIGHLIGHTS

- The Worship Team's responsibilities and oversight encompass a broad array of all the visible and behind-the-scenes parts that work together to create a meaningful worship experience for our members and visitors at our traditional, contemplative, and contemporary worship services. In addition, the Worship Team is engaged as a group to better the life of the church community through its participation in church-wide events.
- In 2018, the Worship Team adorned the worship and gathering spaces with palm leaves and Easter lilies; pentecostal "flames" of fire; flags, photo displays and poppies to honor our military personnel; flags of the world and breads from different countries for World Communion Sunday; various tartan pennants to celebrate our reformed faith; fall foliage and cornucopia and an abundance of beans and rice and grains (which were donated to the NAM food bank) to commemorate our Bountiful Harvest at Thanksgiving; four new banners and three communion table paraments (all made by church members) to support the Advent Conspiracy sermon series; and Advent candles, over a dozen Christmas trees, wreaths, lighted garland, a stable and manger, and numerous live poinsettias during the Advent/Christmas season. Additionally, Kathy Drover, curator of our Resch Gallery, provided meaningful art displays throughout the year, exhibiting the art of Northwoods church members as well as local community artists.
- The Worship Team coordinates ushers, greeters, and communion servers for our weekly services, as well as for special services and events, such as the Spring Interfaith Dialogue Council's annual Interfaith Thanksgiving Service that was hosted by Northwoods this year. This service drew in a large crowd of visiting worshipers from our extended neighborhood and a 50-member community choir representing nine worshipping communities.
- Long-time and beloved sanctuary choir director Kinley Lange retired in March, and Jennifer Klein Salyer joined us in May to fill the newly-created position of Director of Music and Worship. With Jennifer's arrival, worshipers have enjoyed new music to support the various sermon series including a commemorative hymn Jennifer composed for the "GREATfull" series; the engagement of the church's children and youth musicians with their musical offerings in worship; and the "uncovering" of existing (and sometimes hidden) musical talents of several adult members who participated in worship leadership by sharing their talents. Additionally, members of the handbell choir have performed. Along with Organist Todd Nolde, Jennifer has scheduled guest musicians to enhance the worship experience, including a brass quintet for Christmas Eve, oboist for the Sanctuary Choir's Christmas concert, and cellist for the contemplative Longest Night service.
- This year's Advent Noels, organized by Todd Nolde, provided three excellent musical programs (Tomball High School Steel Drum Band, Jonathan Aigner, Baritone, and Canyon Point Elementary School Choir and Handbell Choir) which drew in some of our largest crowds for the noon-time mid-week concerts and soup/salad lunch.
- The Worship Team, along with members of the Journey, helped facilitate the addition of a third Christmas Eve service, a 9:00pm "Come As You Are" candlelight and communion service. This inaugural service saw an attendance of over 100 worshipers and concluded on the labyrinth for the candlelight singing of "Silent Night."
- Together with the Youth and members of the Journey, the Worship Team brought about the "College Sunday" all-church, one blended worship service for the Sunday following Christmas, which included members of the Sanctuary Choir, the Journey Band, and the church's Youth and College students in worship leadership.



Team Members:

Jennifer Gutierrez - Chair
Jennifer Klein Salyer - Staff
Carol Douglas
Ron Garner
Nancy Ingram
Ann and Gary Long
Amanda and Rob Nuelle
Clayton Ray
Cindy Shelton

HIGHLIGHTS

- The Journey Service is an experiential contemporary worship service: one that strives to meet worshipers where they are on their faith journey and engage them with hands-on and multi-sensory opportunities to explore and grow their faith in an atmosphere that is comfortable, welcoming and non-traditional. These experiences are drawn in large part from those who volunteer their time to greet, usher, provide refreshments, serve as prayer partners, lead music, operate the audio/visual equipment, administer communion, and create meaningful prayer stations.
- As a testament to the capabilities, dedication, and importance of the volunteers, the Journey Service worship band began the year without a defined leader, but was led ably by Journey Team chair Jennifer Gutierrez, who unselfishly stepped forward to make sure the service continued to run smoothly.
- While the service itself did not change in structure in 2018, there was an infusion of new energy into the service with the addition of several staff persons and a handful of new volunteers who committed their time to the band. In May, church musician and singer/songwriter Jennifer Klein Salyer joined the Northwoods staff as the Director of Worship and Music, who began recruiting additional volunteer musicians to grow the band. In August, Chelsea Ham became the new Director of Youth Ministry and soon became a regular part of the Journey Service worship leadership team. In the late Fall, singer/songwriter Jay Edwards joined the Journey Service as an assistant worship leader.
- The year closed with much excitement, as the Journey Team, along with the Worship Team, offered the first "Journey Style" Christmas Eve service. The first of its kind service was well-received with over 100 worshipers in attendance for this casual, spirit-filled, communion service. The service concluded with worshipers exiting the Fellowship Hall through candle-bearing Christmas carolers as they circled into the labyrinth, where we heard a Christmas message by Dr. Nazarian and sang "Silent Night" a cappella by candle light.





