



NORTHERN HILLS
CHRISTIAN CHURCH

ANNUAL REPORT
2025



Our Goal: Northern Hills Christian Church exists to seek, find, equip, and send people for Jesus Christ.

Our Strategy: Encourage individual maturity through the **FOCUS** plan and implement congregational methods through the **SIGHT** plan.

Life in **FOCUS**

is a plan to emphasize the 5 Essential Elements for Christian growth.

Fellowship

“so in Christ we who are many form one body, and each member belongs to all the others”

Romans 12:5

Outreach

“be wise in the way you act toward outsiders; make the most of every opportunity”

Colossians 4:5

Christ-likeness

“Your attitude should be the same as that of Jesus Christ”

Philippians 2:5

Unending worship

“offer your bodies as living sacrifices, holy and pleasing to God—this is your spiritual act of worship”

Romans 12:1

Service

“Each one should use whatever gift he has received to serve others”

I Peter 4:10

SIGHT

Congregational Strategy



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Officers for 2026

Elders

Dave Baur (2024-26)
Jim Chandler (2026-2028)
Jim Emerson (2026)
Jim Fields (2026)
Martin Gleason (2026-2028)
Eric Gnagey (2025-27)
Steve Herlinger (2024-26)
Brandon Wilson (2024-26)
Nathan Woods (2025-27)

Ministry Teams

- Audio & Lighting - Andy Sorentino (2024-26)
- Building & Grounds - Bill Katz (2024-26)
- Children's Ministry - Bev Nichols (staff)
- Fellowship - George & Sandy Bock (2025-27)
Joel & Haley Haskin (2025-27)
- Finance - Jim Emerson (2024-26)
- First Impressions - Greg & Kate Giver (2025-27)
Sheila Browe (2025-27)
- Grace Meals - June Herlinger (2026-28)
Brooke Woods (2026-28)
- Missions - Chris Rogers (2024-26)
- Student Ministries - Jalen Redburn (staff)
- TAG - Beverly Zalar (2026-28)
Beth Bushman (2026-28)
- Technical Support - Ed Reich (2025-27)
- Worship & Music - Eric Gnagey (staff)
- Worship Support - Jim Fields (2025-27)

Trustees

Kevin Kelly (2026-27)
Jim Stewart (2024-26)
Dick VanBrocklin (2025-26)

Officers

Church Clerk - June Herlinger (2024-26)
Financial Secretary - Katie Gnagey (2026)
Assistant Financial Secretary - Kathy Stromberg (2026-27)
Treasurer - Terri Frebis (2025-26)
Assistant Treasurer - Terri Stewart (2026-27)

Senior Minister

The year 2025 has reminded us once again what a wonderful God we serve. While the world around us is filled with division and discord, we have found unity and joy serving in the family of God. More and more we are reminded of the importance of sharing relationships with those who love the Lord and love His people. The church of Jesus Christ is over 2000 years old, but its emphasis on people loving God and loving each other is as important as it has ever been.

As many in our culture are withdrawing and substituting technology for personal relationships, the Lord is calling us to the life-transforming power of shared faith in the family of God. There is no substitute for people who love us and whom we love. We are encouraged and strengthened by those that we minister to and serve alongside of. We thank God for His wisdom in giving us the church, to love us and to keep us accountable.

God has blessed us so that we can be a blessing to others . . . in the church and in the world. We pray that as we grow in our faith and love we will realize more and more how important a task has been left to us as we are called to share the Gospel with a lost world.

STATISTICS FOR 2025

A great deal can be said and learned about the past year by taking a look at some important numbers. These statistics indicate a number of areas of growth and health for which we rejoice.

- * Our Sunday morning worship attendance average was unchanged over last year (138 per Sunday)
- * This marks the fourth year in a row where we have gained and/or maintained ground in our attendance . . . this is the first time in 25 years this has happened
- * We had 10 new members join our church family . . . eight by baptism
- * Our Missions Giving was 16% of our total giving
- * Total giving increased slightly over the previous year
- * Our per capita giving (dollars given per person attending per Sunday) was \$47.57 - This is close to three times the national average for evangelical churches

STAFFING CHANGES - This past year brought some changes to our staff . . .

In July the leadership accepted Bev Nichols' resignation as our Children's Director, effective the end of the calendar year. She assumed this responsibility four years ago as we came out of the covid years and were in need of someone to work with our children. She had just retired from full-time teaching and it seemed a good fit. She accepted the position as part-time and temporary. Four years later, looking back, the position was more full-time than part-time and not exactly temporary.

We are indebted to Bev's tireless work with our children. She has brought a love for this ministry that was evident to all. Our deepest thanks to her for making discipling our youngest an important part of what NHCC is all about.

From October on, the leadership has been actively seeking a replacement. A Search Team was formed and they have been engaged in the process of finding a suitable candidate that could be recommended to the elders for their approval.

We anticipate being able to share progress in this important search, and hope to be able to announce soon who our new Children's Director will be.

FINANCIALLY SPEAKING

Our budget for 2025 was a 10% increase over the previous year. This challenge was given to our church family in recognition that bringing on a second full-time staff member requires the appropriate and necessary funding.

Our church income outpaced our budget in 2025 and our needed expenses were always covered. Over the past several years we have successfully carried out a number of maintenance repairs and upgrades that have kept our facility in good working order.

We are carrying no building debt and have been careful to save money for unexpected expenses that could be significant. Our leadership continues to make the most of every dollar that is given to NHCC. We take seriously fiscal responsibility as a trust from our church family and from God.

