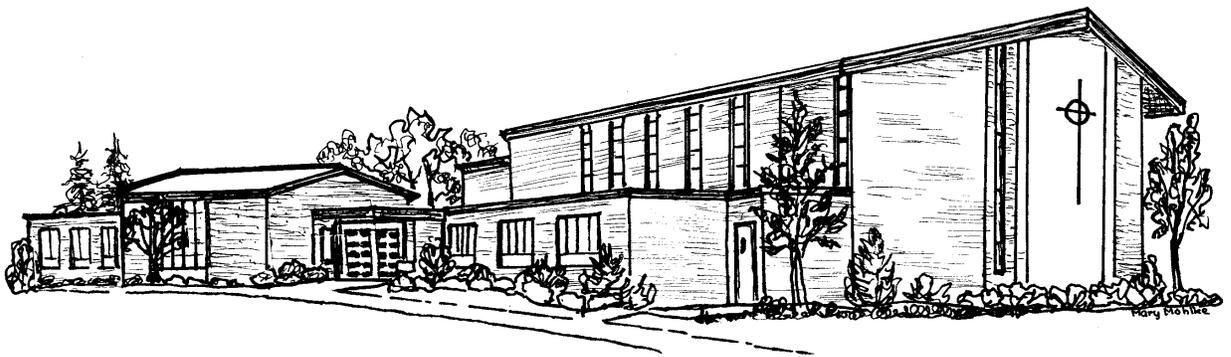


# 2012 Annual Report



## North Presbyterian Church

300 North Forest Road, Williamsville, NY 14221

PH: (716) 632-1330 Fax: (716) 632-1332

E-Mail: [n.church@verizon.net](mailto:n.church@verizon.net)

Website: [www.northchurchwilliamsville.org](http://www.northchurchwilliamsville.org)

# Session Unicameral Board

The Reverend William T. Hennessy, Pastor/Head of Staff, Moderator

## 2013

Jeff Ebsary  
Karen Hopkins  
Peggy Marshall  
Richard Mesmer  
Bill Townsend

## 2014

Colin Drury  
Jeff Faunce  
Leigh Gaskill  
Chad Kahler  
Nancy Shelton

## 2015

Casey Bigler  
Randy Bigler  
Duncan Hemink  
Chris Gunther

Clerk of Session: Sylvia Bigler

Treasurer: Ann Eisenlord

## Board of Deacons

*Moderator:* Rob Powell

## 2013

Kerri Bigler  
Sharon Dittmar  
Marilyn Link  
Karen Roesser

## 2014

Marilyn Andujar  
Cindy Ebsary  
Scott Marshall  
Carol Meyers

## 2015

Jo Yorke  
Rob Powell  
Heather Randall  
Viki Komjathy

## Ministers: The Congregation

Pastor/Head of Staff: *The Rev. William T. Hennessy*  
Director of Youth, Children & Family Ministry: *Peter Martin*  
Artist-in-Residence: *Mary Mohlke*  
Administrative Assistant: *Cynthia Leavell*  
Director of Music & Organist: *Marlene Harrington*

Director of Sacred Dance: *Olivia Ebsary*  
Facilities Caretaker: *Mike Callaghan*  
Bookkeeper: *Judy Blackchief*  
Childcare Supervisor: *Regina Koteris*

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# Pastor/Head of Staff

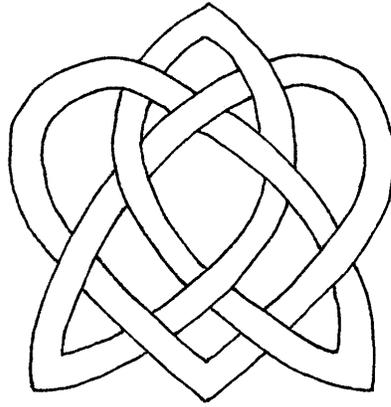
Two-thousand-twelve was a year that saw quite a few changes here at North. In January our former administrative assistant, Linda Donner, retired after 20 years with us. We were sorry to see her go, but we've enjoyed getting to know our new administrative assistant, Cynthia Leavell, who officially began here in November of 2011 but went solo in January, 2012. Cynthia has given us a seamless transition of efficiency and hospitality in the church office; she's a wonderful addition to the staff.

In July we experienced another staff transition when our facilities caretaker, Marc Kiesling, also retired after 10 years with us. Again, we were sorry to see him go, but

once more we've been pleased to have Mike Callaghan on board as our new facilities caretaker. Mike has been learning the rhythm of life here at North and working closely with Property Committee members to maintain the high level of care and maintenance needed to keep the building in good repair and our worship and education spaces in good order. He, too, is a welcome addition to our staff.

I can't say enough about how good it is to work with Cynthia, Mike, Peter, Marlene, Judy, Marty, Olivia, Regina and Mary. North is blessed with a marvelous staff and as your Head of Staff having them here makes my job pleasant and fulfilling. My thanks to all of them and to our Personnel Committee who oversees our needs and does whatever it can to provide us the resources necessary to work effectively with and for the whole congregation. I don't believe I've ever been part of our church where there is greater support for the staff *en masse* in the congregation as I find here at North. It makes serving here a continuing joy.

As is true every year we have endured losses as well as joys. Once more I've been humbled by the privilege of standing with so many of you in times of sorrow and laughter. Being a pastor often means being invited into others' moments of deepest need and vulnerability. I don't take that lightly. While there's no avoiding the difficulties we each must bear, I hope I've been able to share your burdens in ways that point to God's presence at work within and



around you. And you should know I'm aware that I'm not the only one who does that. We are a *community* of faith; we're here to share one another's burdens. As Paul writes, "If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it" (1 Cor. 12:26). That doesn't mean we always fully understand what each one goes through, but we stand with one another to support and encourage, to be as Luther put it, "little Christs" to one another.

Learning to do that more intentionally through a time of change and transition was part of what we learned from Dr. Ken MacFayden in March. He emphasized that change always carries an element of grief in the life of a congregation. Part of our challenge as we contemplate change is to be aware of those who grieve the losses change always brings. So in our zeal to move forward and let go we want to have an eye for who might be left behind, lingering over the past, to help them "attach anew," as Ken said. Care and compassion are never efficient, but are far more rewarding than efficiency can ever be.

Over these last four and a half years here at North Church, I've found that approach to be needed and appreciated. We are, finally, a community of grace, a place where God's love is our defining quality and not some managerial or corporate ideal we might find in the wider society. This is what we offer a world beaten down by the demands of a frenzied pursuit of bigger, faster and more. So as we look ahead I hope we'll continue to discern the ways God is calling us to reveal God's love to one another, our community, and the world.