Team Members:

Tracy Bean
 Carol Douglas
 Valerie Dunmire - Elder / Chair
 Sharon Geiger
 Kathy Kasper
 Pam Lincoln
 Rev. Ann Marie
 Quigley-Swanson - Staff
 Laurie Shelton
 Ron Thomas - Elder

HIGHLIGHTS

- Participated in the Youth Cook-off as The Beverly Hillbillies
- Co-hosted the Young at Heart Valentine's Day Family Dance with 50+
- Provided German treats after worship to celebrate Director of the Sanctuary Choir Kinley Lange's move to Germany
- Hosted a photo booth at Shamrock the Block
- Started and continued Bible & Brews Bible study for men and Wine & the Word Bible study for women
- Served refreshments after worship services in honor of Mother's Day and ELCP Director Diane Browning's retirement
- Served refreshments after worship services in honor of Father's Day
- Co-hosted an ice cream social with Children's Ministry
- Organized and served the Make a Difference Day continental breakfast for 200+ people
- Collected items for a Houston sports-themed basket that was donated to the Golf Tournament Youth Fundraiser
- Provided kitchen training for groups using the kitchen
- Hosted the Second Annual Christmas Interactive Film Festival where we watched "How the Grinch Stole Christmas" and "A Charlie Brown Christmas" complete with snow!
- Celebrated the Christmas season by providing cookies after worship services



Team Members:

Rev. Ann Marie
 Quigley-Swanson - Staff
 Judi Kenyon
 Nancy Johnson
 Patricia Justice
 Kara Norwood
 Linda Massie
 Ann Long
 Gary Long
 Anne Swisher, Elder / Chair
 Roxi Tyler
 Rev. Harry Yates

HIGHLIGHTS

- We began an ongoing program to match our new members with "shepherds" who encourage them to attend events during their first year of membership. We have 30 new members matched with shepherds.
- Our Care Meals team provided 27 meals to members and offered an additional 14 meals to others.
- Elders served home communion quarterly to 9-11 people each time.
- The Prayer Chain note writers wrote a total of 360 notes to people we prayed for during 2018.
- Made gift baskets for and visited 15 people in their homes on Make A Difference Day
- Our Prayer Partner program included 17 partners who reach out to and pray for specific members
- Increased our hospital visitation team and facilitated communication through a series of regular meetings
- Neighborhood Group callers made two sets of calls to members prior to the spring Luau and the fall renewal
- Hosted 11 memorial services, 9 with receptions following



**Team Members:**

Lindsay Brock - Staff
Elaine Wallace - Elder
Lori Colmenero - Chair
Angela Gonzalez
Pat Moore
Teresa Jones-Simpson

HIGHLIGHTS

- Participated in Youth Cook Off (Peanuts Theme)
- Sang in morning worship 1/28 (17 kiddos)
- Meet and greet for the new director 2/4
- Hosted a table with the spin wheel for shamrock
- Sang in 9:30 and Journey services on 3/25 (Palm Sunday) (33 kids)
- Eggstravaganza: over 45 volunteers and over 750 guests
- Easter morning Butterfly Release
- Children's Sermon
- Sang in 9:30 service for Mother's Day 5/13 (23 kids)
- Hosted 38 kids for Camp Invention
- "The Good Dinosaur" movie night
- 153 kids signed up for VBS and we had over 50 volunteers
- We had a great turnout for Family Fun Night during VBS
- The following Sunday after VBS, we had a "VBS service" at the Journey
- We raised \$722.08 for 410 Bridge during VBS.
- Reintroduced Parent's day out (17 kids)
- Cohosted the Ice Cream Social with Church Life
- Blessing of the backpacks
- Gave 11 Bibles to 3rd graders
- Hosted Parents' Day Out
- Sang in 9:30 worship on Veteran's Day (14 kids)
- Hosted Advent Celebration (16 kids): Hanging of the Greens
- Joyful Jams started 12/2: 21 kids participate
- Parents' Day Out: 12/8 (13 kids)



Eggstravaganza & EASTER SUNDAY





Team Members:

Bambi McWhorter - Director
 Lindsay Brock - Staff
 Pat Moore - Elder
 Sharon Geiger - Elder
 Christine Thomas
 Elizabeth Jeter
 Vicki Rieke
 Abigail Smith

We are so thankful for these women who give time and energy to our program. Several of these members have completed their term on our board.

We would love to talk to any Northwoods member who might be interested in serving on our board.

MISSION

The ELCP serves as a ministry of Northwoods by making a divergence in the lives of families in our church and the surrounding community. Our Program provides a safe, loving, Christian environment for infants, toddlers, and preschool age children to stimulate their spiritual, social, emotional, physical and academic development. Recognizing that each child learns at a unique pace, our experienced staff strives to instill in young children a sense of security and self-worth.



HIGHLIGHTS

Graduation 2018: In May 2018, our graduating class was nine (9).

Those PreK graduates went on to both public and private schools, with many parents reporting to us how well their children are doing in their new schools. We have even heard from upper elementary and middle schools that their ELCP graduate is a successful student. We are happy to take some credit for giving them a strong beginning.

Financial Success: The ELCP planned an aggressive budget for 2018 and the ELCP income from tuition and registration fees covered the daily expenses of salaries, supplies, janitorial costs, and the Building Usage Fee paid to NWPC. Our enrollment number increased from the previous 2016-2017 ending the year at 69 children. Many of those children stayed for the full day which helped increase our revenue. Thankfully we continued to be gifted by generous church members allowing us to purchase or replace worn toys and other classroom equipment.

Staff: The ELCP had two long-time teachers retire this summer. We had a previous teacher return from maternity leave. We also had an alumni teacher return. The Director, Bambi McWhorter, is working part-time in the Pre-K as Lead Teacher and part-time in the office. We currently have 15 teachers, a Director, and an Associate Director.