For the first time in several years, we carried out a Stewardship Emphasis in 2025 (this took place in November). We asked our church family to consider their giving for the coming year and to make an anonymous pledge accordingly. Participation was high and our church family responded with seriousness and faith to the call to be joyful stewards. We continue to believe that the best way to address our financial needs is two-fold:

1. We maintain that the most effective (and most biblical) way to motivate people is by appealing to their deepest love for Jesus Christ. We believe that we should challenge people's commitment to Jesus Christ and their giving will naturally result. Our per capita giving is 3 times the national average because of the application of this philosophy.
2. We do our best to honestly and clearly communicate our financial needs (and the need for special gifts) and then let people respond as the Lord lays it on their hearts. Our people have always answered this call faithfully.

DISCIPLESHIP IS CENTRAL

We continue to emphasize the priority of discipleship in the Lord's church. The Great Commission contains the marching orders for the church. **"All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age"** (Matthew 28:18-20) Careful study shows that there is only one main verb in this passage, and thus only one primary directive for the church . . . **MAKE DISCIPLES!!!**

Congratulations go out to the 12 men who completed the **Iron Men One** 12-month course in October. This included a wide range of discipleship building activities in the context of shared relationships and accountability. Participants memorized Scripture, read a host of books promoting faith and leadership, and developed relationships within their particular discipleship groups. We are proud of these men who sacrificed to make participation in this group a priority. It was such a joy to see the evident growth of their faith and desire to be godly leaders in the home and in the church.

PERSONAL THANKS

In July of 2025 I completed my 40th year of work with NHCC. The church family gave a surprise celebration to acknowledge the anniversary. Words cannot begin to express the depth of my appreciation at the kindness and love that was expressed by you. To all who contributed to this special wonderful celebration, thank you so very much!

Forty years of ministry with NHCC would not have been possible without an exceptional church body who has consistently sought to encourage and build me up. You have not just blessed my ministry, you have loved my family and made life in the preacher's house a blessing and a privilege for all of us.

I will be eternally grateful for the opportunity to spend my life with the same church, sharing joys and difficulties along the way.

Very few preachers are given the privilege of staying at the same church for an extended period of time . . . even fewer to have that time extend beyond 40 years. I am grateful for your patience and grace when I have been less than I should be. I am thankful for your prayers and kindness to my wife and children and to me.

I thank God for your faith and service and look forward to sharing a home in heaven with you!

By His Grace,

Kenneth J Nichols
Senior Minister

Associate/Youth Minister

Thank you for your continued support of the youth ministry. 2025 has been a great year for the youth ministry. One of the biggest joys of this year is that we had two of our students make the amazing decision to give their lives to Christ through baptism.

Our programming this year has consisted of weekly Bible study on Wednesdays and Sundays, regular fellowship events, and two major retreats between TCTC and our summer retreat to Red River Gorge.

Regular Bible Studies: Our Wednesday evening study ran year-round and covered various topics, including the book Tactics, The Hall of Faith (Hebrews 11), and is now moving towards a study over the parables of Christ. This year, we also reintroduced a Youth Sunday School Class. Our Sunday School Class has spent time studying through the book of Genesis. Throughout the course of four years, this study will go through the whole Bible, touching on various points of interest in scripture.

Fellowship Events: Fellowship events continue to be a priority for the youth group, giving students time to enjoy just being kids and building relationships. This year, our fellowship events extended from not just events for the students but also for the whole family, as we had some cookouts and potlucks that gave the whole family the chance to come together. We also held some other events for the students, such as a movie night and a board game night.

Rummage Sale: In October, we again held the annual rummage sale, taking in even more donations than last year. Students and volunteers spent many hours sorting and pricing everything for the sale, with proceeds covering various youth events such as our trip to Gatlinburg and our summer retreat.

Major Trips: 2025 had two major trips take place between our winter trip to TCTC in January and our summer retreat at Red River Gorge. These events served as major touchpoints for our students where they were able to grow both spiritually and relationally.

I would like to thank everyone who has helped in any way with the youth in the past year. Whether it be helping teach a Sunday School Class, being a sponsor on a trip, or helping with the rummage sale, either through donating time, items, or money.

In particular, I would like to thank Matthew Nichols, Michaela Redburn, and Timothy Underwood for their continued help with Wednesday Night youth programming and many other youth group events. I would also like to thank Robb Bittner and Dave and Donna Baur for their help with the youth group's summer retreat to Red River Gorge. Without the support of the church, our ministry would not be able to thrive as it has.

2025 has been a great year for the youth, and I look forward to what 2026 may bring.

Respectfully Submitted,

Jalen Redburn



Worship Leader

I want to thank each of you who are a part of the Worship Team and also the Sound Team and A/V Team. As this was my first year in this position, I absolutely could not have been successful without each and every one of you. To those who joined recently, you are most welcome. If this year saw you taking a break or stepping down, I want to thank you for all the work and time you dedicated as a part of this team. I am absolutely blessed to work with so many talented brothers and sisters in Christ who are willing to use their musical gifts for God's glory. God bless you all!

New Team Members

- If this was your first year on the team, I am so thankful you were willing to put yourself out there and try something new.
- If you tried out a new position, I want to communicate my utmost respect to you. Stepping out of the comfort zone of a familiar instrument or position is never easy. Thank you for supporting our corporate worship!

Changes for the New Year

- I will be reaching out in the next few weeks to form a group of people who are interested in helping select music for our services. Bringing in new songs as well as studying the scripture passages Ken will be preaching from and helping select the songs our congregation will sing each week.
- WORKSHOP! - Since I began last December, I have wanted to hold a variety of skills workshops for our instrumentalists, vocalists, and including our sound team members to help improve the quality of our playing as well as our communication as a team. I will be sending out sign-ups for some of these in the near future.

Special Services

- My abundant thanks to all who helped with the Christmas Eve and Good Friday services both in 2024 and 2025. These services are a time to try special songs and do something different. Doing so is made much easier for me with such willing volunteers.

Who We Are

- To quote my predecessor, we are a team who seeks to glorify God in the gifts He has given each of us and to give Him our best.