Enfolded in God's grace, motivated by God's justice, sustained by God's love, may our life together reflect God's kingdom revealed in the life, death and resurrection of Christ. And, as always,

Soli Deo Gloria!  
(To God alone be the glory!)

Respectfully submitted,  
William Hennessy  
Pastor

*"If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it" (1 Cor. 12:26).*

# Board of Deacons

As set forth in the scripture, the role of a deacon is one of sympathy, witness, and service after the example of Jesus Christ. The deacons of North Presbyterian Church serve the congregation through hospitality, compassion, caring for the lonely, comforting the sick and praying for others. These are the ministries covered by deacons:

## **Pastoral Care:**

The Pastoral Care Team provides outreach for homebound members. They provide gift baskets at Easter and Christmas, deliver flowers from Sunday services and visit members living in assisted-living facilities and nursing homes. Karen Hopkins is in charge of sending get well, condolence and special-occasion cards to our members.

## **Prayer List and Prayer Chain:**

The prayer list is published weekly in the bulletin so that our members can pray for the needs, sufferings and joys of others. Prayer requests are submitted during the service or by calling the office. Currently, prayer requests are listed for a three-month period. Requests may continue longer than three months by calling the church office. For those who do not want to have their name on the prayer list, a prayer chain is available. Referrals can be directed to Pastor Hennessy.

## **Neighborhood Groups:**

Our congregation is divided into 26 small groups. Louise Cooper coordinates the groups, which were designed to provide support to one another such as meals,

transportation or visitation when individual needs arise. We continue to rely on our members for help identifying those who need assistance.

## **Communion to the Furthest Pew:**

Two-person teams of church members receive training to administer communion to members who are unable to attend church. Volunteers for the 2012 calendar year included: Charlotte and Don Boyer, Tony and Marilyn Link, Lucille Weaver, Barb Jocoy, Louise Cooper, Sally Haywood, and Carol Meyers. Currently there are six people who receive communion on a regular basis.

## **Memorial Receptions:**

Sally Haywood continues to serve as coordinator for receptions after memorial services at North Presbyterian Church. There were seven receptions held during 2012.

## **Fellowship:**

Currently, deacons offer three events for fellowship within our congregation: the church picnic, breakfast before the annual meeting and the Service of Peace, Hope and Light held during Advent, as an alternative to traditional Christmas Eve services. The deacons have also resumed maintenance and ordering of the coffee hour supplies as well as maintenance of the memorial garden wall.

## **Deacons**

*Rob Powell (Moderator)*  
*Marilyn Andujar*  
*Kerri Bigler*  
*Sharon Dittmar*  
*Cindy Ebsary*

*Vikki Komjathy*  
*Marilyn Link*  
*Scott Marshall*  
*Carol Meyers*  
*Heather Randall*  
*Karen Roesser*  
*Jo Yorko*

## **Pastoral Care Team**

*Louise Cooper (Chair)*  
*Carol Brennan*  
*Diane Carr*  
*Mary Anne Gebhardt*  
*Sally Haywood*  
*Karen Hopkins*  
*Mary Kasbohm*  
*Karen McKee*  
*Carol Meyers*  
*Heather Randall*  
*Howard Reyder*  
*Norma Reyder*  
*Karen Roesser*  
*Marsha Villano*

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# Youth, Children, and Family Ministry

New and exciting challenges! Those are words I would use to describe 2012. This year has seen all sorts of great things emerge—virtually all of them planned, but still challenging nonetheless. In November, Tara and I welcomed the newest addition to our family—Willow Brielle Martin—and needless to say, taking care of her along with our two-year-old son Kade has been both a huge blessing and a lot of work. (Judging by the constant kisses, Kade loves his baby sister.) Our education program has added a special family class (more on that in the KMT entry) and we are currently working through the necessary but challenging task of serving our families.

Our youth fellowship has been taking on more tasks than just fellowship; we also take on one mission outreach a month by doing such things as planting a community garden or serving food at a local soup kitchen (more on that in the YMT entry). And of course, we did our annual youth mission project, this year to Watertown, N.Y., and are currently working

through the challenge of raising funds for two trips next summer: to Dallas, TX, and to the Triennium youth conference. Lastly, I have this year started the

process of becoming ordained in our denomination—the Presbyterian Church (USA). With that has and will come many moments of study, prayer, and examination.

And this does not even cover the already existing programs that we have been running for several years now. Our younger kids' church school programs continue to grow in numbers and enthusiasm, our youth fellowship is more and more growing into a cohesive family, and our confirmation program is marked by many lively conversations and learning moments. Of course, all of these things take work and energy too, meeting every challenge that comes our way.

But through all of it, I have had the comfort of knowing that as your staff member, I have not labored alone. Just as my wife Tara, and I are partners in raising our children and keeping our home, so I regard the North Church family as partners with me in ministry. Our youth fellowships and church school classes are not products that we are selling to our families; rather, they are chances for all of us to learn about our Lord and Savior Jesus Christ and to feel more closely the bonds of the Holy Spirit that

bring us together. I am so grateful for all the parents and young people for their dedication.

Just to save space here, I will not write out their names, but please see the KMT and YMT entries for a list of people who serve on those committees. I know I say this every annual report, but words can't express how indebted I am to the tireless work of these volunteers. If I may be so bold, I might also recommend that every congregant thank them as well for the way they've met the challenge of serving our families.

**The Young Adult Fellowship** has been a continual source of encouragement and refreshment for Tara and me with their enthusiasm for God's Word and their friendship. I have also been blessed to see an increase in my work with the **Worship Committee** in figuring out ways to serve our families through our services, and the **Adult Education Committee in general and**

**Lew Bigler specifically** for partnering with me on the development of our family church school program. I have very much appreciated **Mary Mohlke** for her work and support on both of those committees, as well as her continued help in the confirmation program. **Linda**

**Gowans** has taken a huge amount of work off my shoulders with her role as co-teacher in the confirmation program. Lastly, I am grateful to minister alongside **Bill Hennessy**—his wisdom, sense of calm, and encouragement has been a continual blessing for me the past three years.

As you can see, challenges are not bad things! They are exciting new opportunities because they mean as a congregation we are moving places, taking on the unknown with the confidence that God will equip us to meet all the difficulties that it entails. If there were no challenges on the horizon, then I would feel I have failed this church in my role as staff. These challenges might have been overwhelming had I taken them on by myself, but as I've elaborated on above, I have had a church family that has come alongside me—a family that I have been blessed to be a part of for three years and many more to come.

