



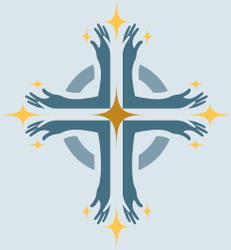
TABERNACLE PRESBYTERIAN CHURCH

**2025**

# ANNUAL REPORT

**CONGREGATIONAL MEETING**

FEBRUARY 22, 2026 | 9:00 a.m.



# TAB

Tabernacle Presbyterian Church

## 2025 ANNUAL REPORT

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### OUR MISSION

Tabernacle Presbyterian Church is called by God, led by faith in Jesus Christ and empowered by the Holy Spirit to demonstrate the Kingdom of God through worship, discipleship and outreach. Honoring our heritage at 34th and Central, we will faithfully serve our community, city and world in the present and prepare expectantly for the future.

TABERNACLE PRESBYTERIAN CHURCH  
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from

# REV. DR. STEVEN SMITH

## INTERIM ASSOCIATE PASTOR'S REPORT

My connection with Tabernacle Presbyterian Church dates back to this past March, when Erin McGee (Lead Presbyter for the Presbytery of Whitewater Valley) made an initial connection between me and the HR team here at Tab. Following a Zoom meeting with that team in April and an on-site visit in May, I was called by the Session to fill a one-year, twenty-hour per-week role focusing on pastoral care and community care ministries. I began that work on June 1.

While it would be accurate to say that I had been informed of the challenges Tab had been wrestling with in the months prior to my arrival, and that I had ample opportunity to review the consultants' report prepared by the Center for Healthy Churches—and that I was therefore prepared to encounter significant points of tension in congregational life—my experience “on the ground” has been, in a word, “delightful.”

As I have said before, I have found Tab to be a cut or two above other congregations I have served in terms of an over-riding devotion to Christ, a deep passion for serving the surrounding community, and an insatiable desire to maintain excellence in everything God has called us to do. Granted, the unique twin-focus of my position has given me a rather select view of life at Tab—and I do not claim to grasp the whole picture—nevertheless, the impression I began to glean in my initial months among you has not waned. This is a congregation of extraordinary strength and ambition, and I do believe there are great things ahead.

In terms of my specific responsibilities, it is important to clarify that the position I have been filling is one meant to supplement the work of a full-time pastor, not to be a substitute for it. Yet on June 30 the Rev. Dr. Bill Smutz concluded his work at Tab, and this congregation began its search for a replacement. I will confess that this marked the beginning of a brief time of “wilderness wandering” for me, as I found myself caught between the specifics of my position description and expectations that I would be doing those things “the pastor has always done.” Yet in consultation with HR, and the wise people who have been filling our new “Staff Coordinator” role, informal adjustments were agreed upon that provided me with the flexibility to cover some “general pastoral duties” without feeling completely overwhelmed. To all of you, I am grateful!

So even though Tab has been without a full-time pastor for the final six months of this year, my sense is that this congregation has been living into God's call very well. What I have been observing is a system that operates quite effectively without constant direction—with many capable leaders giving of themselves in exemplary ways to ensure that gaps are filled and that the necessary work is getting done. I am impressed!

Staying with that thought, one impression that has been growing in my mind is that the struggles Tab encountered in the early months of the year have been used by God to build real strength in this fellowship. My suspicion is that leadership muscles have been exercised, a deeper devotion to prayer has emerged, and people have been engaging in vigorous, visionary conversations in ways that have been establishing the sort of health that will allow this congregation to thrive for many, many years to come. Our time between pastors has been put to good use.

With the coming of the new year, Tab has now welcomed a new full-time Transitional Pastor. The Rev. Dr. Clark Cowden brings a high level of credibility and a great deal of relevant experience to his work among us, and while I will not presume to lay out his agenda, I will simply say that I am very much looking forward to working with him (and with all of you) in the time ahead. As you, then, I seek to continue. In His Service.

# the STATISTICAL REPORT

MEMBERSHIP: 606

*(as of January 1, 2025)*

## ADDITIONS

Letter	0
Reaffirmation	0
Profession	0
Restoration	0
	<hr/>
	<b>0</b>

## LOSSES

Letter	1
Death	6
Delete	77
Inactive	31
	<hr/>
	<b>115</b>

## BAPTISMS

Infant	0
Child/Adult	0
	<hr/>
	<b>0</b>

## OTHER

Affiliate Memberships	0
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MEMBERSHIP: 491