Respectfully,

Eric C. Gnagey

Children's Ministry

Our faith family here at Northern Hills continues to be a wonderful group of servants who helped make 2025 another good year for our children. I am grateful for each adult and teen who served to help disciple our children.

Our Sunday morning Kidztown classes continue for our children from babies through 5th grade. The nursery and preschool classes run simultaneously with the morning worship time. The Kindergarten through 2nd Grade Class and the 3rd to 5th Grade Class meet during the sermon time. As well, I have been teaching a 9:30am Sunday School Class for several of our children. Many of our volunteers have served faithfully for years, and we are grateful for them. As well, this year we have added a few new workers to our team. We are also blessed with several teens who are helping the lead teachers.

Our What's Up Wednesday classes also continued with elementary children learning about a variety of topics and with a variety of gifted teachers. The children learned about God and Science, Life of Peter, Finding God in Nature, Global Servants, and learning THROUGH construction projects, art, service projects, and a special Christmas project. One of our most successful projects was "Zooming for Zimbabwe" in February. Stephen and Angella Chikwati had been special guest teachers for WUW in the fall of 2024. The children learned about the lives of missionaries and the country of Zimbabwe, and then created crafts and snacks to sell to raise funds to buy a motorcycle for one of Stephen's ministers in rural Zimbabwe. We are thankful for the fabulous support from our church family which allowed our children to play a part in buying a motorcycle for Minister Brightman. It is a wonderful experience for the children to take the lead in making an impact in the world!

Our Grands Bible Club met monthly on Saturday mornings, October to April. Grands is a special time for grandparents to be involved in passing faith along to their grandchildren. We share a time of singing, Bible lesson, crafts, games, snacks and memory work. In 2025, we learned about Jesus: the God Who Cares for People as well as studied the Life of Daniel. We average about 25 people consistently throughout the year.

In June, we had our annual Vacation Bible School. Our theme this year was "Waves of Mercy", and each lesson involved water in some way. Once again, this was a rich experience with lots of different families involved. We had 71 different children in attendance during the week, including 23 from Faith Center Church (our Nepali congregation) and 17 from Good News Club. We had 40 adult helpers each night. Mountain Mission School was our mission point for the week. Two different staff members attended our VBS and did a great job sharing their work with the children. The children raised over \$2,000 for Mountain Mission School! As well, our 4th and 5th grade students worked on projects during the week to create gifts for the summer students at MMS. Katie Gnagey and her team provided a great meal for the workers and their families each night before VBS. We had new helpers join our team this year- including one from our Good News Club and one from the Nepali congregation. It was a great week of planting seeds of the Gospel in these young lives!

We continued the Good News Club at Finneytown Elementary school in 2025. We started the year with about 32 children attending on Thursday afternoons after school. We consistently had 20-23 children when we resumed in October of this year. We added more children and workers, and we finished the year with 32 children registered for the Christmas party and most plan to continue in the weekly club in 2026. We have a fabulous team of nearly 20 faithful workers who lovingly serve the children, and several more who offer support and help in other ways. Many of the parents have expressed their appreciation for what the GNC means to their children. It has been a great blessing to plant the seeds of the Gospel in the lives of young people in our community.

Children's Ministry (cont.)

Ministry to our children is a sacred task and is becoming more essential as our culture devolves morally and spiritually. I am grateful for 17 prayer warriors who regularly intercede for our children by name. Many wonderful volunteers serve faithfully and often with little thanks or praise. It has been an honor for me to work alongside you all for the past four years to pass along faith to the next generation.

Respectfully submitted,

Bev Nichols



Elders

It was an honor to serve as chairman of the Elders for 2025. I was surrounded by qualified and spiritually sound men. The Elders who served were Nathan Woods, Brandon Wilson, Eric Gnagey, Steve Herlinger and myself. We met regularly every month and had other meetings, as necessary. We also met in the first half of the year for a group book/Bible study.

The highlight of the year was celebrating a significant milestone at Northern Hills Christian Church. We celebrated Ken Nichols' 40th year serving our congregation as the Preaching/Senior Minister. Our congregation has been blessed with Ken's leadership, knowledge, and direction. His commitment to serving our God as a faithful disciple has been a bright light for us all. The congregation was successful in having a surprise picnic for Ken and his family at Winton Woods and presented him with a gift for our appreciation of him and Bev.

In 2025 we accepted the resignation of Bev Nichols as the Children's Director. The Elders appreciate Bev's dedication, her work ethic, and spiritual direction she gave to the youth. She will be greatly missed in this role. The Elders have formed a search committee for her replacement and this position should be filled in early 2026.

I want to thank all the staff, ministry leaders, and our congregation for their faithful commitment in following our Lord and Savior. Our congregation is blessed in many ways and it is a joy to serve you as your elders.

Respectfully submitted,

Dave Baur, Chairman

Church Clerk

Added by Baptism:

