

SPRING CLEAN-UP "Thanks" To All Our Dedicated Teachers & Youth Advisors

... Saturday, May 8th
9:00 am—12:00 Noon

Want to work off a few calories?
Knox's Annual Spring Clean-Up is
scheduled for

Knox Preschool Kids Having Fun!



WELCOME



**Save the Date:
Sunday, October 3rd**

The Knox Youth Group invites **all**
Knox members and friends to join us
for the Walk to Defeat ALS. The walk is four miles (or less),
pa

...**Fred Fein,**
Part-time Sunday Mornin
Custodian!



**Stewardship
2010:**

"A Light In The City"

...**Sean Taylor,** the new Director and
Assoc. Director of the Knox Handbell
and Knox Choirs, respectively!

SAVE THESE DATES for our Ecumenical
VBS, June 21-25...

...with St Mary's and Bellarmine! God's
Big Backyard! Online registration begins
in April. Kids three and a half through
rising sixth graders invited!

Sunday, November 1
12:30 pm

Gansborough's
Women

... **Ben Hansen,**
Covenant Choir Director!



Men's Group TBA
Meeting Time TBA
Contact People: Tom Kyillo and Dale L.

Please Welcome
Lisa McCamey Kaufer! ...

... our new **Church Educator!**
We are excited to welcome Lisa
McCamey Kaufer to the Knox
Staff as Church Educator. Lisa
began this ministry with us on
the 27th of September. Following
graduation from the University of
Arizona in May of 2001, she
served as Program Director for



**J.S. Bach's St. John Passion, at Knox
Good Friday, April 2nd, 7:30 pm**

Mark your calendar for Good Friday, April
Knox Music Series presents J.S.
Bach's St. John Passion. Featured are



McGraw, Jesus, and Noel Bouley,
Choir, Knox Soloists and Chamber Orchestra.

Let's Journey Together!



In the
Journey
PhasesofFaith.org

**Find Meaning
in the Journey**

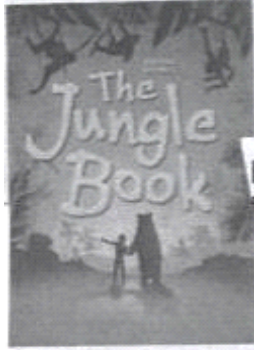


God's **BIG
BACKYARD**



The Knox Youth Groups, joined by
the Carol & Covenant Choirs, proudly
present this year's musical...

...**"The Jungle Book!"**



games, etc

LET OUR SOUL JAZZ YOURS



Congratulations to this year's
3rd Grade Bible Class!

FIRST FRIDAY FAMILY FUN NIGHT

**Knox Church
2010 Annual Report**



AGENDA
115th Annual Meeting of the Congregation-Corporation
Knox Presbyterian Church
February 6, 2011

Call to Order and Prayer

Reading of the Call for the Meeting

Reception of Annual Reports

Reading of the Necrology Report for 2010 and Prayer

Annual Review of Pastor's Terms of Call

Personnel Committee Recommendation on Pastor's Terms of Call – Doug Duckett

Other Business

Adjournment with Prayer

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Officers of Knox Church

The Session

<u>Class of 2011</u>	<u>Class of 2012</u>	<u>Class of 2013</u>	<u>Class of 2014</u>
Andrew Chun Doug Duckett Ann Gentile Bob Klingler Cathy Rector Brian Rhame Henry Thoman Debra Templeman	Rebecca Duke Melanie Elkin Couper Gardiner Peter Miccoli Peter Palm Jeff Peppet Greg Philpott Rich Wilson	Bina Bonnell Sue Conrad Barry Cors Greg Ebel Liz Haradon Mary Kay Nurre Donna Paulin Sally Ryan	Jay Allgood Blair Battistini Harry C. Carpenter Darb Dewar Rebecca M. Gibbs Jill Moormann Katherine Stautberg Laura Wilson

John W. Plattner, Clerk of the Session

The Board of Deacons

<u>Class of 2011</u>	<u>Class of 2012</u>	<u>Class of 2013</u>	<u>Class of 2014</u>
Sheree Allgood Max Buchanan Nicole Hammons Aynsley Hopper Laura Lewis John Littlehale Cyndie Park Kathy Wilkinson	Nick Castle Paige Gimpel Lisa Hinger Tom Kylo Katy Murray Gary Schmitt Chris Ward	Bryan Hamilton Jim James Charlotte Loflin Cathy Newman Amy Phillips Susan Rhodes Joyce Steiner Elaine Ward	Michael Barlow Linda Bartlett Jane Combs Dolly Dolle Ken Dunn Deb Fritz Bill Gottschlich Georgana Taggart
<u>Youth Class of 2011</u> Alex Castle Brian Dillion Eric Krohn Anna Kuertz Rachel Littlehale Ryan Murray	<u>Youth Class of 2012</u> Patrick Bonnell Lea Phillips Katherine Rhame		

Gary Schmitt, Moderator
Jana Reister, Staff Liaison

Necrology Report - 2010

Marion Caldwell, 1/5/10
Elder Janet D. LaPlante Mayo, 1/31/10
Jane Bidlingmeyer, 4/14/10

Deacon Dorothy Radcliffe, 10/1/10
Elder Lois Elizabeth Roy, 10/8/10

New Members – 2010

Abbott, Elizabeth Mae (Betty)
Baehr, Emily Faith
Barry, Colin
Barry, Jennifer
Bates, Eric Roland
Bogdan-Powers, Valerie (Val)
Buchman, Kent Paul
Buchman, Melissa Ann
Carr III, Eldrich Abram
Davis, Susan
Devey, Arthur (Trey)
Devey, Amy Marie
Fuller, Cindy
Gauthier, Su Kang
George, Martha Jane (Marty)
Gibbs, Rebecca Mitchell (Becky)
Ginsburg, Pam
Harris, Albert Edward (Al)

Harris, Sandra Stewart (Sandy)
Jefferies, David
Koesmanto, Emilia
Korn, Katharine
Korn, Darren
Krumpelman, Harriet
Latessa, Patricia
Merchant, Toby David
Merchant, Jennifer Freeland
Mulder, Anne Elizabeth
Northrop, Julia Brogan (Julie)
Piper, Debbie
Porter, Christie Stuart
Raymond, Miner
Robinson, Jessica Rae Schell
Schuckman, Renee
Smith, Kathryn Lee (Kathy)
Stoffer, James

Stoffer, Nora Caitlin (Caitlin)
Tonseth, Matthew Ryan (Matt)
Tonseth, Erin Marie
Tucker, Jack Lind
Tucker, Bridgette George
Tulumaris, Douglas Anthony
Tulumaris, Jacqueline Schwenning
Verticchio, Kristy Marie
Ward, Shirley Ann
Wiegert, Taylor Forbes
Walley-Wiegert, Katie Elizabeth
Williams, John (Jack)
Williams, Elizabeth
Willis, Jason
Willis Katherine (Katie)
Wood, Cheryl Tommelein
Yancey, John Rockett
Yancey, Anne Richters

Affiliate Members – 2010

Adams, Kevin Eugene
Gilliland, Jean

Restored to Active Roll - 2010

Cramer, Joshua
Jaques, Juliet

Confirmation Class - 2010

Dietsch, Helen Ward
Haussler, Emily Katherine
Hautz, Hannah Marie

Hinger, Meredith Jean
Johannigman, Evan
Klinedinst, Constance Sarah

Murray, Caroline
Patterson, Ava Linda
Stautberg, Braden Quinn

Transferred to Inactive Members' Roll - 2010

Combs, Aaron
Ebel, Alexandra Katherine

Holcombe, Emily Bohlen
Hord, Emily Manning

Statistical Report—2010 Jack Plattner, Clerk of Session

<i>MEMBERSHIP</i>	<u>2010</u>	<u>2009</u>
Active members on December 31 (prior year)	1057	1055
<u>GAINS:</u>		
Profession of Faith (age 17 and younger)	9	12
Profession of Faith (age 18 and older)	10	10
Reaffirmation	24	14
Restoration to Roll	2	5
Certificate of Transfer	22	12
Total Gains for Year	+67	+53
<u>LOSSES:</u>		
Certificate of Transfer	12	2
Deaths	5	14
Removal from Active Roll	11	17
Transfer to Inactive Roll	6	18
TOTAL LOSSES FOR YEAR	-34	-51
<u>TOTAL ACTIVE MEMBERSHIP</u> on December 31 (current year)	1090	1057
Affiliate members	2	1
Inactive members	21	58
Baptized but not active members	250	279
TOTAL ADHERENTS	1363	1395

Female members 669

<i>AGE GROUP</i>	<i>Number</i>	<i>% Of Total</i>	<i>Cumulative %</i>
25 and under	163	14	14
26 - 45	277	26	40
46 - 55	210	19	59
56 - 64	217	20	79
65 and over	223	21	100

Average attendance at Sunday Worship	363
Infant Baptisms	26
Adult Baptisms	0
Marriages	19

CHRISTIAN EDUCATION ENROLLMENT

Birth-3 yrs	68	Age 4	24	Kindergarten	23	1 st Grade	20
2 nd Grade	18	3 rd Grade	27	4 th Grade	19	5 th Grade	21
6 th Grade	16	7 th Grade	15	8 th Grade	14	9 th Grade	17
10 th Grade	16	11 th Grade	15	12 th Grade	16	Over 25	80

Teachers and church school officers 65 **Total Church School Enrollment** 409

RULING ELDER ATTENDANCE AT SESSION MEETINGS

	<u>2008</u>	<u>2009</u>	<u>2010</u>
Average	75%	73%	87%
Range	63-88%	57-86%	62%--91%

Pastor Thomas D. York

For the past 36 years I have provided an annual accounting for three wonderful congregations. Though each year was unique, the annual reports were remarkably similar. I recounted how I had attempted to be a good steward of God's gifts in my ministries as well as a recollection of things accomplished – sermons preached, classes taught, weddings, funerals, baptisms, committees staffed and pastoral care provided.

But this report is different, because 2010 was different. Many of the responsibilities above were assumed and accomplished, but that was not the core of meaning for the year just past.

In the third week of January, 2010, the York family horizon changed. With a diagnosis that Barb was living with ALS (Lou Gehrig's Disease), priorities, lifestyles, living arrangements and vocations were all scrutinized, refined and re-arranged.

So this annual report is a recitation of the stewardship of Knox members, friends and extended family.

Your stewardship of God's gifts have provided us with unbelievable support. Some of you have:

- Cut our grass
- Helped us arrange a yard sale, pack, move, and move into a new home
- Prepared meals
- Sent cards and notes, called and visited
- Watered our plants and provided beautiful flowers for our home
- Provided morning companionship for Barb allowing me to continue to serve as pastor of Knox Church
- Took her to doctor's appointments and therapy appointments
- Helped Barb get into and out of a pool so that she could enjoy aquatic therapy
- Provided attentive oversight of her medical care
- Assisted with meals when eating became more difficult
- Remembered us in your prayers

What wonderful expressions of love and support. Though it seems inadequate, all we can do is to acknowledge it and to thank you for it. A special thank you to all of my colleagues on the Knox staff and to our son, David, for his support this past year.

We covet your prayers even as we remember you in ours.