*(as of December 31, 2025)*



*the*  
**NECROLOGY**

MEMBERS WHO ENTERED  
THE CHURCH TRIUMPHANT IN 2025

Mr. Hoagland (Hoagy) Elliott – March 18, 2025

Mrs. Nina F. Kauffman – August 31, 2025

Mrs. Sara E. Butler – September 15, 2025

Mrs. Marian S. Marlowe – October 9, 2025

Ms. Nancy B. Hesler – November 15, 2025

Mr. Warren R. Cain – November 29, 2025

# the SESSION REPORT

## BRUCE MCDONALD, CLERK OF SESSION

What a year! This has been a year none of us anticipated, unlike any other in memory, with much anxiety and concern over Tab's future. Yet, it ends as a year of growth and improved health for the Tab congregation. The year began hopefully with plans to submit the completed Mission Study Report to the Presbytery's Commission on Ministry in February. The objective was to receive permission to form a PNC, or pastoral nominating committee, to commence the search for Tab's new senior pastor. However, just as 2024 concluded, a well-written and thought-provoking white paper was distributed to a majority of the congregation, calling for a dialogue around Tab's alignment with the PC(USA) denomination. Quickly, the topic dominated Session meetings, and for six months the Session met twice monthly. As expected, the proposal to leave the denomination found considerable support as well as no small amount of resistance, with no easy answers on how best to proceed. Each identified path was fraught with both benefits and risks. In response, a task force was formed to study the issue with input from various sources. In June, the Session concluded that the prudent response was to defer the question until an installed pastor was called, albeit with the next interim pastor playing a role in providing background and education on the subject for the congregation.

The individual elders came together with a strong commitment to address the topic and work together in admirable fashion. Far from dividing the board, the common desire to find the best path brought the elders together.

On February 18, Associate Pastor Terri Thorn announced her intention to resign from her position, following much consideration while she was away on sabbatical. She formally left on April 13. But the day after her announcement, Ryan Miller and I met with COM to take questions on the Mission Study Report. Whether stemming from concern over Terri's resignation or the denominational questions, or both, COM denied our request to form a PNC; instead, we were unexpectedly directed to hire a consultant to help us identify conflict within the church. In the midst of a difficult year, this was the lowest moment.

In response, the session authorized the vetting of four consultant proposals, ultimately hiring the Center for Healthy Churches (CHC) to conduct a two-day event in late April with interviews of individual staff and session members and including more than 100 individual church members in listening sessions. A thorough report from CHC was issued, identifying four themes of conflict and offering six specific recommendations on how to address them. The four themes were these:

- Tab has a culture (Hearth and Home, as identified by the Holy Cow group in 2024) which can result in conflict around staff dynamics as well as a mismatch of the then-current pastors with the bulk of the congregation;
- Lack of confidence in leadership, whether pastoral or the Session;
- Insufficient communication, addressing a perceived lack of transparency as well as frequency; and
- Absence of a clear process.

The six recommendations to address these areas of conflict were well-received by Session. Our serving interim, Bill Smutz, had earlier expressed an interest to exit that role after 18 months in mid-summer. Thus, the first recommendation was for the Session to take the

opportunity to seek a new interim who might better fit Tab's hearth-and-home culture and was skilled at providing a stabilizing influence.

CHC also strongly suggested that Session be more visible to the congregation, complete with regular reports. The HR committee was encouraged to play a more active role in addressing ongoing staff conflicts and to work towards resolution before a new interim arrived. In support of that objective, in June, Tab member David Amstutz was hired in a part-time capacity to serve as staff administrator for 12 weeks, followed by fellow Tab member Randy Phillips in a second part-time role. Overlapping by one week, David and Randy have been extremely helpful in easing tensions on the staff and providing much-needed leadership. Finally, CHC proposed two additional sessions with Tab. First, in July, they provided a valuable roadmap for creating a 45-point Transition Plan to help guide session and the congregation over the next several months, extending even beyond a year or two after a new pastor arrives. Tab has developed a sexual misconduct policy and if you have questions about what it entails, please reach out to Session. In September, CHC returned to moderate an all-day event to focus on Tab's vision and identity, to ensure that the congregation understood what it was looking for in a new pastor. Needless to say, while Tab leadership did not seek a consultant's input, CHC provided an exceedingly helpful and healing influence on the staff and the Session, and the congregation as a whole.

On June 1, Tab welcomed the Rev. Dr. Steve Smith as a half-time interim associate pastor. As noted, Bill Smutz left Tab on July 1, preceded by the formation of an interim pastor search team (Interim PST) in April, which worked for months searching through various databases, posting the job on multiple websites, yet coming up empty time after time. Meanwhile, a schedule for pulpit supply was developed, beginning with Tab "native" Eric Lange who preached back-to-back Sundays in late June and early July. That commenced a six-month schedule of 15 different preachers, including Steve Smith, who served as that invaluable "glue" to keep things moving smoothly each Sunday morning. Each guest pastor provided a fresh message to the congregation, each having some sort of Tab connection, but who also held a desire to help Tab out in any way they could. This has proved to be a great blessing during this unusual "interim phase between interims."