Madison Koors

Beth Bushman

Steve Armor

Peter Statt

Christa Vandegraft

Carl Hauser

Stephen Holt

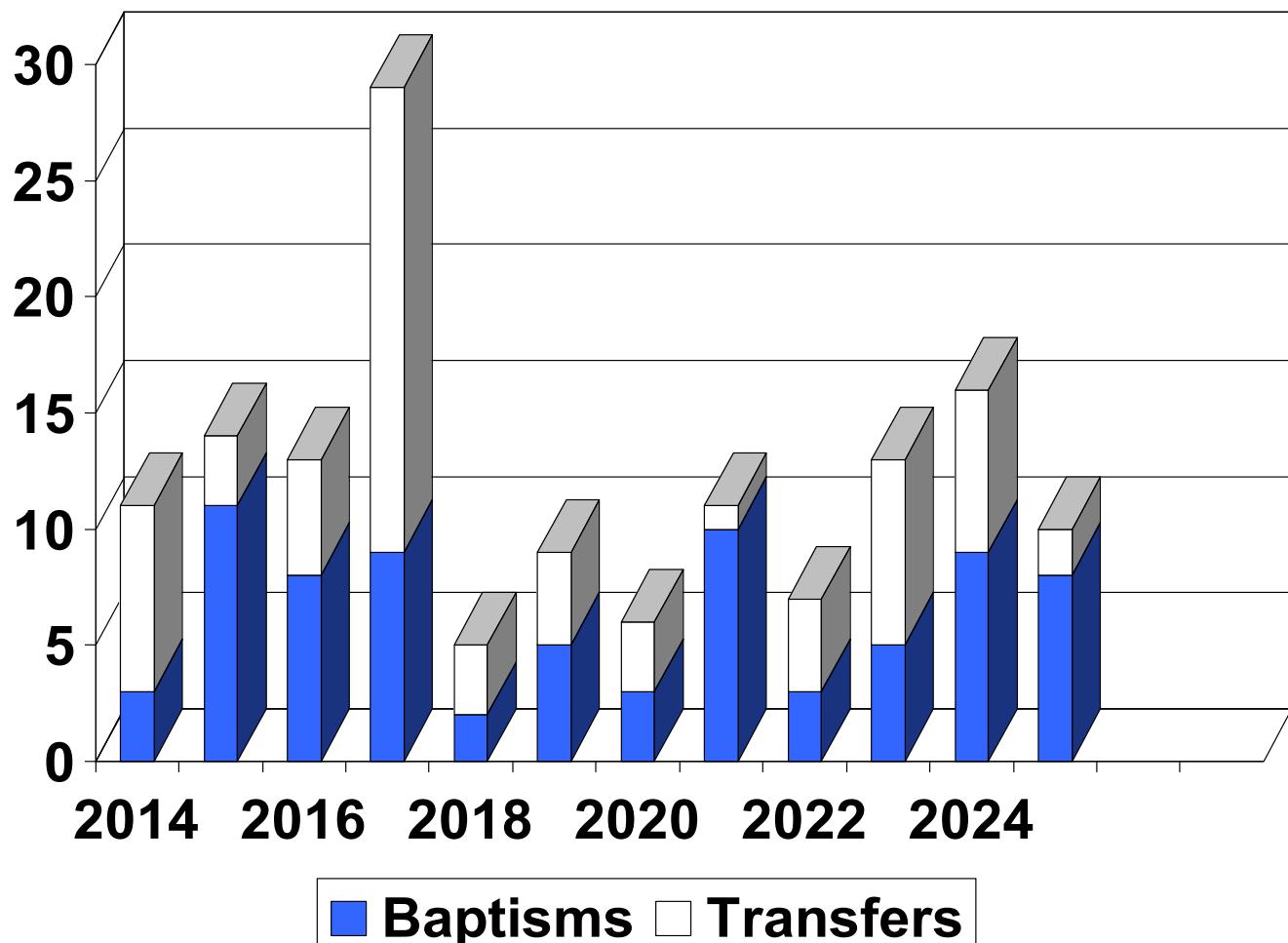
Andrea Masters

Added by Transfer:

Janet Armor

Becky Ramage

YEARLY ADDITIONS 2014-2025



█ Baptisms █ Transfers

Finance

In 2 Corinthians 8:1-5 Paul gives the example of the Macedonian churches as an encouragement to give generously:

"We want you to know, brothers, about the grace of God that has been given among the Churches of Macedonia, for in a severe test of affliction, their abundance of joy and their extreme poverty have overflowed in a wealth of generosity on their part. For they gave according to their means, as I can testify, and beyond their means, of their own accord, begging us earnestly for the favor of taking part in the relief of the saints - and this, not as we expected, but they gave themselves first to the Lord and then by the will of God to us."

The poverty of the Macedonians is confirmed by secular history. The Romans took most of their wealth when they conquered this former homeland of Alexander the Great. The Macedonian Christians gave far beyond what Paul hoped for. What made their giving so spectacular, as a good example of giving? It wasn't the dollar amount. It was that they **first gave themselves to the Lord**; then they gave their trust to Paul and the other apostles.

As Ken explained in his recent sermon series, true Christian generosity can't be measured by how much one has to give. Often those who have less are more generous with what they have. Christian giving is estimated in terms not of quantity but of sacrifice. The real issue isn't giving money. It is giving **ourselves** to the Lord. If we really give ourselves to the Lord then the right kind of material giving will naturally follow.

The financial giving and support at Northern Hills continues to embody the truths of this Scripture lesson. In 2025 we were blessed with our total giving once again exceeding the total budget. The budget for this year includes an increase of just over 5% of the 2025 operating budget which we are confident we can meet through the generous and sacrificial giving of our church body.

Overall, our financial health continues to be quite good. We do not carry any mortgage on our building. We have money in savings that assures we are in no financial danger anytime soon. As always, we want to refrain from using our savings, and instead encourage our church family to continue to give generously.

The Finance Team continued its traditional roles of establishing a budget, tracking contributions, and paying expenses/salaries, which constitutes the bulk of the team's work. The team of Terri Frebis, Kathy Stromberg, and Terri Stewart did their usual outstanding job managing the income and expenses! A special shout-out to Kathy Stromberg who took over Barb Ruggles' duties when Barb was no longer able to do so before she went to her eternal reward! This year we welcome Katie Gnagey on to the team!

Each year in January we conduct an audit of our finances and processes. Auditors in 2025 were Ken Crebs, Kim Sorentino, and Bill Katz. The auditors reviewed the supporting documentation for the various accounts and found no errors or discrepancies! Thanks to everyone for their diligence and hard work!

I wish to thank all the members of the Finance Ministry Team for their dedicated support. In addition to those mentioned above, there were six teams that counted the cash offering each Sunday, consisting of Dave Baur, Rachel Chandler, Lois Craft, Linda Emerson, Jim Fields, Chris Gundrum, Terry Hartley, Kevin Kelly, Kathy Sample, Brandon Wilson, Herb Young, and last but certainly not least, Mitch Zalar.