Associate Pastor Jana R. Reister

2010 Ministry included:

- Forming the Membership & Welcoming Team, a sub-committee of Growth and Outreach, for the purpose of ministry to new members. The team created the 4-part Inquirers Series for Membership, a process for joining Knox Church. The Series incorporates education about Knox and the PC(USA) and community building for Inquirers with each other, M&W Team members, church members, staff and Session. We hosted three Inquirers Series in 2010. The plan is to host three Series in 2011 – Feb, Jun and Oct.
- Along with serving as the current chairperson of the M&W Team, I also continue to serve as staff liaison for Mission & Social Concerns, Growth & Outreach and the Board of Deacons. I also attended two Stewardship Committee meetings. I participate in Fresh Spirit liturgy planning when able and attend Session meetings regularly.
- *Phases of Faith*: Serving as a substitute small group leader for those studying the book *The Future of Faith*. With co-facilitators Dave Annett and David Blessing, I enjoyed participating in getting the Young Professionals group off the ground. Those that attended during the months before a hiatus, expressed gratitude for the group and the 'space' to grow in faith together.

- Discerning a desire from women at Knox for an evening small group option, I began the Women's Spiritual Nurture group which meets twice monthly on Wednesday evenings. We enjoy a mixture of silence/meditation, study and prayer.
- Mission activity including the 2nd Annual Mission Possible and packing food sacks for Childhood Food Solutions with Knox youth. Being a guest facilitator of the Sunday morning Confirmation class for the 2010 class last winter and spring.
- Leading an Adult Ed class through a study on the Gospel of John.
- Being present with the Older Knox Youth last winter and spring, enjoying getting to know some of the youth as well as Youth Advisors. I enjoyed my first Montreat Youth Conference with two buses full of youth and adults from the Knox Community. While there I administered the sacrament of Holy Communion and led morning devotions for our group and served as a small group participant.
- Becoming more involved with the Presbytery of Cincinnati by attending a ministry conference, clergy retreat, quarterly clergy luncheons and accepting the nomination to serve on the Committee on Ministry.
- Enrichment through continuing education experiences at the Collegeville Institute for Ecumenical Research for a Writing Workshop for Pastors and Princeton Theological Seminary for the Institute for Pastoral Leadership
- Praying with and serving as leader (monthly) for the Wednesday Morning Prayer Breakfast.
- Pastoral visits and prayer with Knox friends and members at church, hospitals, care centers and homes.
- Performing the sacraments of the Lord's Supper and baptism, leading a baptism class for parents, officiating memorial services, weddings and meeting with couples for pre-wedding counseling.
- An ecumenical prayer and worship experience for World AIDS Day with three neighboring churches.
- Gathering monthly with a Sermon Study group to "chew" on the scripture passage for my upcoming sermon. Together we listen for what gifts and invitation God has for Knox in the biblical text.
- Participating in my first Christmas Eve worship experiences at Knox and in the many Advent activities including the Longest Night Service, pageant, Greens Workshop, caroling at MPL (Marjorie P. Lee Retirement Community) with Dave Annett, youth and adult advisors.
- Leading worship weekly and preaching the Word once a month at Knox. I also preached at Llanfair and Twin Lakes Retirement Communities.

As I look ahead to 2011, I look forward to:

- Helping the Knox faith community grow as disciples and in understanding of God's love in Christ.
- Striving to maintain a grateful heart for God's call, love and guidance in my life.
- Supporting the Membership & Welcoming Team's efforts to foster community by incorporating congregational name badges into the life of Knox Church.
- Engaging with Knox youth and Confirmands; Montreat 2011.
- More ecumenical ministry and mission experiences for, but not limited to, adults, with neighborhood churches.
- Fostering prayer disciplines both personally and in the life of Knox, by nurturing prayer/devotions practices at committee meetings, in the Women's Spiritual Nurture group and other gatherings I may become involved in.
- Growing in confidence and skill in leadership and preaching.
- Collaborating and growing in faith and knowledge of God with fellow staff as we carry out the ministries entrusted to us.
- Mission involvement locally and beyond.
- Intellectual and spiritual enrichment via continuing education experiences and retreats.
- Maintaining spiritual disciplines (Sabbath keeping, Spiritual Direction, prayer and Bible study, reading theology) that allow me to carry out the Ministry of Word and Sacrament with "energy, intelligence, imagination and love."

Director of Christian Education
Lisa Kaufer

Through the Sacrament of Baptism, we have made promises to: guide and nurture, by word and deed, with love and prayer, encouraging each child (of God) to know and follow Christ and to be faithful members of his church. Serving in ministry together, it is my hope we will:

- nurture a “safe faith space” where people feel invited to “wonder” and “wander” together.
- instill the value of life-long learning within our church family, especially within children and youth.
- encourage and equip individuals and families to talk about faith at home and in the community.
- foster “sticky faith” – deep, meaningful, ever-present faith providing guidance and motivation in daily life...for *every single one of God’s children!*

I feel blessed to serve in ministry with you! I am grateful for the opportunities we have shared together these past few months, and I look forward to the many adventures that lie ahead.

Since coming to Knox in September, I have enjoyed:

Knox-wide

- Serving as a guest speaker for First Friday Family Fun Night on October 1 and offering “10 Lessons about Life & Faith”.
- Leading *Time with the Children* at both worship services on October 24 and talking about “being new” as we welcomed new members into our church family that day.
- Inviting individuals and families to create themed bulletin board displays which rotate monthly. The response has been very positive for those creating the displays as well as for those viewing the displays. To make these displays more inclusive and easily accessible, we have also created video slideshows which are available through the Knox website.
- Inviting the congregation (age 0-105) to participate in a monthly Bible Challenge Treasure Hunt. Upon completing the Bible Challenge, each person will get to pick a prize from the Treasure Box. This initiative is primarily designed to equip parents to have more faith conversations in the home environment, and to help the kids feel engaged in their faith journeys beyond Sunday mornings.
- Providing Staff visibility through the Preschool by visiting classes periodically and greeting the children.

Sunday School & Child Care

- Coordinating the 3rd Grade Bible Presentation on October 17. Also, initiated monthly mailing of Pockets Magazine to each 3rd Grader for one year which includes a personal note of encouragement to continue reading their new Bibles and participate in the Bible Challenge Treasure Hunt.
- Helping in the Nursery, Toddler Room, and 4-K Sunday School Classes.
- Also, I look forward to teaching Confirmation Class on January 2 and inviting students to participate in a daily reading program utilizing the companion guide, God Sightings: Learning to Experience God Every Day.

Children’s Choirs

- Supporting Children’s Choirs in monthly performances.
- Managing Christmas Pageant logistics, helping with rehearsals, coaching Confirmation Students, recruiting volunteers and cookie-bakers to support the event.

Adult Ed

- Coordinating with Holly Toensing to provide weekly scripture study for Adult Education Sunday mornings.
- Researching 2009-2010 Adult Education Offerings for review and discussion with the Session and the Christian Education Committee. Also, recruited support to develop a new Adult Education Committee and planned a Brainstorming Session to help guide the direction of 2011 Adult Education offerings.

Vacation Bible School

- Reaching out to area churches and invited them to participate in an ecumenical Vacation Bible School June 20-24, 2011. At the time of this report, Knox will partner with St. Mary’s and possibly one other group to host VBS using Group’s Hometown Nazareth Curriculum.

Leadership Development

- Meeting with Church Educators from various churches within the Presbytery of Cincinnati to share ideas, ask questions, and seek ways to support one another in our individual ministries.
- Attending the Elder/Deacon Orientation at Knox on December 7.
- Observing a class at St. Gertrude’s which utilizes the Young Children & Worship Curriculum.

Also, I look forward to participating in Stephen Ministry Training beginning January 18.

Director of Stephen Ministry Jan Annett

"My command is this: Love each other as I have loved you."
John 15:12

"When in doubt, do the loving thing."
Lorrie Wuenker, founder of Stephen Ministry at Knox

During 2010, with expert guidance from Tom, Jana, and our Faith Community Nurse Pam Ward, Stephen Ministers continued to support Knox members during challenging times in their lives. Highlights are listed below.

2011 Class: The beginning of the year brings this wonderful group of people together to begin Stephen Ministry training:

Anne Davies
Kathy Gottschlich
Lynn McClellan
Sue Richmond

Dolly Dolle
Lisa Kaufer
Nancy Palm
Digi Schueler

Marty George
Catriona Luke
Cathy Rector
Kathy Wilkinson

They will meet every Tuesday night from January 18 until May. Quite a commitment of time and energy! Knox is very lucky to have these exceptional individuals gathering to learn more about "listening with both ear and heart" to those in need.

2009 Class: These Stephen Ministers have served with distinction. Whether they are in care relationships, leading vital portions of the ministry, or extending their skills as loving listeners, this class has provided invaluable serve to Knox. They continued to meet for monthly supervision throughout 2010, and will do so again in 2011.

Previous Classes - The 2007 group meets for supervision on a quarterly basis. They continue to be involved in one-to-one care giving relationships, as well as in serving the congregation as a whole through meal delivery in times of illness, hospital and care center visitation, and support through phone calls, notes and email members of the **2005, 2003** and **2001** classes have also pitched in to assist in these activities whenever the need has arisen. The phrase "Once a Stephen Minister, always a Stephen Minister," has again proven to be true, and their help is very much appreciated.

New Baby Ministry - Knox continues to welcome new babies. And parents have appreciated the support they have received from Stephen Ministers Bonnie Carothers and Ann Tommelein. We try to visit every new baby and family, but may miss someone unintentionally, so please let us know if you or someone you know is blessed with a new baby. That way we can be sure to welcome these newest members of our church family.

Knox Needleworks - This group meets on the second Thursday of every month for handwork and friendship. Stephen Minister Lisa Jensen continues to lead this band of merry knitters. The prayer shawls made by this group, and others who knit at home are given to Knox members in need. We invite all members and friends of Knox to come for the fun, and if you don't knit, never fear; we would love to have your company.

Writing an annual report provides an opportunity to reflect in a meaningful way on the year past. This year I have been particularly struck by the bonds of community and love which hold our church together. In his book Credo, The Reverend William Sloane Coffin shared his vision for what a church can (and should) be:

"A church is a place where we try to think, speak and act in God's way, not in the way of a fear-filled world. A church is a home for love, a home for brothers and sisters to dwell in unity, to rest and to be healed, to let go of their defenses and be free...free from worries, free from tensions, free to laugh, free to cry."

As we remember 2010 and look toward 2011, Stephen Ministers will continue to help make this vision a reality at Knox.

Knox Faith Community Nurse Pam Ward RN

Jesus said, "I came so that they may have life, and have it abundantly." John 10:10

Knox's support of a Faith Community Nurse as lead of our Health Ministry and part of our pastoral team, helps to provide a continuum of holistic care and support for our members. A Faith Community Nurse is one who brings a "spiritual needs" focus to health - while providing health education, support and advocacy, and sharing resources available in our community. People and their families who are facing difficult caregiving issues (acute, chronic or terminal illness, memory challenges, difficult transitions and loss) may find much needed assistance navigating their journey. Together with Reverend Tom York, Reverend Jana Reister, Jan Annett, Stephen Ministers, our Christian Educator, Youth Minister, Elders, Deacons, our Healing Hands Quilt Ministry, Prayer Shawl Ministry, Kitchen Guild and many compassionate volunteers, we are a caring congregation providing healing and wholeness to our church family and beyond. It is something our congregation deserves to be proud of.