Scholarship Funds: Scholarships are funded by gifts and memorials from NWPC members and a contribution from Missions. As the year ends, we have a balance in our Scholarship Account so we can continue to offer a scholarship to a family in need of one. Due to instability in the job market, there is a continued need for short term and on-going scholarships.

GOALS

- Increasing enrollment: More students and more tuition means more innovative ways to develop the young minds in our care. We know that parent referrals are one of our best means of advertising. We will continue to encourage parents to let others know how happy they are with our program by creating a Facebook page for the school. We will also network with reputable local businesses and offer monthly/bi-monthly open houses to encourage referrals.
- As parents are challenged by job loss, we would like to increase our Scholarship Funds so that we can assist parents during their time of unemployment and job search. Believing that staying in the ELCP is best for a child during a family transition, we need funds to assist families during this time.
- As our playground equipment ages, there is a need to research, develop, and purchase new playground equipment in the future. This goal will require input from other ministry teams of Northwoods and fundraising efforts. This is a long term goal.





Team Members:

Chelsea Ham - Staff

Tanya Sims - Chair

John Butler - Elder

Rob Trennel - Elder

Laurie Nodine

Henry Collins

Zina White

Virginia Huerra

HIGHLIGHTS

- Annual Cook-Off in January raised money for youth summer mission trips and events.
- Confirmation: 13 youth comprised our class of 2018. Confirmation class was led by Henry Collins.
- 2 adults and 4 youth are serving as representatives on PYCC.
- We joined PYCC for multiple events including the Conclaves Retreat at Camp Cho-Yeh for a youth-led, presbytery-wide spring event & the PYCC Youth Rally in the fall.
- Our Youth Leadership Team (called The Krew) has continued to serve with such maturity. These students help plan and execute the youth calendar, youth worship services & special events (like our Winter Retreat).
- Under the leadership of The Krew, we continued our monthly tradition of hosting our youth-led worship service called RISE in our youth building. Our youth plan, prepare & lead this service each month from sound & slides to music & the message.
- Henry Collins agreed to serve as our interim Youth Director this summer and led with great enthusiasm as we hunted for a new Youth Director.
- We were blessed to have Jennifer Lambert serve as our summer intern for 2018 as she built relationships and helped us with our summer programming and transitioning into a new Youth Director.
- Our youth ministry participated in the Souper Bowl of Caring, the SOS food drive, helped with Stop Hunger Now, sent college care packages to our youth ministry graduates, volunteered at VBS, choir camp, worship services, organized Youth Sunday & College Sunday.
- Junior High youth served during SummerQuest by partnering with NAM during their missions week and for their camp experience traveled to Mo Ranch for Junior High Jubilee.
- Senior High youth sent a group on a mission trip to Osage Nation, Oklahoma. For their camp experience, they headed back to the University of Tulsa for Synod Youth Workshop.
- Our Annual Golf Tournament, held in October at Wind Rose Golf Club, and raised over \$16,000 for our youth ministry and Boy Scout Troop #331.





Team Members:

Cherie Cross - Elder / Chair
(until June)
David Gordon – Elder / Chair
(From June)
Rev. Dr. David Puig – Staff
Johnnie Wood
Rev. Dr. Phineas Washer
Barbara Thomason
Salty Thomason
John Leslie (until May)
Adrian & Debbie Shelley
(until May)



HIGHLIGHTS

SUNDAY MORNING BIBLE CLASSES

- 9:30 Study of the Gospel of John, Epistles of John, and the Book of Daniel led by David Gordon
- 10:00 Journey through the Bible beginning with Genesis led by Johnnie Wood
- 11:00 Study of the Gospel of John led by David Puig

TUESDAY BIBLE CLASS

- 6:30 AM Study of the book of Acts led by Rev. Dr. Paul Nazarian

WEDNESDAY BIBLE CLASSES

- 9:30 a.m. - 11:30 a.m. 20+ people met in Room 211 to study the Course "Jesus and the Gospels" and "Mystical Traditions" led by Rev. Dr. David Puig and Rev. Dr. Phineas Washer
- 6:30 p.m. study of Meaningful Myths of the Bible led by Rev. Stewart MacColl

FRIDAY CLASSICS CLASS

- 11:00 a.m. Independent study group

- **Contemporary Issues Class**, most Sundays from 11:00 a.m. - noon dealt with a wide range of subjects, many suggested by participants in the group.

A highlight for this past year was hearing from so many of our members on issues/experiences/life stories they, as presenters, found dear and significant. Gary and Nikki Akin, for example, in a program presenting the work of "Sleep in Heavenly Peace," explained the ministry of the active group of volunteers building beds for children and youth who do not have a bed. . . . John Leslie and Adrian Shelly prepared a series of lectures on different aspects of aging . . . Sherry Shultz, well versed in the issues that cluster around the use and the legalization of marijuana, spoke out of her deep understanding of what is involved in these matters. . . . Johnnie Wood provided us insight on how he reconciles his military service with his Christian faith. . . . And, in one of the most inspiring programs yet, suggested and engineered by Elizabeth Jeter, we heard from Kim Abouabdo, Carol Farley, and Joaquin Gay reporting on the exciting and faith-building story of their spiritual pilgrimages.