Respectfully submitted,

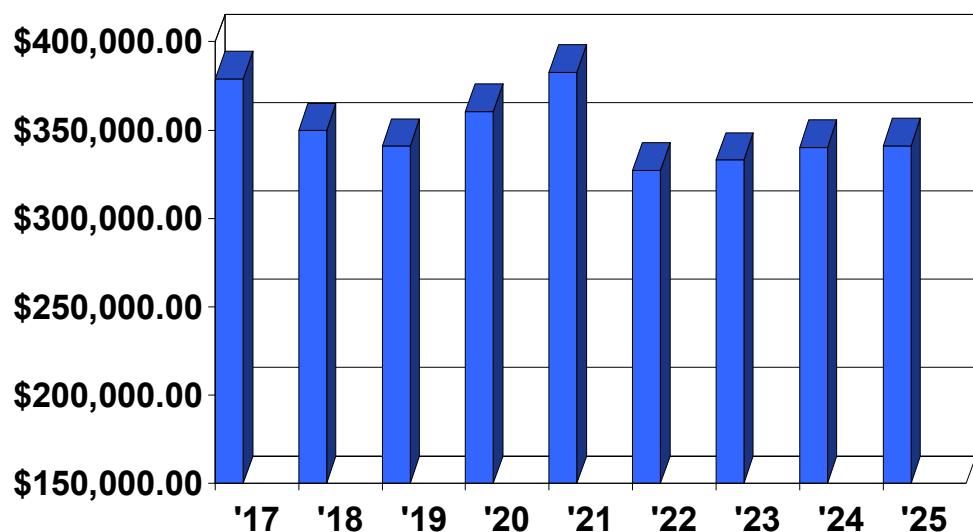
Jim Emerson

Financial Secretary's Report

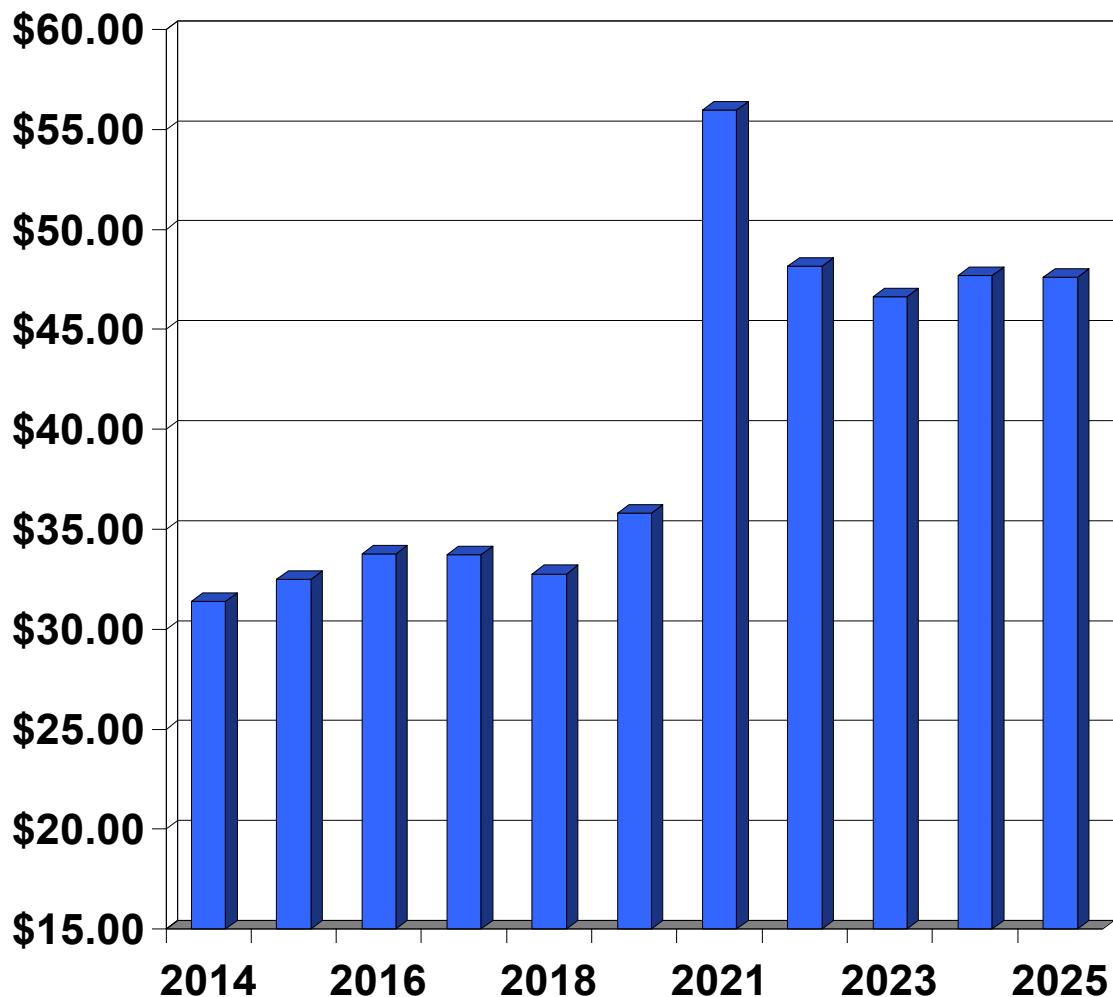
	LOOSE	CURRENT	MISSIONS	INTEREST	DESIGN/SP	BLDG FUND	TOTAL
January	290.00	24,924.00	5,240.00	135.97	363.27	445.00	31,398.24
February	257.00	21,165.00	4,365.00	89.51	45.00	515.00	26,436.51
March	594.50	31,947.00	4,930.51	2,387.43	49.24	780.00	40,688.68
April	350.00	16,560.00	6,470.09	94.98	970.22	630.00	25,075.29
May	260.25	18,323.00	2,576.00	94.81	73.40	550.00	21,877.46
June	346.00	28,447.00	6,557.08	92.00	140.00	3,455.00	39,037.08
July	245.10	16,370.00	3,480.00	95.28	458.16	3,075.00	23,723.54
August	219.00	20,110.00	4,884.84	95.39	54.65	785.00	26,148.88
September	350.25	22,010.00	3,720.00	91.90	266.85	755.00	27,194.00
October	437.05	19,948.00	3,510.00	92.58	143.25	495.00	24,625.88
November	496.00	21,701.00	5,319.82	89.77	755.29	585.00	28,946.88
December	370.00	18,590.00	3,470.00	92.99	2,915.00	510.00	25,947.99
TOTAL	4,215.15	260,095.00	54,523.34	3,452.61	6,234.33	12,580.00	341,100.43