*James 1:2-4*

**Submitted by Peter Martin**

*"They are exciting new opportunities because they mean as a congregation we are moving places, taking on the unknown with the confidence that God will equip us to meet all the difficulties that it entails."*

### **Our Children and Youth programs exist:**

- To create the kind of community that Jesus founded
- To show that church is a relevant and fun place
- To take Jesus' mission of care for the poor and afflicted to those near and far

### **So . . .**

- We spend time studying God's Word to us—the Bible, believing that it's an exciting and relevant book and can change lives.
- We do fun things! Because Christians should be the first people in line to enjoy the life and world God has given us.
- We participate in church events sharing our gifts with the rest of the congregation, because we are all in a community at North Church—children, youth & adults.
- We participate in mission opportunities both near and far throughout the whole year.
- And the whole family is invited to many events, because parents, brothers, and sisters are a part of the family of Christ too.

### **Our programs include but aren't limited to:**

- Children & Youth Choir
- Sunday School in 3 groups: all of which seek to teach about our faith and church
  - 4 years old to 3<sup>rd</sup> grade
  - 4<sup>th</sup>-8<sup>th</sup> grade
  - 9<sup>th</sup>-12<sup>th</sup> grade
- Club 456 (our 4<sup>th</sup>-6<sup>th</sup> grade fellowship) and Junior/Senior High Youth Group, which seek to teach in more informal and interactive ways, both of which gather monthly
- Our Junior & Senior Highers participate in local mission projects throughout the year and in an annual weeklong summer mission project

### **Kids' Ministry Team (KMT)**

The Kids' Ministry Team implements this vision of our youth and children's programming by working through our various programs to accomplish ministry goals including:

*Church School*—This is the largest part of our programming, and we are in our third year of an innovative and creative format. All our young people from ages 4 years to 8<sup>th</sup> grade meet on Sunday mornings. The program is divided into two main groups (to be described

below) and the commitment for teachers is a four- to six-week session, giving more members of our congregation a chance to share their gifts with our children.

- Children 4 years old through 3<sup>rd</sup> grade meet in the South Basement in an interactive Sunday school, which facilitates learning through story time and activities. The curriculum this year emphasizes the liturgical seasons of the church (Advent, Epiphany, etc.) and consists of Bible stories supporting the main theme. These ideas and stories are flexible enough for teachers to develop their own learning activities to suit their specific strengths and their classes.
- 4<sup>th</sup>-8<sup>th</sup> grade students meet in the North Basement to engage the book of Romans through large group teaching and small group discussion divided into 4<sup>th</sup>-6<sup>th</sup> and 7<sup>th</sup> & 8<sup>th</sup> grade groups.
- Both of these Sunday school programs owe a huge debt to all our teachers, who have served so tirelessly and contributed so much of their gifts and time. Thank you so much for being involved in the lives of our children.
- The high school church school program is also now in its third year and was created to give an age-appropriate learning opportunity for our confirmed members. This program is for all 9<sup>th</sup>-12<sup>th</sup> graders and meets before 10:45 a.m. worship.

*COLLAGE*—*church school for both generations.* In September we introduced this once-a-month program that is designed to teach both parents and their children. It meets on the first Sunday of the month and is our sole offering to the older youth families that morning, as high school and 4<sup>th</sup>-8<sup>th</sup> grade church do not meet that morning. So far we are still in the experimental stages, so your prayers and support are appreciated as we continue to strive to serve the family unit.

*Young Adult Fellowship and Bible Study*—While this is hardly a "kids" ministry, it emphasizes the same vision of fellowship and learning from God's Word. The Young Adults meet regularly at Peter and Tara's home, and this year has been studying the book of Romans along with the 4<sup>th</sup>-8<sup>th</sup> grade and Senior High Sunday School.

*Nursery Ministry*—This is a critical ministry of the church for all families of 3-year-olds and younger. The nursery is operational Sunday mornings (with the exception of major holidays) from 9:30 a.m. to noon. A big thanks is in order to **Regina Koteras**, our nursery supervisor, who relates so well with the youngest members of our congregation and works tirelessly to make sure the nursery always has support staff, which is usually our youth. Thanks also to our young people for serving our families in this way. More volunteers are always needed. If you wish to dedicate time to the nursery, please see Regina or Peter Martin.

**Committee Members:** Regina Koteras (*nursery staff*), Peter Martin (*staff*), Chris Gunther (*session representative*), Karen Hopkins, Gretchen Orlando, Kennedy Schultz, Laura Moyer, and Debbie Hutton *and a special thanks to Erin Kahler, who served in this committee for many years and still stays involved in the program as a church school teacher*

### Youth Ministry Team (YMT)

The Youth Ministry Team implements this vision of our youth and children’s programming by working through youth group and mission-related programming, including:

- Club 456 meets once a month to provide fellowship opportunities to our youth in 4th through 6th grades.
- The 7<sup>th</sup>-12<sup>th</sup> grade fellowship meets once a month on Saturday evenings for some fellowship, fun activities, and worship.
- All 7<sup>th</sup>-12<sup>th</sup> graders also now share in the tradition of participating in a yearly mission project. After a year filled with fundraisers and the support of our church and its members, the youth traveled to Watertown, N.Y., to partner with Ministry in the North Country, a housing repair outreach of our own denomination.
- The older youth fellowship also participates in local outreach events once a month, and among the many places we have visited, included are Bethel Presbyterian in Lackawanna and many ministries in Buffalo, including the Food Bank of WNY, Vive la Casa, and Friends of Night People.
- There have also been a variety of special events for these age groups, including both a spring and fall retreat to Duffield for our 7<sup>th</sup>-12<sup>th</sup> graders in partnership with Clarence Presbyterian, a fall retreat for our Club 456 youth, and many smaller events. These are not just “fun” events but ones designed to give our youth a chance to fellowship with the ties of our common faith and the Holy

Spirit. In several instances, this has even transcended our own youth fellowship and involved other young people in the Presbytery.

The YMT has stayed stable this year with our members, but with as many things as our youth fellowship has going on, we are always looking for more congregants willing to serve and befriend our young people!

**Committee Members:** Tim Ayler, Wendy Ayler, Kerri Bigler, Ed Eisenlord, Chad Kahler (*session representative*), and Peter Martin (*staff*)

## *Confirmation*

Confirmation is now in the middle of its third year of a redesigned program as North Church continues to work on how it can most effectively enfold its young people into the congregation as members. **Peter Martin** and **Linda Gowans** are again the main confirmation teachers, and **Mary Mohlke**, previously a long-term director for this program, continues to contribute as a guest teacher for special activities.

And in our quest to provide a complete education for our young people, the program will also participate in events at St. Theodore Orthodox Church and Tempe Beth Zion. The class will again be visiting St. Joseph’s University Parish to fellowship with our Catholic brethren in Christ and Lafayette Ave. Presbyterian to help an urban church in our denomination.