- Much time this past year has been invested in planning the six week series, (Jan. 27 - March 3, 2019), on "Guns, Violence: A Search for a Christian Answer," made possible with funds from the Presbytery of New Covenant..
- Church Cook Off on January 28th, "Teddy Roosevelt's Favorite Foods"
- The AMT provided a table with period décor and costumes and served over 90 Buffalo Chicken Wings for the attendees. We had many repeat customers.
- Shamrock the Block March 11: AMT members participated in helping at food and games booths and provided a bagpiper.
- Spiritual Day of Renewal on October 13th, with Rev. Dr. Perryn Rice. "Moving Forward: Understanding the Power of Relationships".
- The AMT recruited many members of the Church community to organize and manage registration, create the décor, help set up the room, provide breakfast items, and many other tasks. We thank everyone for the helping to make this another successful, inspiring event. It was well received by the congregation and their guests.
- Friday's Movie Nights in the chapel organized and led by Debbie Shelley was well received and attended.



Team Members:

Kim Abouabdo - Elder, Lois Andrews, Cindy Davis, Marsha Eggenberger, Kathy Haring, Cindy Hinson - Elder, Nancy Kral, Doug Manchee, Suzanne McPhail, David Puig - Staff, Adrian Shelley, Kes Taylor, Heather Thomas

HIGHLIGHTS

- Our 8th annual "Make a Difference Day" was another success with over 300 Northwoods servants working on eight different Mission Teams. Together we served as Christ's hands and feet to help others by assembling over 35,000 meal packs for the world's hungry, building bunk beds and making blankets for kids with no beds, sorting clothes at NAM, quilting for homeless families, assembling baskets for and visiting people who are homebound, and singing for senior citizens. A special thanks to all who participated!
- We continued our Tutoring and Mentoring Ministry for at-risk students attending first grade at Reynolds Elementary School and at Wells Middle School. We have 20 tutors working with more than 30 first graders and 10 mentors who meet one-on-one with a middle school student on a regular basis. The journey is rewarding! Tutoring and mentoring can be addictive - if you have not tried it, join us!
- The SOS Food Drive was a wonderful success both in Northwoods' contributions to NAM as well as from other supporting congregations. Northwoods donated over 450 lbs. of food and \$3,996, which was matched in triple by a generous donor. Northwoods also donated \$4,103 to the NAM Back to School Drive. NAM then purchased school supplies and distributed them to children in need.
- Saturday NAM teams served throughout the year on our NAM Days of Service either delivering groceries for the homebound through Meals on Wheels or sorting clothing and goods at the NAM Resale Store.
- Northwoods continued our partnership with Help Our Military Endure. Members donated a total of 8 huge tubs of items, goods and appreciation notes for our military men and women who serve overseas. We also collected \$950 to help defray shipping expenses – an amount which sponsored 70 overseas boxes!
- Our Golden Gathering program is the perfect example of Jesus's call to love one another! Almost every month since January 2001, Northwoods has provided a caring place for those with early-to-moderate dementia while at the same time giving their loved ones some needed respite time away. Volunteers to help are always happily welcomed!
- Northwoods Habitat ReStore volunteers worked faithfully on Mondays to ready the merchandise for the store inventory, proceeds from which will build more Habitat Houses while others continued with those build days for dream houses!
- Northwoods accepted a new ministry partner in 2018 - the new local chapter of Sleep in Heavenly Peace (SHP), the only charity providing handmade bunk beds to children who do not have a bed of their own. Our own Gary Akin started the local chapter here in NW Houston. Since mid-August, they have completed 147 beds, delivered 141 beds, and have a backlog of 150 beds that are needed. Many in our own congregation are involved whether through building and delivering beds, providing bedding or financial support. We look forward to the day we will have no kid sleeping on the floor in our town!
- Faith In Practice is a non-profit, ecumenical Christian organization that seeks to improve the physical, spiritual, and economic conditions of the poor in Guatemala through short-term surgical, medical, and dental mission trips and health-related educational programs. For over 12 years, Northwoods has been sending Medical/Dental Teams where physicians see over 2,200 patients and make hundreds of surgery referrals during the week of service in local villages. For many Guatemalans, it is the first time they see a certified physician! Please keep this team in your prayers!
- Bonding Against Adversity was created as a non-profit organization in Texas providing free and low-cost community outreach programs. Northwoods has hosted a presentation on current immigration issues and some of our congregation members, along with local attorneys and immigration specialists, have been trained to assist those who need to complete the application to apply for citizenship.
- Northwoods Presbyterian Church has been designated as a Hunger Action Congregation in 2018 in recognition of the work we do towards ending hunger and its causes.
- A gift to One Great Hour of Sharing enables the church to share God's love with our neighbors-in-need around the world by providing relief to those affected by natural disasters, providing food to the hungry, and helping to empower the poor and oppressed. This collection is taken in Northwoods on Palm Sunday each year and, in 2018, we collected a total of \$20,898 to be combined with other churches both here and around the world.
- The 2018 Giving Tree Project has been Northwoods most successful year in this century if not since inception! Collectively, we provided 46 toy bags and 25 individual toys for children and 4 baskets for senior homebound individuals and a total of \$33,004 for our eight featured organizations. Because of you, children found toys under the tree, new shoes for the winter, and received their own bed; a family will get an animal which means sustainable income; families will get a dream home; young girls will get the care they need coming out of trafficking; people living here legally will receive help to complete their path to citizenship; and many homebound individuals were not forgotten this holiday season!