TOTAL GIVING

2017-2025



PER CAPITA GIVING
DOLLARS PER PERSON PER SUNDAY
2014-2025



2026 Budget

Team/Item	2026
Salaries	206,181
Taxes	4,968
Salaries & Taxes	\$ 211,149
<i>percent of total budget</i>	
	76.0%

MINISTRY TEAM BUDGET ITEMS

Adult Education	500
Building & Grounds	6,000
Children	3,000
Student Ministries	800
Evangelism / Prayer	1500
Fellowship	1,000
Worship Support	400
Worship/Music	1,300
Finance	1,000
Stewardship	500
Audio & Lighting	1,000
Grace Meals	250
First Impressions	500
Technical Services	500
College/Career Group	200
Touching All Generations	750
Security - NEW for 2026	500
	\$ 18,350
<i>percent of total budget</i>	
	6.6%

SERVICES/SUPPLIES

Utilities	25,000
Contingencies	1,000
Insurance	16,700
Office Supplies	1,200
Postage	150
Office Equipment	3,000
Downstairs Pantry Supplies	175
Substitute Preachers	500
Other	500
	\$ 48,225
<i>percent of total budget</i>	
	17.4%

TOTAL YEARLY BUDGET \$ 277,724

TOTAL WEEKLY BUDGET \$ 5,341

Treasurer's Report 2025

Opening balance 1/1/25

PNC General Fund	34,509.77
PNC Savings Account	30,643.40
WPCU Savings	43.12
WPCU Money Market	41,451.20
WPCU Certificate of Deposit	<u>129,746.35</u>
	\$ 236,393.84

INCOME

Loose Offering	4,215.15
Current Offering	260,095.00
Interest Earned	3,452.61
Building Fund	7,150.00
Designated & Other Income	<u>5,043.13</u>
TOTAL INCOME 2025	\$ 279,955.89
GRAND TOTAL 2025	\$ 516,349.73

DISBURSEMENTS

Payroll Expenses	208,576.29
Operating & Service Expenses	<u>83,566.45</u>
TOTAL DISBURSEMENTS 2025	\$ 292,142.74
NET INCOME	\$ (12,186.85)
Balance carried forward 12/31/25	\$ 224,206.99

Missions

The Missions team serves to connect our congregation with the missionaries at home and abroad. Currently, Northern Hills Christian Church is the sending church for the Open Door Mission/Philippines and Zimbabwe Church Development/Zimbabwe.

We also supported the Eden Project/Kenya and TREKS. In addition, we provided support for the Mountain Mission School in Grundy, VA. Both the Open Door Mission and the Zimbabwe Church Development ministries are enjoying many successes in evangelizing their communities.

Participation in the Kroger Community Rewards program yielded approximately \$350. These funds were used for the overall support of the missions named above.

Northern Hills Christian Church supports Mim Grooms in her involvement in the Eden Project which has a heavy emphasis on evangelism. She was able to visit this summer and provided an update on her ministry.

Also, Zina Siragusa and Chris Rogers led a group, on two different occasions, to Mountain Mission School. One trip in July delivered school supplies and toiletries for the students and the missions travel team completed cleaning activities for the school to help prepare the school for the school year. In December, the missions travel team delivered Christmas gifts for two sponsored students and helped wrap presents for all students at the school.

We continue to receive ZOOM and email updates on Stephen Chikwati's Ministry in Zimbabwe and TREKS Missions. Both ministries are enjoying many successes in evangelizing their communities.

The Missions Team would like to thank everyone for their overwhelming support as our congregation assists in the growth of God's Kingdom locally, nationally, and internationally. Please remember to pray for the success of the ministries we support and to continue in your participation in these missions' evangelism activities. God is surely using our congregation to grow His worldwide kingdom.

Respectfully submitted,

Chris Rogers & Dot Gleason



Missions Finances

Checkbook Balance		Totals
Week 1		200.93
Week 2		13,460.09
Week 3		5,693.01
Week 4		16,558.01
Week 5		10,818.00
Other	Transferred from General Fund	4,100.00
Total Monthly Giving		58,623.34

Monthly Commitments

Ahadi Boys Home (Mim Grooms)	6,000.00
Mountain Mission School	4,800.00
Open Door Mission	2,400.00
Team Expansion (TREKS)	3,000.00
World Outreach Ministries (Mim Grooms)	600.00
Zimbabwe Church Development Ministries	8,400.00

Sub Total Checks **46,800.00**

Other:

Child Evangelism Fellowship – Designated	600.00
Mountain Missions – Designated	1,785.00
Team Expansion (TREKS) – Designated	1,200.00
ZCDM - Designated/gift	6,175.09
Mountain Mission VBS Offering	2,085.42