Once again, the emphasis has been on God’s story and family. Please keep **Abby Larson, Andrew Shelton, Joseph Fronczak, Kaitlyn Khayat, William Schultz**, and **their mentors** in prayer as they learn what it means to be a part of the family of Jesus Christ and a member of North Church.

# Property Committee

Two-thousand-twelve was another busy year for the Property Committee. By far the largest accomplishment was the installation of the solar panels. The Earth Care Team, which is comprised of members of many other committees, coordinated the installation. The system went on line May 1 and has been generating electricity at a faster rate than originally projected. We anticipate a savings of more than \$2,500 a year. It is expected that the panels will generate 60 percent of the church's needs. This is a tremendous help to the bottom line of the church's budget and has helped the committee to finish the year with a budget surplus. The Earth Care Team is to be applauded for the work that they did to help reduce the church's carbon footprint and to spearhead this important project.

A list of other accomplishments include the following:

- The completion of the brick sealing, which was started last year. This should help keep moisture from penetrating the mortar and damaging the building.
- A new phone system has been installed that is much more user-friendly to both the staff and anyone trying to

leave a message, for that matter.

- A new, five-year lease has been signed to replace the present copier.
- The main boiler had sprung leaks in several tubes at the end of last season. It was decided to have all 48 tubes replaced. The motor on the boiler was also replaced to a single-phase model that runs considerably quieter.

Thanks to the efforts of the Personnel Committee, we now have a new sexton, which is now referred to as the facilities caretaker. Mike Callaghan is a very experienced and friendly person. Mike has settled into his new role after replacing long-time employee Marc Kiesling. We are pleased to have Mike on board.

The Property Committee continues to usually meet on the second Monday of every month at 7 p.m. We are always looking for new members to help out with the duties of taking care of the buildings and grounds. We continue to work the second Saturday of every month to do routine maintenance around the building. I encourage anyone who is so inclined, to give us a hand. We only work for about three hours and it is as much social as it is work. It is a great

opportunity for fathers to bring their sons and work together to help keep the building in shape.

**Committee members:** Randy Bigler (chair, elder), Dick Mesmer (insurance, elder), Bill Townsend (elder), Byron Mohlke (jack of all trades), Ed Eisenlord, Bill Ervin, Roger Quimby, Pat Booth, Chris D'Angelo (building usage), Paul and Nate Hahn (father and son team), and many others who lend a helping hand when they can.

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## Nominating Committee

The nominating committee at the annual congregational meeting in January 2012 was charged with the responsibility to develop a slate of ruling elder nominees and deacon nominees for election to the session and board of deacons respectively, constituting the class of 2016, plus one unexpired term as ruling elder in the class of 2015.

In preparing for its critical and caring task, the committee reflected on scriptural passages that provided guidance and purpose of leadership, following the example of Jesus Christ. The committee chose Mark 10:43 as a starting point for calling members into service: "But whoever wishes to become great among you must be your servant". The committee viewed its mission as discerning a call to members to church leadership and not merely filling slots. The spiritual discernment process involved a prayerful approach that God's will be done, and the confirmation of a member's sense of call that God has

a special claim on his or her life at this particular point in time.

The committee discussed the involvement faithful members have in the ministry of the church as outlined in the Book of Order, such as taking part in the common life and worship of the church, and responding to God's activity in the world through service to others. The committee further discussed the ministry and gifts of both elders and deacons, including strong faith, dedicated discipleship, sound judgment, compassion and the love of Jesus Christ as Savior and Lord.

Committee members and the congregation identified potential nominees. As the committee engaged in the spiritual discernment process it was readily apparent this congregation is blessed with many members who possess a wide variety of gifts, who exhibit great spiritual character and who could provide vision and inspired leadership to North Presbyterian Church. After continued prayerful deliberation the committee arrived at a slate of elder and deacon nominees it believed will continue to strengthen and nurture the faith and life of this congregation.

The slate of nominees will be presented for election at the annual congregational meeting in January 2013 with ordination/installation of new officers planned for March 2013. Thank you to the nominees called to leadership and service at NPC. Thank you to the nominating committee for your dedication and commitment to our charge.

**Committee Members:** Duncan Hemink (moderator), Sharon Dittmar (deacon representative), Neil Arnold, Margaret Drury, Garidith Khayat, and Marty Shafer

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## Membership Committee

**Our Mission:** *Membership Committee works faithfully to further the growth of our congregation by reaching out into the community to spread the Good News message of Jesus Christ, identifying and welcoming visitors, and inviting and assimilating members into church life.*

Note that Membership Committee is concerned with the growth of the congregation, not just members, by encouraging participation in the life of NPC in all ways. We recognize that many who attend worship or interact in other ways with the church may not wish to proceed to full membership, and we respect their decision. We do far more than keep the membership rolls, run new member Inquiry Classes and welcome visitors. In 2012 four new members attended the Inquirer Classes.

Two thousand-twelve has been a year of changes for this committee. We completed a two-year process of outreach to less active members by contacting many of them by telephone, personal contact or letter. Some resumed active participation, some preferred to remain inactive while others had decided to leave NPC. We have used the results of this initiative to make the church membership rolls more accurate.

Membership Committee also took an active role in Session's initiative on reorganization, following on from the All-church Retreat led by Rev. McFayden in March. Many new ideas for membership came from this retreat, and Membership Committee followed up by writing a white-

paper on new ways in which Session could transact its business and work with the existing committees.

In 2013, we will have a new structure in place that allows more autonomy for committees while allowing Session to concentrate of larger issues and initiatives. Finally, four very experienced and productive committee members left the committee this year, for a variety of reasons. They will be missed, but Membership Committee is already recruiting new committee members for 2013. We continue to have an open invitation to the whole NPC community to attend our meetings at their regular time of 7 p.m. on the second Tuesday of each month.

This report may sound like a business report, but we all take our spiritual calling seriously, keeping in view our mission within NPC, the mission of NPC and God's mission in the world. We will continue to help NPC be a more welcoming and affirming place in our community.