In August, Sharon Marshall announced her intention to retire as Clerk of Session, after having faithfully served for 17 years, an impressive feat, to say the least. She was rightfully honored on November 2, presented with a plaque to be mounted in the Sanctuary Narthex. I was honored to be asked to succeed Sharon as clerk, reprising a role I played for five years from 2002 to 2006. In late September, following the conclusion of our work with CHC, Ryan Miller joined me at another COM meeting, where we gratefully accepted their honest praise for the work we had accomplished since February. In granting permission to form a PNC, it was clear that COM recognized that significant work had occurred at Tab related to working through an interim period and that, without question, Tab was ready to commence its search for a senior pastor.

Two weeks later, out of the blue, the Interim PST was contacted by the Rev. Dr. Clark Cowden, who was inquiring if the interim position remained open. That was a good day. Thus commenced the process which concluded with COM's approval of Dr. Cowden as Tab's new interim pastor, with his much-anticipated arrival on January 5.

On November 16, the congregation elected seven members of the newly formed PNC. The work has commenced and Tab finds itself in a much healthier state than when this year of 2025 began, able to patiently wait for God to bring about what He's intended all along for Tab. Again, what a year! But it is a passage from Psalm 118:23 which best sums up the year 2025 for Tab. "This is the Lord's doing; it is marvelous in our eyes."

the

# ENDOWMENT FUND REPORT

CARLETON EVANS, PRESIDENT

The Tabernacle Presbyterian Church Endowment Fund supports Tab's operating budget, capital needs, and missions. It also covers budget deficits when necessary. In 2025, the focus was on completing ongoing projects and reducing future spending to achieve a 4–5% annual withdrawal rate.

In 2025, the EF paid \$393,204 to support church operating expenses, \$37,930 for building repair and remodeling, \$158,885 for organ restoration, \$12,000 in scholarships, \$2,610 in accounting expense, \$2,500 in gifts, and \$11,500 for the church history project that will be available for publication this year (2026). Additionally, a contribution of \$333,333 (EF + Session) was made toward the Oaks Academy's new gymnasium project, for which Tab Rec will benefit. This investment is expected to enable our recreation program to consolidate activities previously held at various school locations, thereby facilitating centralized programming and providing priority access to scheduling. The Session withdrew \$485,000 from their long-term savings account within the Endowment Fund. Total withdrawals were \$1,436,972, which represents 9.7% of the beginning principal amount. This compares to a 12.2% withdrawal rate in 2024.

It is important to note that this figure includes both Session Fund Savings within Total Assets and their corresponding withdrawals, in addition to typical spending projects. When the Session Fund Balance and its associated withdrawals are excluded, the adjusted withdrawal rate stands at 7.7%, representing an improvement compared to 9.2% in 2024 and 14.1% in 2023.

2025 was a volatile year for the stock market. We started off fine, with the S&P 500 +2.8% by mid-February. Then on April 1st, President Trump announced blanket tariffs for most of our trading partners. The market dropped 18.9% from its February peak in 8 days. Knowing the average market decline is 35% from peak to valley and the historical precedents of market performance when similar tariffs were implemented in the 1930s, we were very concerned. This was one of the quickest declines in recent history. We also knew \$1.2 million in cash would be needed for 2025 EF distributions.

Therefore, we shifted to a more defensive position, reducing Equities from 72% (\$10,469,200) to 58% (\$8,283,900) and increasing Cash from 5% (\$761,200) to 19% (\$2,725,300), Fixed Income remained the same at 23% (\$3,404,100). The interest paid on Cash in the money fund was 4.3%- very close to what we were receiving in interest from the Bonds.

Subsequently, President Trump deferred the majority of tariffs, resulting in a positive market

response. By late June, a reassessment of our strategy was warranted, leading to a phased increase in equity allocations through systematic monthly purchases. As of year-end, following distributions, our portfolio composition stands at 69% Equities, 25% Bonds, and 6% Cash. The average allocation for 60% of the year was 60% Equity, 23% Bonds and 17% Cash. This change in mix made comparisons with our long-term benchmarks somewhat irrelevant. We ended the year with a gain of \$1,575,433, which was a 10.8% return. Our directive is to earn 4% above the inflation rate, which was 2.7% through November. We outperformed that benchmark of 6.7%..