Faith Community Nursing is a profession in which documentation of activities is a required and essential task. It is always surprising to see the number of people who have received contact through our Health Ministry during the year:

Nursing Home Visits- 41	Home Visits- 52	Cards- 49
Telephone Contacts- 465	Contacts at Church- 103	Hospital Visits- 28
Flu Shots- 0	Blood Pressure Screenings- 52	Total Contacts Documented: <u>790</u>

Monthly blood pressure screening continues to be a valuable service to the congregation. Referrals were necessary for 7 of those who participated, 6 to their primary physicians and 1 to the Emergency Room. I have observed that the blood pressure screening program has helped to improve compliance with treatment plans for some who participate regularly, which has contributed to improvements in their health.

Additional activities follow:

- Monthly newsletter article promoting health literacy for individuals and understanding of conditions that fellow church members may be coping with and how to be supportive to them.
- Presentation to Women's Fellowship
- Coordinating "Pathfinders" oral history project
- Coordinating, "Golden Agers Luncheon" and presentation by the Council on Aging
- 6-day long Montreat Youth Retreat as staff nurse;
- Hosted a 12 week series of "Family 2 Family" classes for NAMI;
- Facilitator for monthly Caregiver Support Group
- Lead for Prayer Breakfast Group
- Facilitated and hosted "Commons Café" weekly through November, providing fellowship and holistic health promotion for adults 50 +.
- Continuing education included a refresher course on "Physical and Spiritual Assessment" (13.5 CEU's), also "Spiritual Care of Dementia Patients" (12 CEU's)
- Home and Hospital visits as requested or needed.
- Networking with agencies, services in our community.

Effective last February my hours were decreased due to budget shortfalls. I discerned to eliminate the following that I had provided in previous years: Flu Shots (have become widely available since I first started offering them at Knox); Red Cross "Babysitter Training" and "On Our Own" safety program for youth; and as a contributing writer of Knox "Weekly Inspiration Articles."

I remain grateful for the opportunity to serve the congregation in Christ's name through our progressive Health Ministry.

Director of Youth and Young Adult Ministries

David Annett

July 2010 – Dec 2010

Faith-Filled and Fun Events

- Knox picnic
- Laser Tag
- September Youth Group Kick Off (with all youth groups and parents)
- Messy Youth Group Olympics
- Back home meetings
- Fall Outing at Shaw Farms in Milford
- Ice Skating on Fountain Square
- Christmas party with our returning college friends.
- Annual Photo Scavenger Hunt

Mission Events

- Walk to Defeat ALS
- Participation in Mission Possible!
- Raking Leaves on the Knox Grounds
- Caroling at Marjorie P. Lee Retirement Community
- Continued support of youth from Kenya named Hamisi (through World Vision)

Ongoing Events

- First Friday Family Fun Night gatherings
- Young Professional Group Gatherings

Key Stats

Knox is currently offering two youth group opportunities: A Younger Youth Group offered to youth in grades 5-7, and an Older Youth Group offered to youth in grades 7-12. Youth in grade 7 are able to choose with which group they would like to participate.

January 2011 – June 2011

Knox Youth Groups

The youth council and adult leaders have finalized a fundraising plan for 2011 which will benefit this summer's trip to the Montreat Youth Conference. The youth will present Aladdin Jr. in March as part of a smaller musical offering, much like what they did last year. On Saturday, March 19, the youth will present Aladdin as part of a "Family Show" which will include games, crafts and music for kids to participate in, followed by the show. Then on Sunday March, 20, the youth will team up with the Christian Education Committee to host a dinner for the congregation in the Knox Commons, followed by the show.

After the musical, we look forward to our annual Senior Banquet where we honor our graduating seniors. Last year the senior class presented their original movie, "Bradley Hinger's Day Off." Both youth groups will also continue to participate in fun outings such as the February Tubing trip to Perfect North Slopes.

This year's Montreat Youth Conference will be held June 12-18. The theme is "Searching for the Signal". We will once again leave a day early to participate in a mission day before the conference. This is something that is now offered to all groups attending Montreat, and was started by Knox!

The KYG created a new leadership opportunity this year for youth. A Knox Youth Council was created to let the youth have voice and leadership in the planning and execution of the youth group's events, fundraisers and mission.

Young Adults

"First Friday Family Fun Nights" continued for our fifth year in 2010. The group meets on the first Friday of each month from 6:00-7:30. We have a strong core group of young families that attend and participate in learning opportunities focused around young children. The evenings are structured so that the families arrive and have a communal dinner together. Then, the group splits into two with the young adults having a presentation and

discussion time, while the kids have a mini “youth group” experience complete with games, crafts, movies and more. Knox has a wealth of amazing young families, and the goal is for this group to be able to serve their needs, and attract young families who may be looking for a church home.

In addition, last year a Young Professional Group began meeting in January, and continued semi-regular meetings throughout the year. The group began with a series of discussion topics and rotated meeting in homes of the members. The group plans to continue meeting in 2011.

Knox Information Technology

I have continued to review, update and improve the Information Technology side of Knox and look forward to continuing this side of my position in the coming year. Some changes and improvements that have been made in the previous year:

- New computers were obtained for staff members, including the pastors and Church Secretary.
- A two-tiered backup solution for Knox’s critical data was introduced with both onsite and offsite redundancy.
- The Knox Website was continually updated and improved. Our rankings with Internet Search Engines continues to climb for key search terms “church” “Cincinnati” “Presbyterian.”
- The Knox Youth Group website was completely redone and now features a new design, dynamic roster and media sharing capabilities.

Knox’s email hosting was switched to a Google Apps framework, giving us greater security, uptime, spam filters, and mobility.

Director of Music Earl Rivers

In the Fall of 2010, we engaged new directors for the Knox Covenant Choir (grades 4-6) – Ben Hansen, and Knox Handbell Choir - Sean Taylor. Returning directors continued their fine work with our Children’s and Youth Choirs: Charlotte Loflin - Carol Choir (Grades 1-3), and Brian Potts - Youth Choir (grades 7-12). Children’s and Youth Choirs present music leadership at worship services on a monthly basis in January through June and October through December. Participation in Youth Sunday, the annual Christmas Pageant and special music on the first Sunday in June were highlights of the year. The Handbell Choir rang in worship on a monthly basis in January through June and October through December, making wonderful musical contributions to the worship services.

The sixty-voice Knox Choir provided worship music and music leadership at the worship services of Knox. Special worship music included Mondonville’s *Jubilate Deo* and Corrette’s *Organ Concerto No. 6 in D Minor* for World Communion Sunday in October and Duruflé’s *Requiem* on All Saints’ Sunday in November. The Knox Choir had a full day Retreat in September to read four months of worship music and a Mini-Retreat in January to read music through Easter.

The Knox Music Series, a community outreach program featuring sacred choral/orchestral masterworks with the Knox Choir, soloists, and orchestra, presented two programs in 2010. Good Friday featured J.S. Bach’s *St. John Passion*. The Advent Knox Music Series program on December 18 offered J.S. Bach’s Cantata No. 63 *Christen, ätztet diesen Tag* (Cantata for Christmas Day), Finzi’s *Magnificat*, and Saint-Saëns’s *Oratorio de Noël*. Larry Annett chaired the Knox Music Series Committee. The Knox Music Series continues to be supported by Knox members and patrons.

The Knox Choir benefited from the outstanding leadership of the Soprano, Alto, Tenor and Bass Section Leaders/Soloists. Daniel O’Dea, tenor, and David Swain, bass-baritone, left the Knox Choir to pursue professional singing careers. New Section Leader/Soloists in September included Cameo Humes, tenor, Jonathan Stinson, baritone, and Timothy Bruno, bass. Sean Taylor became Assistant Director of the Knox Choir. Continuing their fine leadership were Alison Scherzer and Debra Van Engen, sopranos, Ivy Buterbaugh and Theresa Merrill, mezzo-sopranos, and Will Compton, tenor.

Knox welcomed the new Juget-Sinclair Continuo Organ, a gift of Pat Landon. First used for the Bach Cantata No. 63 on the December Knox Music Series, the organ will be officially dedicated on Sunday, January 30, 2011 at the 11:00 am Traditional Worship Service.

Church Administrator John Adams

The year 2010 was a typically busy year for me as your Church Administrator.

Financial

Knox Church has almost completed its 2010 financial year as of this writing. Congregation members have again been quite generous with their giving, and it looks very likely that the church will finish the year with a modest operating surplus and an ever-declining balance of approximately \$600,000 for the Knox Commons mortgage. The Knox committees and my fellow staff members have been very judicious with their expenditures throughout the year, and that has resulted in our coming in under our twelve-month expense budget.

We again assisted the Stewardship committee in the fall of 2010 with the annual pledge drive.

Renché le Roux deserves a hearty pat on the back for continuing her stellar work to manage the church's finances, including both the operating budget and the on-going capital campaign. Credit also goes to Blair Battistini and Mike Bledsoe for their countless hours donated to the church on Monday mornings counting the plate receipts from the worship services the day before.

Building and Grounds

The year 2010 was a good year when viewed from the perspectives of steady maintenance and the lack of facility calamities. It was also a typically busy year for the physical building of Knox Church, hosting 380 meetings of approximately 55 different groups. Alcoholics Anonymous, the May Festival Youth Chorus and Debtors Anonymous were frequent and regular users of our space.

Perhaps the most visible project of the year was that of the new modern 6' x 10' sign. Financed by a generous donation from an anonymous church member, this new externally-lighted sign will face Observatory Ave., and will have the capabilities of changeable copy to announce the latest happenings at Knox. The pillars on each side of the sign will be constructed with the same stone as that of Knox Commons, which will make the sign look as if it were part of the original church construction. It is scheduled for completion in late January, 2011. Thanks go out to project chair Tom Dunn, along with project members Lydia Jacobs-Horton, Skip Carpenter, and Gary Wollenweber.

Many members of the church participated in the health of the Knox facilities throughout the year. In May, twenty-plus volunteers spent a Saturday morning in the annual Spring Cleanup. In mid-November, a dozen church members spruced up the sanctuary and other common areas of the building as part of the annual Mission Possible! day of service. This is in addition to the time throughout the year donated by B&G committee members Couper Gardiner, Tom Dunn, Pam Ginsburg, Jim James, Barry Cors, Barb Coe and others.

Brenda Lowery and Greg Morgan, our two staff maintenance custodians, continued to do a great job in 2010 of keeping the church clean and functional and making the church's meeting rooms ready for group meetings. Their significant accomplishments in 2010 include:

- Transforming the two decommissioned restrooms near Social Hall into usable storage rooms
- Staining the outside of the double doors on the east side of Knox Commons
- Repairing of several sunken pavers on the west side of the church
- Securing the window above the AC unit in the Muscle Room
- Replacing the cracked tiles in the elevator in the older part of the church
- Replacing the sink in one of the pre-school bathrooms

In July, we welcomed Fred Fein to the Sunday custodial staff. Fred shares Sunday morning duties with Buttons Overstreet.

In the summer and fall of 2010, for the second consecutive year, we arranged for five different work crews through the Hamilton County community service office to rake leaves on the west and south sides of the church. The workers all needed to work off community service obligations, and they collectively rendered over 70 hours of no-cost time to Knox, saving us approximately \$1500. We plan to use this group again next year.

Office Staff

Knox Church continues to benefit from the competency of both Linda Meineke and Lorelei Zenk, who together keep the office area of the church humming with constant activity. We are very fortunate to have them on Knox's staff. They regularly greet visitors and produce the Sunday bulletins, the monthly Knox News, the weekly Visitor's Report, the weekly Congregational Email and many other repeating tasks. Their constant dedication to "getting the job done" is second to none.