**Committee Members:** *Colin Drury (chair), Sharon Harris-Ewing, Sue Kreppel, Ellie McConnell, Mitch Roemer, Dole Rugg, and Jeff Weaver*

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## Men's Fellowship

Our 2012 meetings started off in February 2012, with a talk by Dr. Jessie Poon of UIB on Globalization in SE Asia, followed by a well-attended fourth anniversary (birthday) party appropriately led by Tom Yorty, who was our inaugural speaker back in 2008. Next was a repeat visit by Dr. Othman Shibly, speaking on women's role in Islamic society. How's that for diversity! We also

hosted a breakfast for the spring clean-up crew in May and enjoyed a congregational visit to a Bison's baseball game in June. After a summer hiatus we picked up again with a talk by our own Peter Martin in September. Next was a breakfast plus a walking tour of downtown Buffalo led by Brad Hahn. We ended up the season with a noon UB football game in November to watch UB beat Miami. Our plans have already crystallized for great events in 2013. Watch for details in January. **Committee members:** Don Boyer, Tony Link, Alan Maclean, Jim McConnell, Roger Quimby, and Jeff Weaver

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## Administration & Personnel

The committee was advised by Marc Kiesling in early 2012 of his desire to retire from the position of facilities caretaker (formerly sexton). From April through June the committee conducted interviews, with assistance from Property Committee, with qualified candidates, and in July hired Mike Callaghan for this full-time position. Mike came to us with exceptionally strong qualifications. He has been doing an excellent job, is a pleasure to work with, and is a superb addition to the North Church staff.

In early 2012 the committee was made aware of the clergy renewal grant program offered by The Lilly Foundation. It considered the program and determined that the timing was right to present and recommend to Session that Bill Hennessy form an exploratory committee to look further into its feasibility for North Church and the Hennessy family. Session approved the recommendation. Bill's exploratory committee is presently

considering application for this grant.

Other matters relating to routine personnel issues that came up throughout the year were addressed and handled without incident or difficulty.

**Committee Members:** Cindy Adams, John Auriemma, Jerry Marchand, Jeff Ebsary (chairperson), and Bill Hennessy (ex officio)

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## Office Volunteers

Having wonderful volunteers this past year helped me get to know people in the church as I started my new job here at North Church in November. Of course these people were invaluable to me, as well, when I needed to mail the *North Star* each month. These special people lightened my load: JoAnne Alderfer, Jane Arnold, Ginny Bradley, Rod Bradley, Carol Brennan, Ann Eisenlord, Ed Eisenlord, Art Griebner, Madlyn Griebner (who passed away), Bob Henderson, Norma Henderson, Bob Johnston, Mary Beth Karr, Karen McKee, and Andres Soom.

Retired administrative assistant Linda Donner has filled in for me in the office a few times so I could take vacation time. Thank you!

I want to extend a very special thank you to Byron Mohlke, who has spent countless hours with me on the computer, helping me with the new phone system, or guiding me through the process of selecting a new office copier. His help has been a blessing to me.

Cynthia Leavell  
Administrative Assistant

## Worship Committee *Artist-in-Residence*

Prayer stations for personal reflection offer an opportunity to pause and open oneself to God. Themes change based on the seasons of the church year. Stations of the resurrection were featured in the spring. Pentecost offered stations on the Holy Spirit and flame. During Advent and Lent stations are also in the chapel and Westminster Hall.

A theme of casting seeds was the theme of a communion table covering in the fall. Weekly bulletins have symbols designed for the season and often are related to the seasonal theme. Children's worship bags have a symbol to color, which relates to worship. Advent stations were directed toward reflection on hope, peace, joy and love.

**Mary Mohlke**

## *Sacred Dance Choir*

The Sacred Dance Choir embodies the word and song for the glory of God. The choir danced several times including Pentecost, during Lent, Advent and Christmas. They also danced for special worship services outside of the church. We welcome new members, and no dance experience is necessary.

**Olivia Ebsary, Director**

## *Adult Choir Highlights*

Worship continues to be the primary mission of the Adult Choir. This is normally accomplished through anthems,

responses and hymns selected to fit the season and/or theme of worship.

Our collaboration with Amherst Presbyterian and Clarence Presbyterian churches was extended this year. A combined choir participated in the January Service of Light at Clarence. In addition the choir sang on Ash Wednesday at Amherst and on Good Friday here at North Presbyterian Church.

On January 29, we welcomed jazz pianist Deanna Witkowski and her ensemble to worship. With some choir participation, she led us in an exciting jazz worship service.

Easter worship was enhanced by a brass quartet and culminated in the singing of "Hallelujah" with choir, brass and congregation.

Summer worship featured soloists from the choir plus a few guests. A women's ensemble sang one Sunday. Worship on July 8 was in Taize style, assisted by a cantor and instrumentalists.

In November the choir presented the anthem, "Praise Ye the Lord," composed by the grandfather of choir member Mark Folmsbee.

The 11 p.m. Christmas Eve service was Lessons and Carols with a Celtic theme. The choir was in the chancel for the entire service.

## **Handbell Choirs**

Both bell choirs, Celebration Ringers (advanced) and Bells' Angels (intergenerational, rang

in worship during the past year. Celebration Ringers rang on several occasions, including an increased part in the Christmas Eve service. A quintet from the group rang for a Lenten Sunday as well. Unfortunately, due to low participation, Bells' Angels did not resume in the fall. If you are interested in ringing in such a group, please let us know. It could be revived! Free training is available.

**Marlene Harrington,  
Director of Music and  
Organist**

## **Children's & Youth Choir**

The Children's and Youth Choir had a very busy 2012. Along with regular rehearsals and singing for worship, we had a couple of special musical presentations.

In the spring we sang a special program of spirituals for the congregation during worship. We sang nine different spirituals, which also included solos, duets, narration, and lots of moving and clapping! Then in May we had our annual Choir Recognition Breakfast and honored and said a sad good-bye to our four outstanding 8th graders: Kaitlyn Khayat, Abby Larson, Will Schultz, and Andy Shelton. They will be missed.

We spent most of the fall rehearsing for our favorite event, the Christmas pageant! On December 16, twenty-one children and youth presented "Night of Nights" in morning worship and again in the

evening. I am SO PROUD of how this choir always comes together and does such an amazing job of learning all the songs and lines to tell the story of the birth of Jesus. Thank you again to our whole North Church family for supporting our children's music ministry!

**Marty Shafer, Director  
Mary Atwood, Assistant**

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## **Communications Committee**

In 2012 the communication committee worked to keep the North Church web site information current and evolving. The web site had 16,000

views from 85 countries, which is more than double the views in 2011.

We had 200 new posts during the year. The busiest day was March 29 with 165 views, the most popular view being Solar Church. The top five posts with the most views were bulletin and *North Star*; Sunday worship; staff; youth; and mandala. Please visit the web site at [www.northchurchwilliamsville.org](http://www.northchurchwilliamsville.org) to see the video about North Church with music from our own Kurt Ebsary.



# Mission/ Community

The Mission and Community Outreach Committee of North Church is charged with disbursing the benevolence funds in the church's budget, raising the awareness of the congregation about mission and justice issues, and encouraging the participation of the congregation in mission activities. We consider ourselves partners with you as we seek to be faithful to the call to be messengers of peace and justice in the world.