Team Members:

Melissa Garner, Elder / Chair
 Rev. Dr. Paul Nazarian, Staff
 Melissa Nelson (2019)
 David Chenault (2018)
 Joanne Glaros (2019)
 Ron Ledbetter (2021)

MISSION

The core purpose of the Personnel Ministry Team of Northwoods Presbyterian Church is to: Help further the mission of the church; Oversee establishment and administration of personnel policies, procedures and practices; and Strive to provide an orderly work environment that attracts and retains competent staff.

HIGHLIGHTS

- Facilitated the development of a new staffing structure to maximize church ministry needs with staff positions.
- Hired Jennifer Salyer as Director of Music and Worship to oversee all Music Ministry.
- Expanded David Puig's responsibilities to include the Mission Team to foster more effective outreach to our ethnically diverse community.
- Hired Chelsea Ham to be our new Youth Director
- Reviewed staff compensation to ensure competitiveness.
- Celebrated Pastor Paul's 15 years of ministry with Northwoods.
- Updated the Personnel Policies and Procedures Manual as needed.

2019 Goals

In addition to continuing to fulfill the team's core purpose statement, we will:

- Make staffing decisions to minister more effectively while also being good stewards of our financial resources.
- To give salary raises to staff who have not received raises for the past three years.
- To be more intentional about thanking / supporting our staff.
- Start planning for Ann Marie's 15th year anniversary in 2020.
- Review staff benefits and assess needs and feasibility of additional incentives and/or benefits.
- Foster staff development and team building.
- Review and revise job descriptions as needed.
- Update and maintain the staff organizational chart.
- Coordinate with other Ministry Teams for Strategic Planning.



Team Members

Jim Fryfogle - chair
 Dave Kasper
 Norma Laughlin - Staff
 Drew Mann - Elder
 Paul Nazarian - Staff
 Heidi Smith - Staff
 Tom Swisher
 Jack Evans

HIGHLIGHTS

- Supported church events including: Youth Cook-off, Shamrock the Block, and Golf Tournament.
- Reviewed actual income and expenses compared to budgeted expectations and determine if there is adequate cash flow to pay financial commitments. Met our goal of ending 2018 in the black.
- Continued to provide Legacy Giving information to the congregation about the options and benefits of making a Legacy Gift. In an effort to increase awareness of Northwoods' need for long-term planning through the thoughtful creation of structured or deferred gifts like wills, trusts, annuities and others, the team had periodical bulletin and newsletter articles.
- The 2018 pledge campaign followed the Day of Renewal. Our guest speaker was Dr. Perryn Rice. The theme for the weekend was Moving Forward.
- An internal audit was completed by three Northwoods members; no significant issues were discovered. Auditor's recommendations were implemented before year-end.
- Provided oversight of GEM accounts.





Team Members

Gary Akin
 Bruce Cameron
 Joaquin Gay
 Norma Laughlin - Staff
 Anthony Mireles - Staff
 Chris Olson
 Keith Rowald - Chair / Elder
 Russell Shelton Jr.
 David Shupe - Elder
 Marcus Tyler

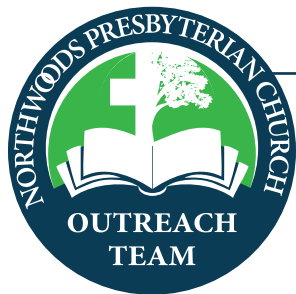
Facility staff

Armando Ramirez
 Russell Shelton III
 Angie Villanueva

HIGHLIGHTS

- Improved campus security: Russell Shelton Jr. installed 39 new HD security cameras, 2 DVRs and 2 NVRs. He also set up a monitoring station. Began conversion of parking lot pole lights and bollards to new LED lighting.
- Repaired electrical switching gearbox that had been rusted and damaged.
- Began a project to re-label electrical breaker panels.
- Completed renovation of room 406 in the youth building.
- Continued routine maintenance and repairs: repaired roof leaks, patched parking lot holes, painted, etc.
- Hosted two property workdays where volunteers came out to help with projects around the campus.
- Maintained landscaping throughout the campus: added new plants in the labyrinth, sprinkler system expansions and upgrades, and removal of several dead trees.
- Switched from a cleaning company contract to in house cleaning mid-year by better utilizing existing facility staff and adding one additional person.

Thank you to everyone that helps us to continue to make our church an inviting place!



Team Members:

Rev. Dr. David Puig- Staff
 Tod Gilpin- Elder
 Alice Green – Elder / Chair
 Jim Brown
 Jennifer Goodwin
 Dolores Gay
 Robert McCracken
 Margaret Rodriguez
 Susan Williford

HIGHLIGHTS

- To share the Northwoods community with the residents of the area by planning and helping to promote community events such as Shamrock the Block, Eggstravaganza, VBS and the Craft Fair.
- Creating programs for reaching and serving our nearby culturally diverse community with the successful ESL and Spanish classes that have welcomed more than 90 students combined.
- Focus on creating a welcoming environment with the greeter program. Being intentional with the Ambassador program to make sure all visitors feel wanted, to provide them with information about the church and to acquire contact information for follow up.
- To actively invite guests to become a part of the Northwoods community of faith by hosting quarterly Get to Know Northwoods luncheons which have resulted in 34 new church members. Outreach then coordinates with the Shepherd Team to pair new members with a current member to create opportunities for them to become active in the life of the church.



- Promoting and advertising the church and its events through the website, Facebook, Instagram, signage and local media.