Volunteer Kitchen Manager Terri Schmitt

This is my first report to the congregation regarding the operation of the Knox Kitchen. It has been my pleasure to prepare meals for Knox Church events over the last three years since the new kitchen opened. In the coming year, I anticipate spending 250 volunteer hours in the kitchen on behalf of Knox, preparing food for Soup & Sweaters, Session luncheons and dinners, the Lenten Dinner Series, and Mission Possible. As a volunteer Kitchen Manager for the church I provide the following services:

- Maintaining standards set forth by the Cincinnati Health Department
- Leading kitchen orientations for those interested
- Planning meals for large groups
- Purchasing food items and paper products for meals
- Organizing volunteers to help with preparations
- Preparing ingredients and cooking
- Dishwashing and warewashing
- Managing cleaning supplies for the kitchen
- Acting as the Person In Charge for the safety and sanitation of the kitchen

In addition to the above duties, I look forward to developing the Kitchen Guild, a growing and informal fellowship that has formed around food and working together in the kitchen. Currently, I send out monthly emails updating the Guild on upcoming events in the kitchen. For the last two years, we have held an annual gathering to celebrate our achievements as a group. Currently there are 54 people who receive these emails and as they are available, they sign up to help out in the kitchen. I am anticipating several outreach opportunities for those involved with the kitchen guild, including:

- Ministering to members who have lost a loved one by providing food for memorial services and receptions.
- Cooking meals for homeless and hungry folks in our community.
- Continuing to prepare sandwiches for St. John's during the summer months.

If you feel called to join us in the kitchen, please contact me at 513-321-0189. You will be warmly welcomed and put to work chopping vegetables, stirring a pot, setting the tables or washing the dishes. Many hands make light work, and we have lots of fun.

My sincere thanks go out to the wonderful volunteers who have contributed their time and talents to our efforts in the Knox kitchen. Your work is most appreciated, and your friendship is a huge blessing to me, more than you know. It is a pleasure to serve Knox alongside each of you!

Facts about my agreement with Knox: I have had a contract with Knox Church since April of 2008 to prepare meals for 15 to 20 events during the calendar year. In return for the work that I perform for Knox Church, I gain access to the Knox kitchen for my work as Owner and Chief Palate Pleaser of The Very Zest, a personal chef service. The Very Zest is a fully licensed and insured food service operation with ServSafe certification.

Buildings and Grounds Committee Couper Gardiner, Chair

The Building and Grounds Committee enables the programs of the church through Knox's physical facilities, and through periodic review of conditions and proposals for change, including major change proposals to Session. We support the staff to maintain the facilities, listen to members, consult with other committees, offer liaison between staff and non-church organizations, and recruit for related tasks.

Current State of Program Generations have given Knox a beautiful, functional place to worship and gather toward God's glory and enjoyment. Our building and grounds are safe, in good condition and well maintained, offering a variety of settings, well suited, well utilized and adaptable for our full church life. There remain unmet needs, concerns and many opportunities for improvement, and several subject area experts are consulted, when needed, to plan preventative maintenance and orderly replacement. The economy has meant fewer staff hours and deferral of needed work inside and outside. A good example of how our committee has coped is the reduced Utilities budget and operating cost, which was made possible by consolidating electric meters and renegotiating the electric contract. Other operating expenses have tracked reasonably against their budgets. The exception to this pattern is Property Maintenance, which required approximately \$12,000 for unexpected roofing repairs early in the year. Maintenance of adequate property insurance enabled secure replacement of stolen downspouts with little direct expense.

Past Results The committee and our facilities benefit from dependable and responsible staff, as well as observant, creative members who are willing to work hard. John Adams was proactive in planning for his team's productivity as he prepared to shift to his three-day Knox work week. From general concerns, we created task lists with him, prioritized and took individual responsibility for areas of the property and building. Church staff members Brenda Lowrey and Greg Morgan, particularly, stepped up to filling in on Tuesdays and Thursdays, in addition to completing their defined tasks. Fred Fein came on staff to alternate Sunday custodial duties with Buttons Overstreet. The spring cleanup involved two dozen volunteers, including Scouts from the Withrow High School troop. A dozen more volunteers beautified the public areas on the office/sanctuary level through Mission Possible! Hamilton County community service workers helped regularly with fall cleanup outdoors. Worship benefits from the new beautiful cross in the Commons, the new coat hooks are a welcome convenience, and in the sanctuary the removal of half a pew allows new seating options. Thanks to Tom Dunn's work with GO, W&M and Gary Wollenweber, the new street sign's stone pillars are now in place.

Future Challenges With the age of the building and landscaping, an ongoing concern is failure of construction, equipment, and site work and the need to reserve adequate funds to cover this. A plan for systematic review, maintenance, renewal and replacement is in progress, to be tied to annual budgeting and wish-list packages for the Memorials and Endowments Committee. The opportunities to renew the grounds range from Judy Holcombe's inspirations for the garden as a symbol of peace to clearing overgrown shrubbery and trees.

Future Plans Under discussion are ways to improve environments and equipment for worship and education, from recalibration of the sanctuary sound system to electronic access beyond the church proper, and for the Commons: obtaining seats with armrests, low-cost improvements for the entry, a more embracing quality and a focal point on the left side. Also under discussion are the nomination of a group of "wizard" maintenance volunteers and the management of storage. The committee-- Barry Cors, Barbara Coe, Jim Constable, Tom Dunn, Pam Ginsburg, Jim James and Walter Kautz-- welcomes input.

Growth and Outreach Committee Debra Templeman, Chair

Committee Members: Bina Bonnell (Ruling Elder), Krista Cornejo, Kerry Duke, Regina Hall, Don Jackson, Lydia Jacobs-Horton, Jennifer James, Jeff Kersey, Anna Kuertz (Youth Deacon), Mary Nurre (Ruling Elder), Mark Paine (Ruling Elder), Peter Palm (Ruling Elder; Session Liaison to Knox Preschool), Jana Reister (Staff Liaison), Gary Schmitt, Terri Schmitt (Advisory Member), Debra Templeman (Ruling Elder; Chair), Liz Tilton, Rich Wilson (Ruling Elder).

The responsibilities of the Growth & Outreach Committee (GO) include welcoming new members to Knox, engaging current members through the development and hosting of programs and events and finding effective ways to disseminate Knox's message to the community in hopes of attracting visitors to grow our church's membership base.

2010 Summary of Knox New Membership, Attendance and Visitors

- We are pleased that 58 individuals officially joined Knox Church in 2010. This is an increase over the past 2 years. In 2009 we welcomed 48 new members, and in 2008 we welcomed 42. Rev. Jana Reister and the Membership & Welcoming sub-committee of GO have revitalized, revised and renamed the course those interested in becoming new members must complete. This four-meeting course is now called, "Inquirer's Series." Three such series were held in 2010 (February, June and October) and constitute the above-mentioned number of new members.
- For the 2009-10 program year, total Knox attendance was up 2%. Fresh Spirit increased its share of Sunday morning attendance to 36% when both worship services are offered. Excluding all single worship services, attendance was up 6% going into the summer period. Attendance across the total summer, when we offered one service in the sanctuary, was even with a year ago, but down from the going trend of +6%. Attendance this fall, 9/12-12/19/10, was off -2% with Fresh Spirit off -4% and traditional worship flat versus a year ago. Thank you to GO member, Rich Wilson, for this analysis.
- Knox Church averaged 3.0 visitors per week in 2010, which is about the same as 2009 (3.2), and also 2008 (3.0). The percentage of people who joined Knox as new members from the total adult visitors in 2010 was 34%. This is a substantial increase over the past 2 years (2009, 25%; 2008, 27%). GO member, Don Jackson, provides this analysis by reviewing information entered on the Sunday morning worship service fellowship pads.

2010 Summary of GO Committee's Activities and Efforts

JANUARY

- Implemented Knox Church's first major marketing – or evangelism – campaign. The Phases of Faith campaign was well received by church members, and there were definite increases in church attendance, as well as increased traffic to the church website. Cindy Tripp, Don Jackson, Rich Wilson and Kelly Knapke, served as the sub-committee for the campaign. Special thanks to Cindy for serving as Chair of the sub-committee.
- Attempted a new event, Movie with a Message. Intended to be a monthly event, free to Knox members and friends, a movie was enjoyed in the Knox Commons. People were invited to bring their own snacks to enjoy during the movie. After the film, for anyone interested, a short discussion was led by event leader, GO member, Peter Palm. After several months it was decided to no longer offer this event, due to poor attendance.
- Held the Knox Nourishment Groups kick-off lunch on January 31. GO member, Liz Tilton, organizes these groups. This year approximately 80 people signed up for the groups. Liz assigns these people into smaller groups (8-10/group). These small groups get together approximately one time per month, February through May, and share a meal – some continue to meet in the summer.

FEBRUARY

- Hosted the Soup & Sweaters (& Sweatshirts) luncheon held after the Annual Meeting of the Congregation on Sunday, February 7. This is always a very well-attended event and 2010 did not disappoint, as attendance was right around 160. This event is truly a group effort, as all the GO members are called upon to pitch in, donate and help out. Additional assistance comes from Terri Schmitt and her Kitchen Guild, who prep for and prepare the soups.

MARCH

- Began a new Sunday morning greeting schedule. Greeters are now stationed near all the exterior entrances of Knox church, in hopes of assisting and directing first-time visitors, as well as welcoming our current church members as they enter the building. So far the new system seems to be working well. GO Chair, Debra Templeman, is leading this effort. Many thanks go to the Knox members (approximately 95) who serve as greeters.

APRIL

- Started shooting photos for the new Knox pictorial directory. This directory, unlike those in past years, was produced in-house. Not enough thanks can be given to GO member, Gary Schmitt, and GO advisory member, Terri Schmitt, for overseeing, organizing and taking the photos for this project.
- Hosted a behind-the-scenes tour of Cincinnati's historic Union Terminal on Sunday, April 18. The event began with a light lunch in the Knox Social Hall, after which a docent-led tour was enjoyed at the Terminal. Twenty-two people enjoyed this tour, including members of 2 Knox Nourishment Groups. GO Chair, Debra Templeman, organized this event.

JUNE

- Revitalized Jazz on Michigan. On June 24, approximately 150 people attended our free, on-the-front-lawn concert. Plans are to expand to 2 concerts in summer 2011. Project leader is GO member, Jennifer James. Thanks, also, to Music Director Earl Rivers, for his help in finding/hiring the jazz musicians.

SEPTEMBER

- Held the Knox Church Picnic on Sunday, September 26. The event was very successful, and all those who attended seemed to enjoy the new venue, Daniel Drake Park. A big thank you goes to project leader, Jennifer James. Also thanks to GO member, Anna Kuertz, for organizing and leading the children's activities, and to Terri Schmitt and the Knox Kitchen Guild for preparing the fabulous chicken barbeque.

OCTOBER

- Finalized and distributed the new Knox Pictorial Directories. The fruits of Terri & Gary Schmitt's tireless labors can be seen in this wonderful, new booklet. The directory includes 288 entries of our Knox members and friends. A total of 380 hard-copy directories were created and continue to be distributed. Additionally an electronic version of the directory will be available to members on the Knox website (password protected).