The Benevolence Budget for 2012 was \$38,000. The monies this year were distributed to nearly 40 agencies, subdivided into the following categories: hunger; health; housing; refugees; disasters; local, national, and world mission; and advocacy. Details can be seen in the accompanying Mission Giving Table. Seventy percent of the funds are spent locally. The remainder is equally divided between international and national programs. The agencies we support have told us that these monies have made an enormous difference in their ability to carry out the work they have undertaken. You are encouraged to read the letters of thanks that we receive as they are posted on the Mission kiosk in the Dickinson Room.

Newly supported programs this year include:

1. Presbyterian Disaster Assistance for Hurricane Sandy relief. We provided contributions through the Emerging Needs part of our annual budget and through our church's Christmas offering.

2. We purchased clean-up buckets to assist in relief efforts following the Midwest tornados this past summer.
3. School program in Haiti. Two students were supported.
4. The local chapter of Blue Star Mothers. Our support went to assemble and mail care packages to soldiers in Afghanistan.
5. Meals on Wheels of Buffalo and Erie County. We assisted with gas money for meal delivery.
6. The International Institute. We supported their efforts to combat human trafficking and domestic violence.
7. Life Relief and Development. We supported the purchase of food baskets for Syrian refugees in Turkey.
8. The Mennonite Central Committee to provide aid to Syrian refugees. This group has personnel on the ground in Syria and in the camps, providing effective support and use of contributed funds.
9. Amherst Youth Board and Amherst Youth Foundation. We supported the AYB warm coat project, providing coats and boots to 12 young persons in need. We also continued to

provide \$2,500 for scholarships to afterschool and vacation daycare programs run by the Amherst Youth Recreation Department.

Our long-standing involvement with Friends of Night People (FONP) continued throughout 2012. On the fourth Tuesday of each month, a committed group of volunteers cooks a meal of chicken and potatoes and transports it to the facility on Hudson Street. That evening, another group of volunteers goes to the soup kitchen to serve the food that was prepared earlier that day to the 200-plus nightly guests. We also staff the "Urban Diner" at the community



center on Paderewski Drive, where, typically, 75 people are served. The morning cooking and afternoon serving of the meals involves 23 volunteers each month, including some participants from outside NPC. We are also grateful for the clothing that the congregation regularly donates to the FONP.

During the course of the year, we collected nonperishable food items for the UPC Food Pantry and we also kept a small pantry here at the church for people who came to us for help. The North Church Men's Group added to our normal collections through contributions at their monthly meetings. We

continued to purchase Tops gift cards that Cynthia Leavell keeps in the church office so that they can be given to families and individuals who come in for assistance.

In October, the Mission Committee sponsored our annual Bread for the World Offering of Letters. Members of the church were invited and encouraged to take time during coffee hour to write letters to their senators and representatives about issues regarding hunger.

The Alternative Christmas Market on November 4 was again a wonderful success. Adults and children did their Christmas shopping in Westminster Hall after the worship services on that day. Shoppers enjoyed snacking and socializing as they chose meaningful, charitable gifts for friends, teachers and family members. Nearly \$5000 was spent for gifts that improve the lives of people locally and around the world.

The Dress-a-Girl Project, launched in November 2010, continued on the fourth Monday of each month, throughout the past year. Volunteers bring their machines and scissors to sew simple sundresses and dolls to be sent to needy girls around the world. A simple supper is shared and conversation is always lively. Due to publicity in local newspapers this activity draws participants from the broader Amherst community.

In November, the annual Turkey Basket Project provided the makings to complete holiday dinners for hungry people in our community. Many people in the church and in the community contributed complete baskets, frozen turkeys, funds to buy turkeys and the trimmings, and volunteer hours to make this all become a

reality. More than 500 families received a turkey and all the fixings for them to cook their own dinners at home. The contributions of NPC and the students of Williamsville East High School to this effort are particularly noteworthy.

The year ended with the annual Giving Tree. This year the gifts were for families referred by two agencies: Homespace/Second Chance Home and the St. Brigid's Food Pantry. One hundred-fifty beautifully wrapped gifts were delivered to these agencies prior to Christmas Day.

North Church has been supporting the Family Justice Center (FJC) for a few years. This fall, a group of more than 20 NPC members toured the Center in downtown Buffalo. The Center is a one-stop resource where domestic violence victims can access all the services they need to establish a safety plan for them and their children. The FJC also operates a satellite site in the Southtowns. Recently a group of churches and synagogue representatives, including North Church Mission Committee members, have been meeting to explore the possibility of setting up a satellite operation in the Northtowns.

The four special offerings organized and received this year were: Pentecost, One Great Hour of Sharing, Peacemaking, and the Christmas Offering. The local portion of the Pentecost Offering went to the Camp Peace Prints. The local portion of the Peacemaking Offering went to the FJC. The Christmas Offering was sent to Presbyterian Disaster Assistance for Hurricane Sandy relief.

We invite you to become a partner in mission with us in 2013. There are opportunities for you to

volunteer with Friends of the Night People, to help organize events, to contribute to our work monetarily, and to chat with committee members regarding your concerns and ideas. We are grateful for the important place that mission has in the life of this congregation, and we invite and anticipate your continued support for the work ahead.

**Committee Members:** *JoAnne Alderfer, Jerry Marchand, Peggy Marshall, Anne McIlroy, Sheridan Skura, Andres Soom, Mary Soom, Beth Vandenberg, Jane Arnold, Diane Carr, Ann Eisenlord, Norma Henderson, and Linda Koenigsberg*

*See Mission Giving Report on pages 16 and 17.*

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## Finance Committee

The Finance Committee is charged by the Session with oversight and stewardship of the financial assets of North Church. It helps with the preparation of the operating budget; oversees the collection and dispersal of funds (accounting); makes and oversees investments; and reports to the Session, committees, and the



congregation on the financial operations of the church.

Two-thousand twelve has once again been a challenging year for the Finance Committee as it worked to faithfully carry out its responsibilities. The operating budget for 2012 adopted by the Session had a \$44,000 deficit. This action, while done reluctantly, again reflected Session's reluctance to reduce spending for personnel, overhead (utilities, maintenance and administration), program and mission. The Session also recognized that there were sufficient unrestricted investments to cover the deficit. NPC was very fortunate in that as the year progressed the deficit decreased and, at year's end, was \$34,500. This decrease was almost entirely due to savings in the cost of electricity because of the installation of solar panels and in natural gas because of a warm winter and low rates. Thanks to our unrestricted investments, we were able to survive another year of deficits. However, the amount of our unrestricted funds is shrinking rapidly.