Northwoods Dollars at Work in God's World

2018 Benevolences

MISSIONS BUDGET

10% of Northwoods Income	\$141,325
Special Offerings and Gifts	89,369
TOTAL MISSIONS BUDGET	\$ 230,694

PRESBYTERIAN CHURCH USA

Presbytery of the New Covenant	32,300
Presbyterian Church (USA) - Per Capita Apportionment	8,600
Presbyterian Church (USA) - Worldwide Mission	8,000
Presbyterian Seminaries	5,000
Presbyterian Missionaries	2,000
Peace and Global Witness Offering	750
	56,650

MISSION BENEVOLENCES **see following pages for detail*

LOCAL

1960 Hope Center	2,000
Aldine Family Hope Center	7,000
Bonding Against Adversity	1,023
CanCare	1,000
Fe & Justicia Worker Center	1,000
Golden Gathering	3,672
Guest Speaker from Cuba	909
Habitat for Humanity (NWHC)	5,500
Interface Samaritan Center	1,000
Interfaith CarePartners	3,000
Interfaith Hospitality Network	1,200
Northwest Assistance Ministries	7,000
Northwoods Early Learning Center Scholarships	2,000
Northwoods Missions Operating Fund	1,815
Northwoods Mission Scholarships	500
Northwoods Youth Mission Trips	2,000
Pinecrest Presbyterian Youth Development	1,800
Presbyterian Outreach to Patients	2,000
Reynolds Elementary School	546
Sleep in Heavenly Peace	3,000
United Campus Ministries	2,000
	49,965

STATE & NATIONAL

Kairos of Texas	2,500
Su Casa de Esperanza	5,500
Texas Impact	1,500
	<hr/> 9,500

INTERNATIONAL

CEDEPCA - Central America	5,500
CUPS Mexico/ US Border Grant	2,000
First Presbyterian Church of Havana - Cuba	1,100
Hand in Hand School- Israel	1,000
International Seafarers Center Houston	1,000
Northwoods Mission Leadership/Trips	3,400
Rise Against Hunger (Make a Difference Day)	10,210
Rural Presbyterian Church of India	1,000
	<hr/> 25,210

TOTAL MISSIONS (before Special Offerings)

\$141,325

SPECIAL OFFERINGS AND GIFTS**Giving Tree (monetary contributions only)**

Bonding Against Adversity	4,005
Habitat for Humanity (NWHC)	3,477
Heifer Project International	6,815
Home of Hope Texas	5,322
Northwest Assistance Ministries	5,365
Sleep in Heavenly Peace	8,020
Christmas Eve Offering	
Faith In Practice	2,525
Presbyterian Joy Gift	5,050
Presbyterian Children's Home	2,525
Northwest Assistance Ministries	
Back to School	4,103
SOS Food Drive	3,996
Soup-er Sunday - NAM Food Pantry	3,859
One Great Hour of Sharing	20,898
Designated Missions Giving	3,050
Disaster Relief	10,359
	<hr/> 89,369

TOTAL MISSION BENEVOLENCES

\$ 230,694

2018 Benevolences

In all things I have shown you that by working hard in this way we must help the weak and remember the words of the Lord Jesus, how he himself said, "It is more blessed to give than to receive."
Acts 20:35

Our Missions Ministry Team funded the following grants for our Northwoods Benevolences on behalf of our congregation. Most of our Partner Ministries that receive financial support from Northwoods also receive direct, hands-on involvement by servants in our congregation:

1960 Hope Center- The HOPE Center was formed to offer basic human services to our homeless brothers and sisters. At the center they will find a welcoming atmosphere where they can relax and hang out. The facility offers shelter from inclement weather, clean restrooms, hot showers, a laundry, lunch and other necessities. Beyond the temporary basic needs, there are also mental health providers, support groups, and life coaches to help the men and women get out of homelessness. \$2,000

Aldine Community Transformation Center- This community-based center empowers positive change in the lives of youth and their families through partnerships with schools, churches, businesses, and volunteers. Our grant helps fund its 8-week Summer Program for approximately 70 youth. \$7,000

Bonding Against Adversity – BAA was created as a non-profit Texas corporation to provide free and low-cost community outreach programs for disadvantaged residents with an emphasis on healthy living, safe living and reducing secondary school dropout rates. They help people in the United States who are here legally complete their path to citizenship. \$1,023

CanCare - This ministry matches cancer survivors with those who are receiving treatment to provide support and hope. As a partner congregation, we provide benevolent support, and survivors in our congregation serve as CanCare volunteers. \$1,000

CEDEPCA (Protestant Center for Pastoral Studies in Central America) - Presbytery of New Covenant and Northwoods have a long-standing partnership with this ecumenical ministry which is based in Guatemala. Our grant helps support its Women's Pastoral Program with courses that promote the dignity, self-esteem, and leadership of women, the elimination of violence against women, and biblical training. \$5,500

CUPS Mexico/U.S.Border Grant – Funds will be used to repair a kindergarten classroom in Ensenada and for roof repairs at a special education classroom in Valle Hermoso. Years ago and before all the drug violence began in Mexico, Northwoods would send a Missions work group to this part of Mexico to build classrooms. These may very well be the classrooms we built back then. Repairs now would allow the building to continue to serve these two communities for years to come. \$2,000

Fe & Justicia Worker Center – This ministry provides a safe place for low-wage workers to learn about their rights in the workplace and advocates to improve working conditions on the job. The center also attempts to obtain earnings that are due workers from their employers. \$1,000