NOVEMBER

- Hosted the Knox Community Blood Drive in the Commons on November 11. Eighteen units were donated this year, with 4 of those units being platelets. Six first-time donors participated. Project leader for this event was GO member, Kerry Duke.
- Held the 2nd Annual Mission: *Possible!* on Saturday, November 13. Approximately 250 children, youth and adults participated in this morning marathon of local mission events. The 15 hands-on projects helped some of our local Knox Mission Partners. In conjunction with this event, the Knox Youth collected approximately 155 bags of groceries that were split between MEAC and Interfaith House of Adams County. Thanks go to Knox member, Jim Crosset, for making the delivery to Adams County.
- Hosted a tour of the Gainsborough exhibit at the Cincinnati Art Museum on 2 consecutive Sundays, November 14 and 21. Don Jackson organized this event and he, along with several other Knox members who serve as docents at the museum, led the tours. Participants enjoyed lunch at the Museum Café.
- Began the new event, Faith & Fitness. Knox members, Dave and Sue Conrad, are organizing and leading this activity. Faith & Fitness is a weekly, Sunday evening, walking and/or running program paired with time for sharing concerns, prayer and fellowship, as well as a light, simple dinner.

DECEMBER

- Hosted the annual Knox Greens Workshop. GO member, Liz Tilton, organizes this event, which was held on the afternoon of Sunday, December 5. Approximately 50 adults and 15 children participated in this

fun-filled, energy-packed event. For \$10, each adult participant creates an absolutely gorgeous, one-of-a-kind, live, evergreen wreath. Kids are kept busy with fun Christmas craft activities. This year live music was provided by Debra Templeman (keyboard) and Robert Templeman (guitar). Santa made an appearance (complete with candy canes for the kids).

- Hosted Cocoa & Cookies after the Christmas Pageant on the snowy Sunday evening of December 12. GO members prepared the cocoa and supervised in the kitchen. Parents of children involved in the pageant provided the cookies for this popular, annual event. GO member, Mark Paine, organized the event.

GO Plans for 2011

- Selling magnetic name badges to interested Knox members to be worn on Sunday mornings during worship. The cost will be nominal to those interested. GO member, Jeff Kersey, is leading this effort being organized by the Membership & Welcoming sub-committee.
- Continuing all the great, congregational events already in place, as well as creating new events, to further involve our current Knox membership, as well as people from the surrounding community/neighborhoods.
- Engaging our newest members as soon as possible... Engaged Members = Active, Committed Members.
- Finding effective means to market Knox Church to non-members.
- Continuing to map how our church website, and other means of technology, can help grow the church. This includes, but is not limited to, continued maintenance and further enhancements to our church website.

My thanks go to each of the Growth & Outreach Committee members for their continued energy and commitment to serve on this very active, hands-on committee.

Lastly I want to thank YOU – the members of Knox Church – for your continued support of, and participation in, our committee's events. Knox truly is a *Light in the City* and our beacon is shining brightly.

Mission & Social Concerns Andrew Chun, Chair

Purpose

The M&SC Committee helps direct support to institutions ("mission partners") with programs that meet one or more of the following guidelines. Is the mission partner

- building peace and understanding in our community, nation, or the world,
- promoting health and healthy life choices, or
- serving people in crisis?

Knox members support the Presbyterian General Assembly, Synod and Presbytery with direct monetary contributions and local mission partners through a combination of direct monetary contributions and personal support. We also provide targeted response to specific requests for help or perceived need in our community, nation or the world.

The M&SC Committee has twenty (20) active members (liaisons), each of which has one or more mission partners. Attached (Appendix A) is a listing of the 2010 mission partner with identified liaisons. The primary role of the liaisons is to determine how Knox can best help the mission partner and bring requests for assistance to the congregation. They also monitor and recommend changes in Knox's contributions or participation with the mission partner. Committee members submit an Annual Report for each mission partner. The report reviews the partner's mission, evaluates Knox's participation (monetary and personal), identifies current and near-future needs and service opportunities, and recommends participation for the coming year.

Current State of the Program

In general, the mission partner programs at Knox are successful. During early 2010 the budget was adjusted downward in response to the current economic conditions and the state of pledges received from the congregation. We were extremely fortunate and blessed that the Session voted to use supplemental funds from the previous year to restore funding to 2009 levels for 2010. We are happy to report that our support of local mission partners remains the same as last year. We are hoping for increased support for M&SC for the coming year as we have added several new mission partners.

One of the most exciting mission projects of 2009 was Knox's Mission: *Possible!* event which was conducted jointly with the Growth and Outreach Committee. This project was the brainchild of Elder Debra Templeman and put Knox mission partners "front and center" with the congregation in a new and exciting format. The second Mission: *Possible!* event was an incredible day of service to our partners and prayerful fellowship with our fellow church members. We had an expanded number and breadth of volunteer opportunities with over 240 participants. This has become the premier mission event on the calendar.

Earlier this year a devastating earthquake struck the impoverished island of Haiti and caused a humanitarian crisis of epic proportions. Knox was able to quickly allocate over \$5000 of aid to Presbyterian Disaster Assistance (PDA) which had assets on the ground in Haiti and to Matthew 25 Ministries that sent supplies from the local Cincinnati area. We continue to monitor the situation in Haiti and will be sending additional aid as needed. We have also responded to the devastating floods in Pakistan by allocating funds to PDA for relief efforts as well.

As the committee looks forward, each mission partner could use more support, both monetary and hands-on. Funding for almost all of our partners has been cut significantly and the need for financial assistance and services is sky-rocketing. The group is confident that prayer and experience will guide the representatives of Knox as funds are reallocated and the committee reacts to any disaster relief programs.

M&SC has one of the most active and successful mission programs of any church the size of Knox. The congregation is active in projects such as IHN, Withrow Mentoring, Third Church Tutoring and Bethany House. The youth group under the direction of David Annett has been more active in mission work.

Past Results

2010 was a successful year. We were able to fully fund our mission partners according to our original budget and the Knox congregation participated well in many programs including IHN, MEAC, Withrow Mentoring, Third Church and Prison Ministry to name a few. We also have successfully completed our second annual expanded Mission: *Possible!* and have added several new mission partners including Childhood Food Solutions and Respite Care of Cincinnati.

Future Challenges and Plans

Our biggest challenge will be continuing to effectively support our mission partners as their needs grow in this dire economic situation. We will need to use creative ways of generating both material and physical support for our local charities. We also need to integrate more Knox members with various mission partners in order to improve the Christian experience at Knox, help members to feel and share God's love and plan for them in reaching out to others in need. Hopefully, this will assist in congregational growth as well.

We will need to improve the conduits between Knox and our mission partners and find better ways for members to know what is going on with our mission partners and be able to participate in activities in a timely and ongoing manner. Improved communication and more concrete opportunities for the Knox community to get involved in mission work will be the core of our efforts. We hope to use our more sophisticated Web based tools to help match Knox members with our mission partners and their needs. We also need to carefully evaluate our mission partners on an ongoing basis and establish criteria to determine which ones most need our support and will integrate well with our congregation and our philosophy. We are in the process of completing our Policy and Procedures manual to help make the process more organized and consistent.

Appendix A – Mission Partner/M&SC Committee Liaison

Mission Partner:

Bethany House Services
Teen Academy
Interfaith Hospitality Network
Madisonville Education & Assistance Center (MEAC)
Third Presbyterian Church General Support
Interfaith House of Adams County
Withrow Mentoring Program
Crossroad Health Center
Matthew 25 Ministries
Prison Ministry - CCC
West End Emergency Center
East End Adult Education Center
Mooney Fund for Troubled Youth
Louisville Theological Seminary
Emergency Disaster Aid
Hyde Park Center for Older Adults
Christi Boyd, (PCUSA mission partner in Cameroon)
Cooperative for Education
Childhood Food Solutions
Respite Care

Liaison:

Jim Crossett
Kristy Bruck
Judy Holcombe
Bonnie Carothers
Pam Ward
Jim Crossett
Priscilla Ungers
Liz Haradon
Susan Esler
Jim Wuenker
Cheri Rulli
Jim Wuenker
David Stelzer
Cheri Rulli
Andrew Chun
Betty Stith
Sue Richmond
Karl Gieseke
Anne & Larry Van Kirk
Sue Richmond

Worship and Music Cathy Rector, Chair

All Knox members serving in 2010 on the Worship and Music Committee appreciated the continued leadership of Rev. Tom York, Associate Pastor Jana Reister, Dr. Earl Rivers, and Dr. Mike McClellan. The Committee regularly received and recommended to Session the proposals offered by our leaders. All members of the Committee recognize, and deeply appreciate, the contributions made by Tom, Jana, Earl, and Mike.

Tom and Jana continued to provide insightful, well articulated sermons for both Fresh Spirit and Traditional worship services. Each pastor's unique style and approach addressed the needs of our congregation and continues to draw visitors and new members to Knox. The well-rehearsed music presented by the music staff and choir in the traditional worship service and at the special programs planned and directed by Earl have enabled Knox to attract and retain most of those who now faithfully attend and generously contribute their talents in all areas of Knox's ministry. Mike continued to lead and organize the contemporary Christian music in Fresh Spirit. In 2010 as in 2009, Mike delayed the hiring of his replacement for Fresh Spirit leadership due to the budget constraints during the uncertain economy. Worship and Music will participate in the 2011 search for his replacement when the search is resumed later in the year. We appreciate his continued commitment to Fresh Spirit and the members whom it serves.

The Worship and Music committee remained focused on the core values and purpose of Knox Church. In conjunction with Session's recommendation to conduct a single service during the summer months, W&M and a Session sub-committee designed a new format for Summer Worship. Dr. Rivers, Rev. York and Dave Annett secured a roster of music talent that spanned several music genres. In addition to the varied musical genres, the format of the Sanctuary was adapted to create a more casual atmosphere. This included creating a pulpit on the floor, staging the musicians on the floor near the pulpit area, and enlisting the assistance of Lay Liturgists. In 2010, attendance for both services continued to be strong throughout the year. A follow up survey was conducted in late September which polled the congregation for feedback on the new worship format.. A few minor adjustments will be factored based on comments in the survey related to the pulpit configuration. Overall, 2010 Summer Worship was a success based on feedback.

The committee continued to act as a conduit for members of the congregation to the Pastor, Associate Pastor, Director of Music, Fresh Spirit leader and upon occasion to the Chairman of Deacons. The Committee members invited Knox members to join the Committee to share their recommendations and insights to assist on all matters

within the responsibility of the Committee. These included various aspects of the worship services - from arranging for flowers in the sanctuary to coordination of ordained Knox members serving communion to determining the content and format of the Sunday bulletins - and the music programs - from the typical presentations at regular worship services to the scheduling and arranging of special music programs such as Knox Music series for the congregation and the community. The Communion format was alternated between intinction and distribution in the pews, allowing for special needs individuals to always be served in the pews. Of note is the decision to begin providing a gluten-free communion element for all congregation members.

In fall 2010, we engaged new directors for the Knox Covenant Choir (grades 4-6) – Ben Hansen, and Knox Handbell Choir - Sean Taylor. Details of the music program in 2010 can be found in the Annual Report for the Director of Music.

Actively involved as members of the Committee in 2010 were Larry Annett, Pat Landen, Jim Naramore, Scott Schiermyer, Heidi Knellinger and; Deacons Skip Carpenter and Katy Murray; and Elders Cathy Rector, Greg Philpott and Sue Conrad.