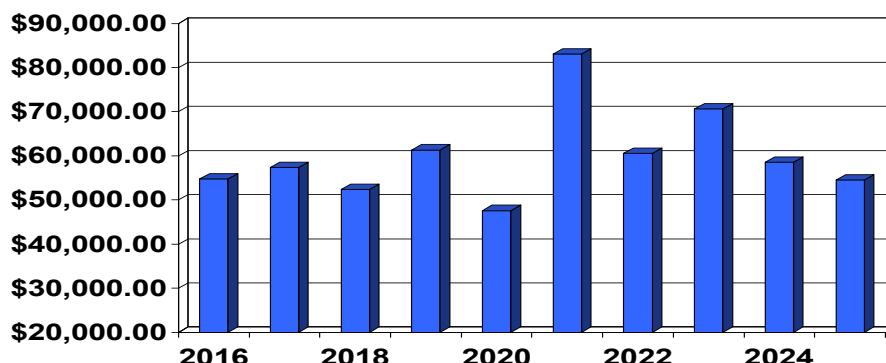
Other Checks Written **11,845.51**

Total Checks Written **58,645.51**

Checkbook Balance **178.76**

Total Missions Giving

2016-2025



Audio & Lighting

First, I would like to thank God for blessing me with the current team we have. I have four fine people I get to work with that I think all do a great job helping bring the Word from Ken and Jalen and music by Eric to the congregation. I owe much thanks to Stacy Doose, Mitch Zalar, Gary Woods and Brenden Tricase for all their help!

With that being said, we are ALWAYS looking for any new folks that would love to take time to learn about sound and sound reinforcement that may want to find a place to help in our services.

We are in the initial stages of organizing the build of a “Tech Deck” in the location of where the current sound console, overhead projector team and the video team are located. This will elevate the teams so we will have better visual lines during service and consolidate the area the three teams now take up. Stacy Doose is the lead person on this project and he is setting up scheduling hopefully with actual work beginning sometime in the early first quarter of 2026.

The sound team and the worship team are working together to get a new set of drums. Either a full electronic kit or a smaller, quieter acoustic set. This will help the sound team get more control over the overall volume of the worship service and enhance the overall sound. We had hoped to make the purchase before the end of the year. However, due to timing and wanting direct input from the drummers, we have pushed this back to sometime in January. We have several people offering to help purchase whichever set we decide on.

We recently sold our old (20+ year old) sound console and the power supply as well as some other smaller pieces of equipment that we no longer needed or received as a donation from outside sources. We will use that money as well as the money from the previously mentioned folks to make the drum purchase.

One other project we are still considering is going with an “IEM” or In-Ear-Monitor system for the musicians on stage (excluding vocalists). This is another item that will help us get more control of the sound coming off the stage and allow us to have better sound for the congregation to hear the worship portion of our service.

We have a request of the congregation and that is, prior to buying anything or dropping something off that you think we could use (musical instruments, other “sound reinforcement devices”, batteries, microphones, etc.) please ask Andy if it would be helpful. We are trying to clear the small room on the stage where we store our equipment of all unnecessary items and have come across some items that none of the musician know anything about. We also try to be somewhat selective of the items we use, preferring more professional and durable items. So, again, before buying something or donating something you think would benefit the church sound/lighting team, please contact Andy.

Respectfully submitted,

Andy Sorentino

Building and Grounds

The Building and Grounds Team is responsible for the general upkeep and upgrade of the church building, youth house, and church grounds.

Projects completed during 2025 included the following:

Lawn equipment maintenance and lawn care,
Fire extinguisher, general plumbing and boiler inspections to meet insurance safety requirements,
Minor repairs of the electrical and plumbing repairs, as needed,
Planning of a raised audio/visual platform in the auditorium,
Replacement of the roof deck and shingles over the east side of the building,
Replacement of the furnace in the youth house, and
Many participated in the volunteer fair.

Projects contemplated for 2026 include the following:

Having a spring landscaping party,
Building of the raised audio/visual platform in the auditorium,
Replacement of the mailbox,
Lowering of TV in conference room,
Repair of landscaping shed,
Evaluation and replacement of plumbing valves,
Add gutter guards on the north side,
Replacement of exterior light fixtures and bulbs, as needed.

Thank you to all the team members who pitched in to help with repairs and the general upkeep of the building and grounds.

Respectfully submitted,

Bill Katz

Fellowship

The goal of the Fellowship Team is to provide activities where our members and visitors can come together for fun and fellowship. This year, the Fellowship Team orchestrated several events, including candlepin bowling, a game night, and a potluck lunch following our Associate/Youth Minister's ordination. These events provided meaningful opportunities for connection and fellowship.

Looking ahead, we plan to continue hosting events such as game night and candlepin bowling. In addition, we are considering several possible future activities including a ladies' spring craft day, a men's golf outing, a summer Reds game, a car show fundraiser, a fall picnic, and/or a Bengals' viewing party.

Respectfully submitted,

George & Sandy Bock, Joel & Haley Haskin

First Impressions

Our team is dedicated to creating welcoming, warm and memorable experiences for our congregation and visitors that walk through our doors. We strive to reflect Christ's love and make connections that help people to know they are a valued part of our family in Christ. We do this by simply greeting people and offering a hot cup of coffee or tea in fellowship. We also connect newcomers with appropriate ministries at Northern Hills.

We could not do this without wonderful, committed volunteers. Thank you Patti, Veronica, June, Steve, Matthew, Anita and Ted. There is always room for more volunteers!

Respectfully submitted,

Greg & Kate Giver and Sheila Browe

Grace Meals

We had 29 members/volunteers.

We provided 5 meals for individuals or families who were recovering from illness or surgery.

We provided weekly meals for Butch Govereau for the whole year, period of 52 weeks.

We helped with 1 funeral.

Information passed on to June Herlinger and Brooke Woods for 2026.