In 2011 the Finance Committee worked diligently to develop and write both an investment policy and a gift acceptance policy. It was a long, tedious job, but we have completed our work and the policies have been approved by the Session. With an Investment Policy and a Gift Acceptance Policy in place, two sub-committees of the Finance Committee were formed: an

Investment Committee (Tim Ayler, Chuck McCollum, Chris Shafer and Ann Eisenlord) and a Planned Giving Committee (Joe Alber, Roger Gross, and Mary Beth Karr). Both committees have been working throughout 2012, and the results of that work will be more obvious in 2013.

In February, we renewed our contract with Kirisits & Associates to continue to provide ongoing accounting oversight and support. Karen Burhans, a CPA from that firm, has continued to work with our bookkeeper, Judy Blackchief, and our church treasurer, Ann Eisenlord, to ensure accurate accounting and to answer questions and help solve problems as they occur. We plan to continue our association with Kirisits & Associates in 2013.

As the year ends, the Finance Committee recognizes that although much has been accomplished in 2012, there is still much that needs to be done. We are a very small committee and so we need your help. We are not a committee just for accountants; we also need members with logical minds, common sense and imagination to help North Church develop and implement policies and procedures and to help us better communicate understandable financial information to the congregation. If you would like to join us, please talk to a committee member.

**Committee Members:** Leigh Gaskill, Session member and chair, Tim Ayler, Ann Eisenlord,

church treasurer, Rod Bradley, and Bill Clark

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## Adult Education

Last year we again put together a long list of educational activities.

**January/February** "Christianity and Islam: A Conversation" Thanks to Dr. Shibley for his participation and Bill Hennessy for his closing reflections.

**During Lent**  
"Chocolate for Lent" led by Garidith Khayat

Soup Suppers followed by a short service and "Saving Jesus Redux"

"Christians in the Public Square," organized by Pat Townsend with issues such as hydrofracking, the Faithful Budget, economic inequality and the keystone pipeline extension.

*Song of Songs* led by Lew Bigler

Sunday afternoon event: "Getting to Know Your Muslim Neighbors"

**Topics in June:** General Assembly in Pittsburgh

*A Social Creed for the 21<sup>st</sup> Century*

The national religious campaign against torture

### Summer program

Following the service, on the general Epistles, "Dispatches to God's Household" coordinated by Mary Mohlke and co-led by several participants

## Fall of 2012

Participation in Family Sunday School, led by Lew Bigler

DVD Series: Walter Brueggeman

*Jesus for the 21<sup>st</sup> Century*, led by Mary Mohlke

*The Three Colors of Love* book and materials by Christian Schwarz, led by Lew Bigler

Solar Tour: opening our church of organizations interested in energy saving installations. Organized by Pat and Bill Townsend

Two sessions on “Guided by the Confessions”

Series: “Food for Thought”

In addition, we welcomed a weekly Bible study group. Regenerated by Bill Clark and Mitch Roemer, focusing on the Gospel of John.

As always, we welcome new members to the committee and new ideas for future programs.

Respectfully submitted,  
Anselm George, Chair  
**Committee:** Mary Mohlke, Lew Bigler, Bill Townsend, and Pat Townsend

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## Visioning Committee

The Visioning Committee was charged with the task of assessing North’s plans for the future. Do we have a plan? Do we need one? Are we meeting our members’ needs? Are we discerning what God has in mind for our church?

From March 16-18, 2012, the committee hosted a weekend retreat featuring Rev. Ken McFayden, dean of the Center for Ministry and Leadership Development at Union Theological Seminary and Presbyterian School of Christian Education and author of *Strategic Leadership for a Change: Facing our Losses, Finding our Future*. Almost 65 people participated in the retreat.

Included in our discussions were the defining points of North, what we cherish about North and wish to hold on to, and what we might need to change as a church. A major take-away from the retreat was our collective thinking about the “why” of what we do. Rev. McFayden emphasized that people are drawn to places that can express their “why” with clarity and continuity.

We continued this discussion at a follow-up luncheon in April, facilitated by Brian Pettit and attended by 35 people. The materials from this luncheon were provided to Bill Hennessy for discussion with Session. These included the participants’ input on the “why” of what we do at North as well as our tasks and activities, grouped by category.

**Committee Members:** Tony Link, Mary Beth Karr, Beth Vandenberg, Lynda Roemer, and Bill Hennessy

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## Memorial Garden

The triangle of land located between north and south wings of North Church is a particularly appropriate place for our church yard. It is sheltered from the noise of traffic, and yet it is central to our facilities. It has a quietness about it, yet it is visible from classrooms, Westminster Hall, the Dickinson Room, and even the sanctuary. The south section of the garden wall was given in memory of Merriel Snyder; the north section was given in memory of Sally Munson.

The churchyard is not intended as a public facility. It is a burial ground for the needs of North Church families. Members may apply for the purchase of a plot or grave sites for their own future interment, or for members of their family, whether those family members are also members of the congregation or not.

# North Presbyterian Church—2012 Mission Giving

	Operating Budget	Special Offerings & Projects	Volunteer Hours & Donated Goods
<b>Education - \$1,500</b>			
Campus Church ConneXion	\$100.00		
Global Family Program of MEDA	\$300.00		
Buffalo Urban League - Youth Engagement Services	\$500.00		
House of David - Haiti	\$600.00		
<b>Health - \$2,975</b>			
Jericho Road Medical Practice - TOPS Cards	\$1,975.00		
Planned Parenthood of WNY	\$1,000.00		
<b>Housing - \$2,950</b>			
Habitat for Humanity	\$1,200.00		work hour on Women's Build and other
Kevin Guest House	\$500.00		
Buffalo City Mission - Code Blue Program	\$500.00		
MINC Rural Rehab (Ministry in the North Country)	\$750.00		Youth Summer Work Project
<b>Hunger - \$21,807</b>			
Friends of Night People - Food	\$3,700.00		275 hrs cooking; 500+ hrs serving;.20 people(not all from NPC) a month.
Friends of Night People - Other	\$600.00		
TOPS Cards distributed by North Church	\$2,000.00		
Turkey Baskets		\$7,123.00	500 Dinners 200+hours; JERS First Thanksgiving
Meals on Wheels of Buffalo & Erie County	\$2,000.00		
Amherst Meals on Wheels	\$715.00		
University Presbyterian Church Food Pantry		\$2,000.00	200+Bags Food
Food Bank of Western New York-Backpack Program	\$3,500.00		
ECHO		\$70.00	
<b>Refugees - \$1,500</b>			
Journey's End Refugee Services	\$1,000.00		8 bags winter coats; 75 hrs
Catholic Charaties	\$500.00		
<b>Local Mission - \$10,297</b>			
Christmas Giving Tree	\$253.00		
Presbyterian Senior Care of WNY	\$500.00		
Amherst Yourth Foundation - Daycare Scholarships for needy families	\$2,500.00		
Amherst Yourth Dept. Warm Clothing Project - coats, etc. for 12 kids	\$1,049.00		
Harvest House	\$1,000.00		
Family Justice Center	\$1,000.00	\$649.00	
Camp Peace Prints		\$596.00	
Duffield Camp & Conference Center	\$750.00		
International Institute for Human Trafficing program	\$1,000.00		
Blue Star Mothers	\$1,000.00		
St. Brigid/Fulton Street Food Pantry			63 Christmas gifts
HOMESPACE			63 Christmas gifts