Christian Education Committee **Brian Rhame, Chair**

Members: Sheree Allgood, David Annett, Jan Annett, Barb Coe, Peggy Dewan, Melanie Elkin, Anne Gentile, Lisa Hinger, Jill Moormann, Amy Phillips, Brian Rhame, Sally Ryan, and Lisa Kaufer.

Purpose:

The Christian Education Committee supports Knox's Educational Programs for all ages. Christian Education is designed to respond to the great commission to teach, learn, and grow in the Christian faith. It is also a visible demonstration of living out our baptismal vows to care for, nurture, and support all who join.

Current State of Program:

Knox continued to be blessed with excellent staff leadership by Tiffany Zents (as our Church Educator at the beginning of the year), Lisa Kaufer (as our current Church Educator since September), and David Annett (as our Director of Youth and Young Adult Ministries). We have ongoing educational programs which cover all age groups – children, youth, and adults. All three program areas have activities almost each Sunday, with nearly 50 volunteers helping each week. Many of the volunteers have been active in Christian Education for several years, a testimony to the passion that our members have for this activity.

The transition between Tiffany and Lisa has gone very well, and we thank Tiffany for her excellent leadership and service; she has left us with a solid foundation to build on well into the future. We are blessed to have Lisa join us with her energetic and thoughtful vision for existing and proposed programs. David continues to be an inspiration to us all, with his contagious excitement in leading youth of all ages in Christ's name.

In addition to Sunday School and Childcare, Knox offers Vacation Bible School, Confirmation Class, Third Grade Bible Class, Children's Choirs, an Annual Youth Conference at Montreat, Youth Groups, Young Adult Groups, First Friday Family Fun Nights, and occasional inter-generational events. Providing this depth of educational activities requires well over 100 volunteers during the year, and many, many thanks to all of you who have volunteered over the year!

Ongoing Programs

A. Children and Youth Sunday School, Bible Class, Confirmation Class, Children's Choirs, and Summer Programs:

- Children and Youth Education are offered every Sunday at both the 9:15 and 11:00 am services.
- An Ecumenical Vacation Bible School was once again offered during the summer, jointly led by Knox, St. Mary's, and Bellermine Chapel. Over 165 children attended, with over 130 volunteers helping throughout the week.
- Twenty-two 3rd Graders participating in a Bible class in the Fall, were presented with new Bibles at the completion of the program. Thanks to Paige Gimpel and Nancy Clark for leading this class!
- Nine young people joined the church as the culmination of their year-long Confirmation Class. The class once again collected money for the "Souper Bowl of Caring." Many Thanks to Peggy Dewan, Melanie

Elkin, Carol Philpott and David York, for leading this class! Starting in September, we changed the format of the confirmation class to be a joint Sunday School class for grades 7-8, with some specialized sessions to help prepare the 8th graders for their confirmation in the Spring.

- The Youth Sunday School class led worship for the congregation in May.
- Many of our children sing in the Carol (1-3 grades) and Covenant (4-6 grades) Choirs which sing in service about once a month. Directed by Charlotte Loflin and Kate Campe/Ben Hansen, the choirs participated in Palm Sunday, the Youth Musical, "The Jungle Book," the annual Christmas Pageant, as well as a singing field trip to Marjorie P. Lee Retirement Community.
- A special thanks to all those who taught and supported Sunday School this year:

Jay Allgood	Sheree Allgood	Jan Annett	David Annett	Patricia Barlow
Bina Bonnell	Jamie Buchert	Christine Carli	Sunjoo Chun	Audrey Coe
Barb Coe	David Dallas	Craig Davis	Susan Davis	Bob DeFoor
Amy Devey	Peggy Dewan	Jim Elkin	Melanie Elkin	Stephanie Fiorelli
Paul Gaffney	Couper Gardiner	Becky Gash	Paige Gimpel	Nicole Hammons
Liz Haradon	Rachel High	Brad Hinger	Elise Hinger	Meredith Hinger
Judy Holcombe	Scott Holland	Jeff Kersey	Heidi Knellinger	Mary Lou Krohn
Ginny Kuertz	Mary Kylo	Rachel Littlehale	Tori Lowry	Katie Maney
Jill Moormann	Jim Nurre	Mary Nurre	Matt Nurre	Spencer Peppet
Amy Phillips	Carol Philpott	Brian Rhame	Sally Ryan	Laura Simmons
Simon Simmons	Lisa Turner	Hannah Utterback	Jim Waddle	Shirley Ward
Barb York	David York	Tiffany Zents		

B. Youth Group Activities:

- Over 60 youth and adults went to Montreat this summer, enjoying once again a retreat that continues to have impact on our youth (and adult volunteers) well beyond the week they are there. The youth group held several successful fundraisers this year, including the sale of Knox Sweatshirts and the presentation of "The Jungle Book" musical. Planning and sign-ups for next year are underway.
- The 5-7 Grade Youth and Senior High Youth Groups have been busy with mission work, fellowship, and fun: Messy Youth Group Games, hosting lunch for Knox seniors, participating in Knox's Mission: *Possible!*, ice skating, fishing, putt-putt and laser tag, caroling at Marjorie P. Lee Retirement Community and a Christmas party with returning Knox college students.
- Many thanks to our wonderful Youth Group leaders: Barb Coe, Liz Haradon, David Dallas, Christine Carli, David Annett, Jan Annett, Kristen Annett, Jill Moormann, Pam Ward, Ginny Kuertz, Mary Lou Krohn, Carol Philpott, David York, Ryan Wohleber, Charlotte Loflin, Libby Beckman, and Heidi Knellinger.

C. Adult Education, Young Adult Activities, and Intergenerational Events:

- Diverse topics focusing on Adult Education were held in 2010 led by both Knox members and external speakers.
- First Friday Family Fun Nights continued this year with a variety of topics, including the recent hit topic of "Chocolate" featuring the Chief Confectioner at Graeter's.
- The Christian Education Committee hosted a dinner for the congregation prior to the last performance of the Youth Group's "The Jungle Book" musical.

Thanks to the many volunteers who make these programs possible and give such excellent support to the Committee. Also thanks to David, Tiffany, and Lisa for all the great leadership and hard work. For those who would like to help support Knox's educational programs, here are three suggestions:

- Pray for our Children and Youth, the Church's Educational leadership, and the Committee.
- Volunteer to help – either the ongoing Education and Youth/Young Adult activities, or for our occasional events. As you can see from the report, it takes a lot of people to make our programs come to life – and there is room for you to join as well!
- Participate – with all these programs available, there's something for everyone!

Personnel Committee Douglas E. Duckett, Chair

The Personnel Committee of Knox Church is one of its smallest, consisting of two Ruling Elders and four at-large members. The Committee meets as needed, generally six to eight times per year, to address a range of employment-related issues in the church. We also serve to advise the Pastor and Church Administration on staffing issues that arise.

Primarily, we work directly with the Pastor-Head of Staff and the Church Administrator, with contact with the Associate Pastor and other staff as needed. Our mission is to provide support, feedback, and assistance to the clergy, in a manner consistent with the *Book of Order*. On a yearly basis, our Committee prepares Terms of Call for the Pastor and Associate Pastor, which are presented to the congregation at the Annual Meeting for approval. We also undertake yearly evaluations of the pastoral staff in order to assist their growth and give feedback on how their work is perceived by the congregation, the Session, and Board of Deacons. When it comes to the supervision of other employees of the church, however, that responsibility lies with the Pastor-Head of Staff and the Church Administrator, though the Personnel Committee may play an advisory and supportive role as needed.

The Personnel Committee oversees the development of personnel policies in the church, designed to ensure fair and consistent employment practices for staff as well as the efficient operation of the church and its facilities. We advise the Pastor-Head of Staff and Church Administrator on the size and organization of the staff, position descriptions and qualifications for positions, and the filling of vacancies. The Personnel Committee continues to strongly believe that we are blessed with the strongest pastoral, professional, and support staff in recent memory. Particularly with the challenges facing Tom and Barbara York, this staff has stepped up to the challenge of ensuring that services to the congregation continue unimpaired. We should all be very, very grateful.

The budgetary situation facing the church over the past two years in particular has presented our Committee with real challenges, as it has all committees. In recent years, we have reduced the hours of some positions to bring our overall personnel costs in line with resources, and to appropriately reflect the actual demands of a congregation our size. We share our full-time Church Administrator with another congregation, and that covers 40% of his time and the cost of his salary and benefits. To cover the pastoral needs of the congregation, however, we have recommended restoring the Parish Nurse to full-time status, as she helps pick up some of the pastoral duties that Tom York would otherwise fill. This gives our pastor the flexibility to tend to his family's health needs at this time, and we remain grateful to Pam Ward for both her ministry and her flexibility and understanding.

From the very first news of Barbara York's diagnosis, we have worked with Pastor Tom York to support him, to ensure that he knows that we will adjust to whatever changes may be needed in his ministry with us, and to be alert to other shifts that may be needed in staffing responsibilities. As Tom cares for his family, we will continue to work both with him and with other staff to support him in any way possible. We also will work with Associate Pastor Jana Reister, who has been extraordinarily successful in her new role, as she picks up additional responsibilities and continues to grow in her own ministry with us.

As I conclude my Session service, I will be handing over the chair of this Committee shortly. I and my whole Committee thank the congregation for your prayerful support of the Committee's work. We remain confident that Knox faces the challenges of the coming year with the finest pastoral and lay staff of any church in the Presbytery of Cincinnati. We are a blessed people, indeed.

Board of Deacons Gary Schmitt – Moderator

Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.
~ 1 Peter 5:2-4

The role of the deacon is to serve those in need as well as needs of the church. The Knox Deacons Mission Statement reads: *"Our mission is to serve God and church by ministering to those in need through witness, spirituality, nurture and leadership, and by making caring and fellowship available to all."*

In 2010 Knox deacons took over the organization of coffee hour and Lemonade on the Lawn. Susan Rhodes has done a great job in this task. She has recruited groups of people for each week. Deacons have undergone kitchen training, and a deacon is present every week to facilitate organization and cleanup. I list this first, as this is a new endeavor, and an important way that deacons serve and facilitate fellowship.

Deacons oversaw the bread and juice for communion for the year, including both preparation and cleanup. Cyndie Park, Kathy Wilkinson, Charlotte Loflin and Elaine Ward were all involved. We are working out details to become fully gluten free.

Deacons continue to coordinate usher support with Tom Kylo serving as the lead, and Chris Ward as back up. Many deacons serve as usher. Special attention has been given to provide adequate coverage and meet the needs of special services. New this year has been the addition of greeters at both services.

Delivery of bread to potential new members continues. This delivery is typically done after the second time an individual signs the fellowship pad. This program is impactful and really demonstrates the friendliness of Knox. Charlotte Loflin and Ansley Hopper were the delivery team and Cathy Newman the bread baker.

Christmas and Easter flower deliveries continue to the homebound. This was organized by Max Buchanan.

The Deacons on Duty program also continues; deacons have more helping hands and energy than those that ask for help. This is an ongoing effort to find those to help. Max Buchanan also served as point person for this.

Under Nicole Hammons' leadership, deacons cover the Michigan Ave reception desk on Sunday mornings. The deacon driver program also continues to provide rides to church and for errands, and this was overseen by John Littlehale.