Respectfully submitted,

Kim Sorentino

Prayer Team

Our goal for 2025: Encourage the congregation to develop a deeper prayer life.

“And pray in the Spirit on all occasions with all kinds of prayers and requests.

With this in mind, be alert and always keep on praying for all the saints.”

Ephesians 6:18

During 2025, the prayer ministry contributed to a Prayer Ministry Moment in the bulletin each Sunday morning. The contribution included a prayer calendar at the beginning of each month, prayers found in scripture, quotes from missionaries or Christian writers, and devotions, all to encourage prayer.

The prayer team met once a month though we had to cancel due to illness and family difficulties several times. The circumstances we had also prohibited us from following through on a Women's Prayer Day.

Many thanks to team members Jane Pennington, Steve Herlinger, and June Herlinger for their steadfastness in participation. It has been a pleasure to serve with these saints for three years.

Respectfully submitted,

Lynn Seta

TAG Team

There were 9 team members as of the end of 2025: Bev Zalar, Kim Sorentino, Lynn Seta, Linda Woods, Gwen Rogers, Jane Pennington, Melissa Witte, Beth Katz, and Beth Bushman.

Activities for 2025 included:

- Continued to sponsor “Girls Night Out” monthly inviting all ladies of the congregation to fellowship as we have dinner at a different restaurant. This promotes closer relationships with our congregation.
- Set up and manned three different Ministry Team Fair tables in March: TAG, Prayer, & Grace Meals
- Presented large decorated cookies to mothers in our congregation on Mother’s Day
- Helped Grace Meals Ministry with funeral luncheon, shut-ins, and sick/pregnant individuals with meal preparation and delivery throughout the year.
- Purchased red poinsettias at Christmas to decorate the auditorium in remembrance of loved ones
- Held Annual Women’s Christmas Dinner at The Old Spaghetti Factory (41 women in attendance)

Respectfully submitted,

Beverly Zalar

Technical Support

Updates for 2025 included:

- Brandon Wilson secured a new laptop for streaming services
- Plans are in the works for the future cabinet system with the Audio Team
- Rodney Beavers and I did troubleshooting for the security camera system
- Purchased an external hard drive in order to archive all recorded livestream video
- Replaced HDMI cable for the computer to livestream switch
- Stacy Doose donated and installed a larger switcher board on video table
- Rodney Beavers and I replaced the last camera on the front door steps of the church

Respectfully submitted,

Ed Reich

Worship Support

The Worship Support Team is responsible for scheduling communion preparation, maintenance of baptism needs, and for scheduling speakers for the Call to Worship, the Communion Scripture Reading and Meditation, and the Closing Prayer. This year we had 22 different volunteers for the Call to Worship, the Communion Reading and Meditation, and Closing Prayer.

We truly appreciate each person who volunteered for these important roles.

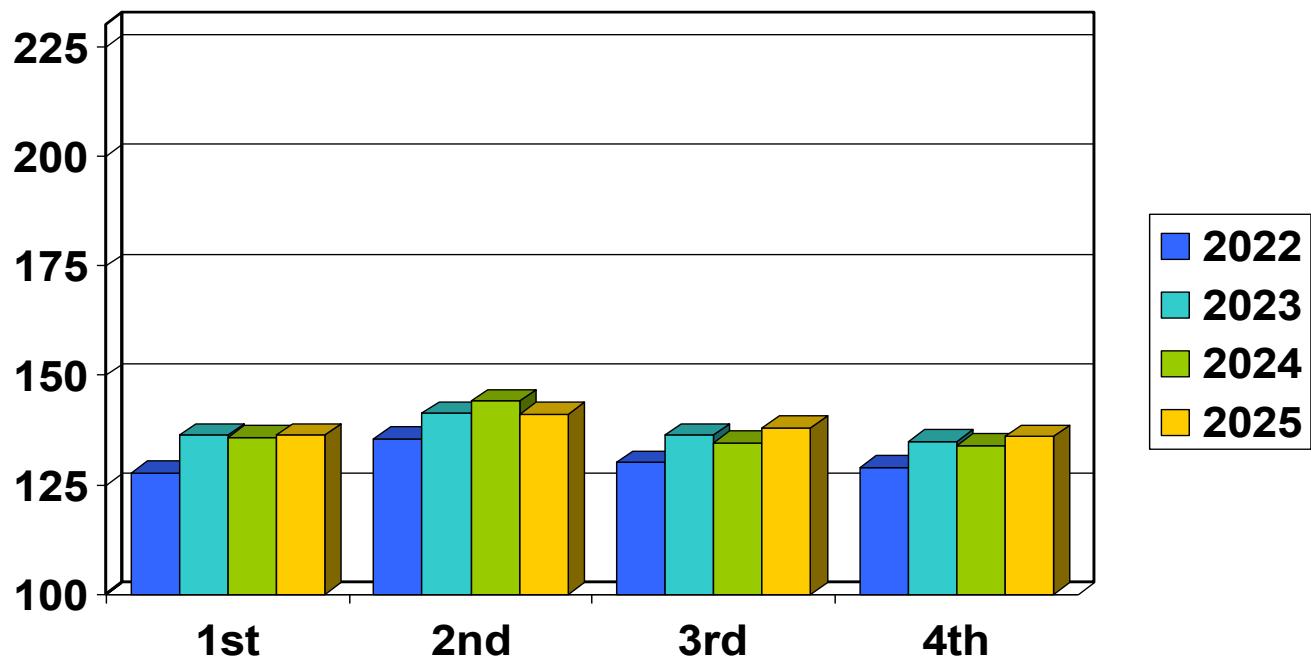
Thanks to Kathy Stromberg for ordering the communion supplies.

Respectfully submitted,

Martin Gleason and Jim Fields

AM WORSHIP ATTENDANCE

AVERAGE BY QUARTER



AM WORSHIP AVERAGE

1985-2025