**World and National Mission - \$12,496**

Hudson Valley Presbytery - housing for those displaced by Sandy	\$1,000.00	
Presbyterian Disaster Assistance - Superstorm Sandy relief	\$724.00	\$7,800.00
LIFE for Relief & Development - food for Syrian Refugees in Turkey	\$300.00	
Mennonite Central Committee - Disaster and Hunger Relief Syria	\$1,000.00	
CWS - Cleanup Buckets	\$560.00	\$112.00
Solar Liberty Foundation - wells for Tanzania	\$1,000.00	

250 Dresses to Haiti; 75 to Crossroad Africa(Kenya) the work of 10 women(not all from NPC) per month for 10 months

Dress a Girl - Haiti

**Advocacy - \$2,925**

Bread For the World	\$500.00	
Hunger Action Network of New York	\$750.00	
Network of Religious Communities	\$100.00	
Presbyterians For Earth Care	\$75.00	
HOME	\$500.00	
PC(USA) Public Policy Advocacy	\$1,000.00	

50 letters

**Other-\$11,942**

Alternative Christmas Marketplace		\$3,660.00
One Great Hour of Sharing - PCUSA		\$4,651.00
Pentecost Offering - PCUSA		\$955.00
Peacemaking Offering - PCUSA		\$1,945.00

**\$38,001.00**

**Presbytery of Western New York Mission - \$12,000**

\$12,000.00

**Presbyterian Women \$2,950**

CWS Blanket Drive		\$1,075.00
PW Pledge, Thank Offering, & Birthday Offering		\$1,875.00

**NPC Youth - \$3,500**

Senior High Mission Trip	\$2,000.00	\$3,500.00	135 hours
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**TOTAL - \$88,012**

**\$52,001.00**

**\$36,011.00**

**2000+ hours**

# Church & Society Bylaws

## ARTICLE I

### Section 1

North Presbyterian Church (hereafter referred to as the “Church”), a congregation of the Presbyterian Church USA, recognizes and agrees that the Constitution of the Presbyterian Church USA is applicable to and binding upon the Church and its members. Robert’s Rules of Order shall be used for orderly conduct of business.

### Section 2

The Church further recognizes and agrees that as a Presbyterian church it is incorporated under the laws of the State of New York. It is subject to such laws in the conduct of its corporate affairs.

### Section 3

Except as specifically provided herein, these bylaws shall be applicable to spiritual and corporate functions of the Church.

## ARTICLE II

### Section 1

An active member of the Church shall be a person who has made a profession of faith in Christ, has been baptized, has been received into membership of the Church, has voluntarily submitted to the government of this Church, and participates in the Church’s work and worship.

## ARTICLE III

### Section 1

The congregation shall form a corporation. The active members on the roll of this Church shall be members of the corporation. The elders elected to active service who are eligible under civil law, shall by reason of their office, be the trustees of the corporation. The finance chair shall serve as chair of the corporation, the treasurer as corporate treasurer and the clerk of session shall serve as secretary.

### Section 2

The Session shall call an annual meeting of the Congregation, to be held in the Church, on the last Sunday in January, which will include—election of elders and deacons. Other special meetings called shall state the purpose of the meeting and business to be transacted shall be limited to items specifically listed in the call. Notice of meetings shall be given on two successive Sundays and may be convened following the notice given on the second Sunday. All active members are eligible to vote. However;

- a) Only members 18 years of age or older are eligible to vote on corporate matters of the Church
- b) Voting by proxy is not allowed
- c) A quorum shall consist of the moderator, secretary and one tenth of the active Church membership.

## ARTICLE IV

### Section 1

The Session shall consist of the moderator and no fewer than 15 nor more than 18 elders. Elders shall be elected by the congregation for a term of no more than three years, to be divided in three equal classes. Elders shall not serve for full or partial terms aggregating more than six consecutive years. After one year has elapsed, they shall be eligible for re-election. In accordance with Article III section 2, the new class of elders will be elected at the Annual Meeting held on the last Sunday of January. Installation and training of officers will occur during February and the term of service will begin in April unless filling an unexpired term due to a resignation or death of a currently serving elder.

### Section 2

The Session as a whole will function as a Board of Trustees in dealing with the corporate matters of the Church. Only those members of the Session who are 18 years or older may vote on corporate matters.

### Section 3

The Session shall have such committees and task forces as are necessary to do its work. It is recommended that a Session member should chair committees. Task forces shall include at least one member of Session.

**Section 4**

Session members shall attend regular or any specially scheduled meeting of session and committee. If unable to attend, call church office or clerk of session and asked to be excused. Any three consecutive unexcused absences may result in the person being asked to resign from the session.

**Section 5**

Paid staff of North Presbyterian Church (exclusive of the minister) are not eligible to serve as a member of session.

**Section 6**

A quorum of the Session shall be the moderator and one-third of the elders. For the reception and dismissal of members, the quorum shall be the moderator and two members.

**ARTICLE V**

**Section 1**

The Board of Deacons shall consist of moderator, secretary and no fewer than 12 nor more than 18 members divided in three equal classes. In accordance with Article III section 2, the new class of deacons will be elected at the Annual Meeting held on the last Sunday of January. Installation and training of officers will occur during February and the term of service will begin in April unless filling an unexpired term due to a resignation or death of a currently serving elder. Deacons may not serve for full or partial terms aggregating more than six consecutive years. After one year has elapsed, they shall be eligible for re-election.

**Section 2**

Deacons shall attend regular or specially scheduled meeting. If unable to attend, call chairperson or appropriate designate asked to be excused. Any three consecutive unexcused absences may result in the person being asked to resign from the deacons.

**ARTICLE VI**

**Section 1**

These bylaws shall be reviewed annually and presented to the congregation.

**Section 2**

In a properly called congregational meeting, these bylaws may be amended by a majority vote.

*Revised: November 12, 2006*

*Latest revision January 30, 2011 Article IV, section 1, Article V, section 1*