First Presbyterian Church of Havana – Our benevolence assists our sister church in Cuba to offer helping outreach ministries to poor families and at-risk children in its surrounding community. \$1,100

Golden Gathering – Our volunteers provide a theme party each month with entertainment and activities for persons with mild dementia, which also provides respite time for caregivers. Our funds support the work of this ministry (\$453) and provided a stipend for our Coordinator (\$3,600). \$3,672

Guest Speaker from Cuba – Rev. Hector Mendez from our sister Church in Havana came to Northwoods to participate in installing Rev. David Puig as a minister in the Presbyterian Church. These funds helped with the travel and other expense during his visit to Houston. \$909

Habitat for Humanity of Northwest Harris County - Our Habitat affiliate builds affordable housing for families in need, providing a no-interest mortgage in exchange for "sweat equity" hours. Our funds and volunteers helped to build a "dream house" for the Cansa-Beltran Family. At the request of the family, our pastor, Rev. David Puig, participated in blessing the home. \$5,500

Hand-in-Hand School – Northwoods is part of a presbytery effort with the Jewish/Presbyterian Dialogue Group to support a school in Israel that brings together Jewish and Arab children to build a more integrated society. Our funds help to provide a Peacemaking Ministry Associate to work at this school. \$1,000

Interface-Samaritan Counseling - Interface-Samaritan has become an established behavioral health provider in Houston thanks to 43 years of support from foundations, churches, and individuals like you who choose to participate in the healing of the wounded body, the troubled mind and the broken spirit. \$1,000

Interfaith CarePartners - This ecumenical ministry oversees congregation-based care teams that minister to families caring for older loved ones. Our grant helps to cover the costs associated with these caregiving programs such as our Golden Gathering and Second Family Ministry. \$3,000

Interfaith Hospitality Network – Housing Services at NAM is a comprehensive program to help families who are homeless or at risk of becoming homeless, and put them on a path toward self-sufficiency. Our grant will help with rent or mortgage, to find affordable housing, and set up a household. \$1,200

International Seafarers Center Houston - The Houston International Seafarers' Centers are a "home away from home" for seafarers visiting the Port of Houston. There is a team of ministers on duty, including two Presbyterian chaplains, and our grant helps to pay the salary of these two chaplains. \$1,000

Kairos of Texas, Inc. - This prison ministry creates a Christian, life-transforming community among inmates. Our funds provide sponsorships for two weekend events led by volunteers in March and October to help cover food and supplies. \$2,500

Northwest Assistance Ministries - Our ecumenical coalition provides services to meet the basic needs of persons in Northwest Harris County. In addition to our \$4,000 pledge as a Covenant Congregation, our \$3,000 grant for the Family Violence Center. The FVC offers a variety of services to victims/survivors of domestic violence and Sexual assault. \$7,000

Northwoods Early Learning Center Pre-School – We provided scholarships for disadvantaged children of two families to attend our pre-school. Families go through an approval process and pay a portion of the tuition. \$2,000

Northwoods Mission Operating Fund - Our operating account covers expenditures such as mission project supplies, study materials, and emergency help for members. \$1,815

Northwoods Mission Scholarships – Our assistance makes it possible for persons in our congregation to participate on mission trips who could not otherwise afford to do so. \$500

Northwoods Mission Leadership – Our Pastors and Missions Director provided leadership for our mission trips and international partnerships. \$3,400

Northwoods Youth Mission Trip – Support for our Northwoods Youth on their summer mission trips \$2,000

Peace and Global Witness Offering – Northwoods helps to support peacemaking programs and efforts of our Presbyterian Church (USA). \$750

Pinecrest Presbyterian Church - This sister church is located in the Fifth Ward and developed the Youth Employment Program to provide at-risk youth with job skills. Ten youth are placed in jobs for 6 weeks, 24 hours a week, at \$150 per week. This benevolence provided the “salary” for two youth for six weeks of “employment” in a supervised work setting. \$1,800

Prayers Of the People (POP) – The primary focus of Prayers of the People (POP) is providing spiritual care to patients, families and healthcare professionals in the healthcare systems with whom it partners. Lay Ministers are trained to provide spiritual care, and offer prayer and solace to those in need. The presence of God can provide peace and comfort to those coping with the challenges of illness such as disruption from daily life, varying levels of isolation, and suffering. \$2,000

Presbyterian Church (U.S.A.) - As a connectional church, Northwoods helps to support the ministries, missions, and work of our denomination. Our funds support Presbytery of New Covenant; Synod of the Sun, and PC(U.S.A.). \$48,900

Presbyterian Church (U.S.A.) Missionaries – \$1,000 provided undesignated missionary support, \$500 supported Leslie Vogel, who serves as Co-mission worker living in Guatemala. She supervises mission workers in Mexico and Guatemala. \$2,000

Presbyterian Seminaries – Our grant of \$2,000 each supports the Austin Presbyterian Seminary and the Center for Innovation in Ministry of the San Francisco Theological Seminary and also \$1,000 for the Presbyterian Theological Fund. \$5,000

Reynolds Elementary School – Our tutoring ministry continued for our at-risk students attending first grade. There are 20 Northwoods members who tutor 30 students. A holiday party was held for the students in December where they got to choose their gift of three books. \$546

Rise Against Hunger – The vision of this international hunger relief agency is to end hunger, and it distributes food and lifesaving aid to the world’s most vulnerable. This money paid for the food, staff support, and transport of 35,000 meal packets which 120 of our volunteers assembled on “Make a Difference Day.” \$10,210