Our mission activities continue with the St. John sandwich making and delivery. This was handled by Amy Phillips with Ansley Hopper as backup. Deacons also are active in IHN Sunday AM cleanup (organized by John Littlehale) and in obtaining pajamas for IHN clients. Clothing for Dress for Success was also gathered and delivered monthly and was coordinated by Laura Lewis. Many deacons also participated in Mission: *Possible!*

The written outreach program has changed from prior years. Now we receive a list from church staff of email bounce backs. The intended recipients are contacted to inquire if there is a need and secondly to correct the database. Nicole Hammonds and Joyce Steiner worked on this project.

The Youth Deacon programming has changed to a separate ministry, and they no longer attend the adult deacon meetings.

Deacons continue to be very active in many standing committees, and appropriate reports are made at our meetings.

Jana Reister has assumed the role of staff liaison. Jana has inspired a very good goal of deacons more actively demonstrating God's love. I am grateful for that.

For 2011 goals, we hope to reinvigorate the friendly visitor ministry that would pair a deacon with someone in need of companionship.

I also would like to thank all the deacons for sharing their faith and leadership during the past year. Special recognition goes to Chris Ward for serving as secretary and to Tom Kylo for coordinating the ushers and serving as vice moderator.

Thank Offering to
Presbytery

Childhood Food Solutions
Haiti Relief

Youth Program

And items from our "Wish List":

Table Cloths

IHN Cupboards

Snow Blower

December 10, 2010

Stewardship Committee Jeff Peppet, Chair

The Stewardship Committee is responsible for assisting the Knox congregation in understanding the needs of the Church, the Community and our mission partners as we serve God as His stewards. Through this understanding the committee works to encourage grateful giving in time, talents and resources. The Committee works closely with church pastors and other Session committees to ensure that aforementioned needs are met.

In 2009 it was necessary to run dual campaigns, one in support of the 2010 operating budget, and a capital campaign as well. Due to the very successful capital campaign, this year the Stewardship Committee was able to focus mainly on the 2011 operating budget and was also able to concentrate a bit more on the time and talents side of Stewardship. This full concept of Stewardship was conveyed through the theme of our fall pledge campaign "A Light in the City." The theme helped us to consider the Light within, and all that we gain as individuals through our faith and from Knox, and as well, it gave us the ability to look outward to Hyde Park, Cincinnati, our mission partners, the country and the world. We coordinated the pledge campaign with the Growth and Outreach Committee, culminating in a "Stewardship Weekend," with time and talents offered at Mission: *Possible!* on Saturday, November 13 and resources offered on commitment Sunday, November 14. The weekend was quite amazing with a fantastic turnout for Mission: *Possible!* and a successful commitment Sunday marked by a candlelight "procession" symbolizing Christ's Light.

The budget target, and therefore the campaign target for 2011 was \$1,300,000 which unfortunately was not attained. Pledges received to date total \$1,100,000, a slight increase over last year's. As this falls short of the target, the budget proposed by the Budget and Finance Committee will not be able to accommodate all needs and proposed increases. The Stewardship Committee is considering various options, including ways to reach out to members that typically are neither active, nor active annual pledgers. All that said, there were some positive outcomes from the campaign as well. This year we had 345 individuals or families who pledged, and the number of new pledges increased by 45. One third of the congregation increased their commitments by 18% (!) and the average pledge was actually at a record level!

Looking forward, the Committee will continue to explore the full meaning of Stewardship. Additional ongoing activities include:

- Making new members aware of last year's capital campaign and the importance of pledging.
- Educating adults and children on the importance of being good stewards.
- An idea to develop an online system for the congregation to use to sign up for the offering of time and talents.

Finally, a big thank-you to the members of the Committee who have committed countless hours, fantastic insight, and many, many great ideas - Mary Wood-Constable, Deb Fritz, Ginny Kuertz, Donna Paulin and Jack Stith. Also a big thank you to Pete Miccoli for his insights on budget and finance, Blair Battistini for his ideas and tireless efforts with the campaign, and Bill Hammons for his great design work. Finally, thanks to Linda Meineke and Lorelei Zenk for their patience and for helping us keep it all together!

Women's Fellowship Mary Crosset, Chair

Meetings continue to be held on the second Wednesday each month, Sept. through June, at 10:30 am, in the Knox Commons. There is usually no meeting in February due to winter weather. Luncheon is served after the speaker/program, prepared by Knox's Volunteer Kitchen Manager & Chef, Terri Schmitt, and helpers. Cost is \$7.00. Members serve as hostesses.

This year four of the programs were done by church staff, giving us various updates on life at Knox. We also had a book review on Israel-Palestine relations, a talk on herbs of the Bible, Women Hymn writers, a historical monologue skit, and a tour and lunch at the Cincinnati Art Museum (Religion in Art). We averaged 25 to 30 women at our meetings. Pledges were received and other offerings taken, with in-kind donations given to Montreat Youth and money to our national PCUSA.

Sharing leadership for Knox Presbyterian Women's Fellowship, along with Mary Crosset, are Susan Maier, Mamie Maxwell, Marty Mileham and Betsy Schwinn.

Respectfully Submitted,
Susan Maier

Wednesday Morning Prayer Group Al Mayo

At 7:30 am on Wednesday mornings, a group of Knox members gather regularly in Room 201, the Knox Room, for a time of prayer and fellowship. During our hour together, we share both known joys and prayer concerns of Knox members, or their friends, and send appropriate letters of encouragement, sympathy, or congratulations as fits the situation.

Following the group sharing and prayer time, we read the scripture lessons that pertain to the upcoming Sunday sermon and have a discussion about the message therein. We then conclude with orange juice, coffee, donuts and fellowship.

We invite other Knox members to drop in for a visit and give consideration to becoming a part of the group. And please know that your prayer requests, for yourself or others, are welcome at any time.

The Seekers Heidi Knellinger

"So I say to you: Ask and it will be given to you; seek and you will find; knock and the door will be opened to you." ~ Luke 11:9

The Seekers is a group of women who meet for prayer, fellowship and study to enhance our spiritual lives. We meet the 2nd and 4th Monday mornings of each month from 10-11:30 am in the church library for book study on a variety of spiritually-related topics and fellowship. Some of the books we have studied recently include: *Plan B: Further Thoughts on Faith* (Anne Lamott), *Fearless* (Max Lucado), *29 Gifts* (Cami Walker), *Left to Tell* (Immaculellibagiza).

During each meeting, we accept and pray for all concerns and joys offered. We welcome joys and concerns from the greater church community, and we will gladly offer them to God in prayer during our meetings. We continue our support for the church community by providing food for Lemonade on the Lawn and Coffee Hour, as well as participate in mission opportunities. At our annual Christmas gathering, we take up a collection and donate the funds to one of Knox's many mission partners. We are a loving, open group and we welcome women of any age to join us.

Knox Preschool Laura Johnson & Marie George, Co-Directors

Purpose/Mission

Knox Preschool is a community outreach program of the Church, serving young children ages 27 months through 5 years of age. The mission of Knox Preschool is to provide a warm, supportive environment in which each child is inspired to fully develop his/her potential within a framework of respect, responsibility, fairness, caring and honesty. Highly qualified and caring teachers implement a developmental approach to early childhood learning that encourages parent involvement. The Preschool is committed to educating children of all religious, racial, and cultural backgrounds, and to valuing each child as a member of God's diverse family. The Preschool strives to address needs of each child by serving as a resource on issues of child development and early childhood education.

Staff

The Preschool operates under the direction of Laura Johnson and Marie George who serve as Co-Directors. Ms. Johnson, the Administrative Director, has over 13 years of management experience. Ms. Johnson has recently completed a 2-year degree in Early Childhood Education. Ms. George, the Curriculum Director, has a degree in Early Childhood Education from the University of Cincinnati and over 20 years of teaching experience, 10 of which were as a teacher at Knox Preschool. The teaching staff consists of 5 Lead Teachers and 5 Assistant Teachers, plus two Assistant Teachers for the extended day program referred to as Lunch Box Buddies. Knox's lead teachers are all college graduates with degrees in early childhood education or a related field, and all staff are certified in first aid/CPR, communicable disease and child abuse recognition.

Programming and Enrollment

The doors to Knox Preschool opened in 1956, when the school began as a parent co-operative where parents assisted teachers in the classroom. Today, Knox Preschool has 2-Day, 3-Day, and 4-Day part-time preschool programs offered both in the morning and in the afternoon. The 2010-11 school year runs from September to May. Program capacity for the 2010-11 school year is 115 children. Current enrollment totals 81 students, or 70% of capacity. The 2009-10 enrollment averaged 65%. Average enrollment over the past ten years has been 82%.

The Preschool provides a success-oriented, child-initiated environment in which children are encouraged to explore, ask questions, make choices, develop respect, and to grow in self-confidence. The program is based on the Constructivist theory of early childhood education that focuses on constructive play as the conduit for learning both academic and social skills. The program emphasizes the individuality of each child and is designed to ensure that the social, emotional, intellectual and physical learning processes are both challenging and fun.

A major change made in the 2009-10 academic year was continued for a second year. This was the institution of an optional Enrichment Program that has been very well received thus far. The optional fifth day of school (or fourth for those children in the three day program) is a two and a half hour class of Spanish taught by a student from Xavier University who is majoring in Spanish Education. Students opting to participate in the enrichment day are required to pay additional fees.

In addition, a music series initiated by Marie George has been implemented that involves a volunteer coming once a month to introduce a new instrument to the children and play for them.

Our parent volunteer groups, known collectively as the Helping Hands Committee, have expanded to offer more activities for families. Parents are actively involved in several committees which include community outreach, family events including Grandparent's Day, Happy Hearts Tea, Muffins with Mom, Breakfast with Frosty, classroom helpers, and fundraising projects.

Knox Preschool continues to be an externship site for student teachers enrolled in early childhood education programs at the University of Cincinnati. Plans are in place to complete the requirements for

the State of Ohio's Step-Up to Quality early childhood education certification program. This state rating system will qualify the Preschool for state funding depending upon the certification level achieved.

The Preschool offers services and assistance to parents and staff members not available in an average preschool program. For example, the Preschool offers a voluntary speech and hearing assessment program for parents interested in having their child assessed at the Preschool for a minimal fee. In addition, staff members from Childreach assist the Knox Preschool staff by conducting in-class evaluations which role model appropriate teaching and communication skills as an enhancement to the teachers' continuing education requirements.

In addition to the classroom curriculum, the Preschool strives to include community outreach programs which further the Preschool's emphasis on creating an environment of mutual respect, care and concern, as well as furthering the outreach mission of the Church. Examples of these activities as well as other church collaborations and initiatives include:

1. Holiday Adopt-A-Family: The Preschool collected over 120 gifts for families seeking assistance from St. Vincent DePaul Society.
2. MDA Hop-A-Thon: Students participated in a Preschool-wide Hop-A-Thon, generating over \$800 which was donated to MDA (Muscular Dystrophy Association) for research based in Cincinnati.
3. Partnership with Marjorie P. Lee Retirement Community: "From One End of the Rainbow to The Other," a program in which preschool students visit with residents of the Marjorie P. Lee Center, was initiated by the Preschool in 2005, and continues to flourish with monthly class outings to MPL which may include crafts, music sessions, and other activities with the residents.
4. Parent Dessert Discussions: Several evening programs were open to the public to discuss topics of interest to parents including kindergarten readiness.
5. Knox Preschool website: Our website is a parenting resource for the school as well as the church community
6. Knox Preschool has been selected as an externship site for student teachers enrolled in early childhood education programs at the University of Cincinnati.
7. Capital improvements have been made to the ground floor Sunday School rooms (e.g., painting, repairs). A new climber for indoor use was purchased a few years ago by the Preschool while the outside area was unusable during the Knox Commons construction.
8. The Directors work closely with the church staff to ensure that facilities are "up to code" on health and safety (e.g. cleaning toys, emergency procedures)

Finances

Despite the diligent efforts of the Preschool administration, KPS ended the 2009-10 school year with a deficit. With freezing salaries for the past two years and trimming classroom supplies as well as an increase in enrollment, the budget projections for the 2010-11 school year indicate that the Preschool should be in the black. We attribute this increase in enrollment to aggressive local marketing of our school and the recent newspaper exposure (*Hyde Park Living* and *Eastern Hills Journal*) of the program.