Rural Presbyterian Church of India - Our grant to Witnessing Ministries of Christ helps this Presbyterian sponsorship program to change the lives of Dalit “untouchable” children through education and nurture. \$1,000

Sleep in Heavenly Peace – Northwoods accepted a new ministry partner for 2018. SHP is the only charity providing bunk beds to children who do not have a bed of their own. Gary Akin, started this chapter and many Northwoods members are helping to build and deliver beds including all the bedding. Our funds helped to start this worthwhile program. \$3,000

Su Casa de Esperanza - This Presbyterian ministry improves the lives of families in the south Texas border region by providing prenatal education, after-school programs, parenting skills, health care, nutrition, and basic job skills. Our grant supports the Early Childhood Development Program to provide parent education and family support in order to give their children the best possible start in life. \$5,500

Texas Impact – This statewide religious grassroots network works to advance state public policies that are consistent with universally held social principles of religious traditions, serving as a voice for the voiceless. \$1,500

United Campus Ministries of Aggieland – This is the campus ministry of the Presbyterian Church (U.S.A.) and United Church of Christ at Texas A&M and Blinn College-Bryan. United Campus Ministry offers Christian fellowship and nurture with opportunities available for spiritual growth and encouragement of students to discover and express their gifts and talents. UCM is a Christian group concerned about each individual. \$1,000

United Campus Ministries of Greater Houston – This campus ministry, sponsored by the Presbyterian Church (USA), the United Church of Christ, and the Christian Church (Disciples of Christ), uses our benevolence to help sustain this presence on area campuses as they minister to students, faculty, and staff. \$1,000



NORTHWOODS STAFF

The Rev. Dr. Paul Nazarian, Senior Pastor
 The Rev. Ann Marie Quigley-Swanson, Senior Associate Pastor
 The Rev. Dr. David Puig, Associate Pastor
 Lindsay Brock, Director of Children's Ministry
 Nicole Castillo, Executive Assistant
 Chelsea Ham, Director of Youth Ministry
 Norma Laughlin, Business Administrator
 Joyce Leggio, Associate Director or Early Learning Center Preschool
 Bambi McWhorter, Director of Early Learning Center Preschool
 Anthony Mireles, Facilities Manager
 Todd Nolde, Music Associate
 Armando Ramirez, Facilities Assistant
 Jennifer Klein Salyer, Director of Music and Worship
 Russell Shelton III, Facilities Assistant
 Teresa Simpson, Childcare Coordinator
 Heidi Smith, Financial Secretary
 Angie Villanueva, Janitorial Facilities Assistant





NORTHWOODS SESSION

Class of 2019	Class of 2021
Anne Swisher	Mike Browning
Valerie Dunmire	Dolores Gay
Marilou Szymanski	Ron Ledbetter
Kim Abuabdo	Margaret Rodriguez
David Gordon	Rob Trennel
Drew Mann	Elaine Wallace
Class of 2020	Clerk to Session
Carmen Gonzalez	Valerie Dunmire
Cindy Hinson	
Sylvia McLarty	Treasurer
Pat Moore	Bill Strange
David Shupe	
Ron Thomas	

MEMBERSHIP DATA

New members	34
Baptisms	7
Death	12
Transfers	8
Dropped	7

Membership	2017	2018
 Female	640	641
 Male	461	475
Total	1101	1116

INCOME	2018 Actual	2018 Budget	2019 Budget
Pledges	1,179,652	1,211,500	1,201,500
Non-Pledged	188,097	180,000	187,000
Plate Offering	6,825	15,000	12,000
New Member	1,400	6,200	6,500
Building Use	36,748	40,000	40,000
Miscellaneous	565	2,500	1,500
	<u>1,413,287</u>	<u>1,455,200</u>	<u>1,448,500</u>
Special Offerings	89,369	80,000	81,000
Total Income	<u>1,502,656</u>	<u>1,535,200</u>	<u>1,529,500</u>

EXPENSES

Missions	141,325	145,320	144,850
Special Offerings	89,369	80,000	81,000
Personnel	794,989	869,020	901,049
Church Office	99,931	82,480	74,711
Worship	14,368	14,150	13,550
The Journey	12,276	10,300	13,750
Property	256,066	256,000	215,440
Congregational Care	2,268	3,125	3,425
Outreach	6,292	8,700	6,050
Children's Ministry	10,234	11,890	9,950
Youth Ministry	8,368	8,400	7,400
Adult Ministry	931	2,130	2,250
Church Life	16,345	13,825	14,075
Stewardship	12,240	19,400	33,550
Session	1,869	1,000	500
Child Care	7,529	9,460	7,950

Total Expenses	<u>1,474,400</u>	<u>1,535,200</u>	<u>1,529,500</u>
Excess of Income over Expense	28,256	0	0

CURRENT ASSETS	Dec. 31, 2017	Dec. 31, 2018
Cash	146,638	128,751
Other current assets	0	0
Total Current Assets	<u>146,638</u>	<u>128,751</u>

LIABILITIES

Accounts Payable	99,551	117,104
Line-of-Credit /Operating	50,000	0
Funds from ELCP	84,727	88,345
Internal Activity Funds	51,117	60,997
Due to GEM fund	70,219	43,024
Total Liabilities	<u>355,614</u>	<u>309,470</u>
OPERATING FUND BALANCE	(208,976)	(180,719)

We are Christ's Disciples

Celebrating God's Grace

Creating Community

Making a Difference



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