The Preschool Board on the recommendation of the Directors has decided to institute a small tuition increase for the 2011-12 school year. This follows two years of no increases in tuition after a 6% increase in the 2008-09 school year. The Preschool must balance the need to increase revenue to meet rising costs with the need to remain competitive in the area market with preschools of similar size and quality. Currently our tuition is on the higher end when compared to other schools in the Hyde Park area

The Preschool has therefore become increasingly reliant on fundraising initiatives to bridge the gap between income and operating expenses. Our goal is to raise an additional \$7,000 per school year to support the general operations of the preschool.

Fundraising initiatives for 2010-11 school year include:

1. Kroger Neighborhood Rewards Program that earns a return of 4% of all purchases made at Kroger's using a pre-designated gift card.
2. Raffle of donated prizes and silent auction of student-made items at the Preschool's annual Breakfast with Frosty winter festival.
3. A school-wide yard sale, organized by a parent committee and open to the entire Church community.
4. Cookie dough sales by the families.

While fundraising efforts within the preschool community have met relative success, the limited base of approximately 70 preschool families does not always afford the opportunity to support larger events. Consequently, the Preschool hopes to initiate events that might be opened to the congregation as a whole, and the broader neighborhood community. Dovetailing such events can raise awareness of the outstanding preschool program among congregational members, especially those who have young children, and draw community members to the Church who may be interested in finding a preschool program, church home, or both.

Future Plans/Challenges

Knox Preschool remains one of the top early childhood education programs in Cincinnati. In order to maintain such a distinction, the Preschool Board and Co-Directors continue to work on improving: (1) Program and Staff Development; (2) Safety and Maintenance of Existing Physical Space; (3) Financial Health of the School; and, (4) Program Expansion & Growth.

Our primary focus continues to be preserving fiscal accountability while maintaining the highest standards of early childhood education for the children, and resources for the school families. Increased competition among early childhood education programs, including preschool programs initiated recently at Cardinal Pacelli and Summit Country Day School, among others, means that the Preschool will need to increase and hone its marketing strategies both within the Church community and the broader community. Other marketing ventures to increase enrollment include a Facebook page, advertisements in the *Cincinnati Enquirer*, *Hyde Park Living*, and the *Eastern Hills Journal*. Ongoing discussions and meetings have been held between the Preschool Board, the church leadership, and the Finance Committee chair to continue to monitor the financial status of the Preschool.

In the Fall of 2010, meetings were held between the Preschool and church leadership regarding future oversight of the Board, in particular regards to the financial health and debt reduction plan of the school. Current plans are to make the Preschool Board an official committee of the Session with two Session representatives assigned to attend Preschool Board meetings.

In addition, Knox Preschool strives to make its early childhood education program available to all families who apply, regardless of financial means. Currently, the preschool is unable to fully meet the demand for scholarship assistance but has been able to accommodate a handful of full and partial scholarship students. Given the current economic climate, the demand is likely to increase greatly even as Preschool financial resources contract. This is an area where the Church may desire to lend direct assistance. Contacts have been made with the Mission and Social Concerns Committee for help in partially sponsoring scholarships.

While the Preschool enjoys an outstanding reputation in the community and particularly among parents of preschool-aged children, the congregation is not always fully aware of the success of the preschool program. The appointment of a Session representative, Peter Palm, to the Preschool Board along with meetings with the Session this Fall has helped to raise our profile within the Church as well as enhance awareness of preschool events and activities among congregational members.

We are extremely grateful to the Church for the use of its facilities, and the administrative support provided to the Preschool by the Church staff, including the Church Administrator, Accountant, and Church Secretary. With the support of the Church, Knox Preschool has been providing the highest quality early childhood education opportunities available in the community for over 50 years. There are many recent preschool families whose child is not only the second, third, or fourth child in the family to attend the Preschool, but also the second generation to attend KPS. The Church can and should be extremely proud of this fine legacy. The Preschool is an outreach program which continues to further the mission of the Church by touching the lives of young children and their families, instilling in them a sense of respect, caring, and honesty, and encouraging them, in turn, to share and give graciously of themselves to those in the greater community.

Respectfully submitted,

Knox Preschool Board of Directors:
W. Robert DeFoor, Jr., Chair
Patricia Barlow
Tiffany Grale Dawson, Secretary
Anne Terlesky, Development
Nicole Hammons, Treasurer
Susan Davis
Peter Palm, Session representative

Budget and Finance Committee **Henry Thoman, Chair**

The Budget and Finance Committee has the task of ensuring that the Session-Board of Trustees is informed and knowledgeable with regard to the financial health of Knox Church on a monthly basis. It also advises Session on financial and legal matters as Session exercises its fiscal and legal responsibilities. The Committee establishes and implements internal financial controls, provides for an internal audit of those controls and sees that an annual audit review of the Church's financial reports is conducted by an outside auditor. The committee reviews the proposed Operating Budget in collaboration with the Pastor/President, the Church Administrator and the Financial Secretary, and recommends, if appropriate, its adoption to the Session. One member of the Committee, Blair Battistini (Elder and Assistant Treasurer), assists the Financial Secretary by helping count the weekly Sunday offering. Blair has also coordinated the follow-up calling committee for the Stewardship Committee for many years. Elder Pete Miccoli is the Budget and Finance Committee Representative on the Stewardship Committee.

The Committee was responsible for negotiating the construction loan for the Renovation and Expansion ("R/E") project and projecting the future impact of the project on the Church's Operating Budget. The Committee has tracked the financial progress of the R/E project against the original projections of the project and has developed a five-year projection tool to project the impact of the R/E project and other known developments in the life of the Church against expected Operating Budgets for the church over the next five years. The Committee worked with US Bank, the note holder for the R/E project to extend and convert the construction loan into a five-year mortgage loan (based on a 25-year amortization). The mortgage loan has three interest rate options: two variable rate options (LIBOR based and prime rate based) and a fixed rate option. The Committee is regularly monitoring interest rates and interest rate trends in an effort to ensure the most favorable interest rate option for the Church at all times. The Committee is currently considering options for retiring or refinancing the mortgage when it comes due on December 31, 2014. Expected balance on that date based on capital campaign pledges received by the church is between \$400,000 and \$600,000.

The Budget and Finance Committee recommended various revisions to that part of the Church's operating manual which relate to the Committee. Revisions updated certain provisions to more accurately reflect actual current operations used by the Committee, the Church Administrator and the Church Financial Secretary. Session will act on the Committee's recommendations at its meeting in January, 2011.

In January, 2011, the Budget and Finance Committee will finalize the Church's 2011 operating budget and will continue to track the Church's finances, the operating budget, the R/E Capital Budget, review the Internal Controls Audit and the external audit, interface with US Bank, our financing partner, and continue to plan for the best alternatives for eliminating the remaining debt related to the R/E project.

The Committee recognizes the Church grows and succeeds through the efforts of many. Our functions have been greatly supported by all of the Church committees and their chairs, our Church Administrator, John Adams, and our Church Financial Secretary, Renché le Roux. We wish to publicly acknowledge and thank each of them.

The Budget and Finance Committee: Henry Thoman, Blair Battistini, Terry Bruck, Skip Dederick, Karl Leckrone, Ernie Lewis, Madeleine Ludlow, Jason Maney and Peter Miccoli.

That All May Worship...



Health Ministry:
What is the point?

"I came that they may have life and have it abundantly." John 1:9



Movie with a Message

Montreat!

"The 6:00 am mountain climb after staying up all night prior, has become an annual tradition"



MANY THANKS ...

2009 Children's Christmas Pageant



Pageant Musicians



Green's Workshop Reindeer!



WORLD AIDS DAY

WORLD AIDS DAY Candlelight Vigil
Wednesday, December 1
on Redeemer's Plaza



Marcy and Anne wowed us with their kitchen fashions.

The Knox Choir presents
Duruflé's Requiem
For All Saints/All Souls and Communion



Commons Café is a gathering of those of us 50+ with a focus on health & wellness. We'll have a program or activity from 12-12:30 pm followed by lunch. You can bring your own or order a delicious box lunch from Sunshine Market on Erie Avenue. Contact Pam Ward by 9:30 am each Monday if you would like to order lunch. No RSVP necessary. Please join us!

Bethany House Services. Nine volunteers served brunch (*homemade waffles!*) to about 15 people - mothers & children. This included prepping the dining room with decorations and also preparing the food in the kitchen. Volunteers also played games and visited with some of

PICNIC SAVE THIS DATE! The Knox Annual Picnic will be held on **Sept. 26th** at 4pm at Daniel Drake Park. This all church event will include activities for all ages, good food, and great fellowship. Please mark your calendars & look for sign-up information later this summer!

CAREGIVER SUPPORT GROUP

PICTORIAL DIRECTORY



Terri and Gary Schmitz teamed to spear-head



Bible & Culture
Sundays, 9:15 am, Session
Led by Holly Toensing

In his book *The Book of Proverbs: the Wisdom of the Word*, Michael A. Machado illustrates the word and cultural understanding

and did a few crafts with the mothers.
Young Professionals: Faith for the 21st Century

Rev Jana Reister, David Annett and David Blessing are the facilitators and times at the January 17th dinner, so be sure to sign up for that as well!

SPECIAL MUSIC for 10am Summer Worship!



Understanding ALS ("Lou Gehrig's") Disease
Bob Reed, MD; Pam Ward, RN
Heidi Knellinger, PT, OCS, SCS,
March 28, at 9:15 am & 11:00 am, Social Hall

THE TREASURE HUNT BEGINS!

Inspired by the enthusiasm of the 3rd Grade Bible Class, we are beginning a treasure hunt for the children and youth at Knox! The hunt will be presented through a series of displays

each month. Once the displays are complete, you will receive a prize from the Treasure Box! As I recall, for the 3rd Graders, this is the time of year we often wait for the treasures found beneath the Christmas tree. Let us remember that God's word is filled with many treasures... given by God, especially for US!

MISSION: POSSIBLE! MAKES A HUGE IMPACT!

... Tiffany Zents
Knox Church Educator

For the past 3 years Knox Church has had the joy of Tiffany Zents serving as Church Educator. She will be concluding her work with us at the end of July.



YOUNGER YOUTH GROUP NEWS!

Knox On Mission to Mexico!

SEEKERS STUDY GROUP: "Looking" for something fun to do Monday mornings? Join the women of Seekers



Ice Skating at Fountain Square! 1/10



21st Century Religion and Faith... Evolution of theology: the Making of a Presbyterian Today
April 11, 18, 25; at 9:15 am, Knox Room