We were again blessed this year with gifts and bequests totaling \$100,150.

**In Summary:**

January 1, 2025, Total Assets	
EF expenses noted above	\$ 14,860,586
New gifts/bequests to Endowment	(\$1,436,962)
Dividends, interest, realized/unrealized gains/ losses	\$104,004
Management fees	\$ 1,621,687
December 31, 2025, Total Assets	(\$46,253)
	<hr/>
	\$ 15,103,062

# the BUDGET & FINANCE REPORT

RYAN MILLER, ELDER

**Committee Members:**

- Kristine Green, staff
- Dave King, church treasurer
- Mark Lubbers
- Ryan Miller, elder
- Bob Shaw
- Terry Turman

What a wonderful time to be alive in the life of Tab! God has continued to bless Tab with both human and financial investments. Thank you faithful saints who have been blessed with a giving heart of both your time and riches.

The 2025 Financial summary is located nearby and additional details below. As you can see, we finished the year in the black, spending \$8,000 less than we took in. A particular bright spot was the strength of congregational giving; we aimed for \$1.6 million of member contributions and achieved that goal. Our positive results, however, are footnoted by the fact that annual revenue of \$2.47 million included \$579,000 of subsidy from the Endowment Fund and the 2020 Session Fund. This is somewhat to be expected during an interim period, and we actually did better than expected. Nonetheless, this subsidy is nearly a quarter of our revenue, which is not sustainable in the long term. On most accounts staff and committees are to be commended for staying within their budgets and in some cases spending less than budgeted. You will see that membership is down as are pledge units but even so we continue to be blessed with financial resources to continue the mission of Tab.

There were 169 pledges in 2025 with total pledges equaling approximately \$1.24M of which we received approximately \$1.35M, 108% of pledges. What a blessing. Total 2025 contributions were 248 giving units for a total of \$1.6M in giving (pledges + additional giving beyond pledges). This is cause for great rejoicing in the furthering of God’s work here at Tab and abroad.

Year	Units	Pledged	(actual)	Unpledged	Total	Units
2024	179	\$1,360,000	\$1,350,000	\$265,000	\$1,615,000	273
2025	169	\$1,239,025	\$1,345,664	\$258,780	\$1,604,444	248
Delta	-10	-\$120,975	-\$4,336	-\$6,220	-\$10,556	-29

We are blessed by many generations of saints at Tab whose generosity has enabled \$15 million of endowed and donor funds. These funds give us the flexibility to work through the peaks and valleys of membership growth and congregational giving. Our better-than-budget performance this year is indicative of the Tab’s position on the launching pad for a dynamic and bright future. Your Budget & Finance Committee is pleased to serve on your behalf to manage church finances.

The BFC team has worked with Session, the Facilities Committee, and the Endowment Fund Trustees to work toward a sustainable and responsible use of the resources God has graced Tab with through your giving. Many thanks are due to our Director of Finance, Kristine Green for the day-to-day management of Tab’s finances. We would also like to lift up the diligent efforts of all of the committees in being good stewards of the gracious gifts entrusted to them for God’s work here at Tab.

I see commitment and faith in our strengths and opportunity in our weaknesses. As Paul says to the Corinthians “My grace is sufficient for you, for my power is made perfect in weakness.” Therefore, I will boast all the more gladly about my weaknesses, so that Christ’s power may rest on me.” (2 Corinthians 12:9) May Christ’s power rest on us in our weaknesses.

I continue to be humbled by the outpouring of generosity at Tab. Thank you all for your commitment to glorifying God. We look forward to a fruitful 2026.

# the FISCAL YEAR SUMMARY

Description	Actual	Budget	Percent Actual to Budget	Dollar Variance
<b>INCOME</b>				
Contributions*	\$ 1,604,444	\$ 1,608,000	99.8%	\$ (3,556)
Special Gifts	1,755	30,000	5.9%	(28,245)
Loose Offering	7,156	9,000	79.5%	(1,844)
Miscellaneous Income	22,694	33,000	68.8%	(10,306)
Recreation Income	106,009	65,200	162.6%	40,809
Other Income ( <i>interest</i> )	67,181	-	-	67,181
Memorials-Undesignated	100	5,000	2.0%	(4,900)
Wedding/Funeral Income	16,280	20,000	81.4%	(3,720)
<b>Total Income from Operations</b>	<b>\$ 1,825,619</b>	<b>\$ 1,770,200</b>		<b>\$ 55,419</b>
Total Income from Endowment and 2020 Session Fund	579,173	727,300	79.6%	(148,127)
Total Income from Designated Funds	66,714	45,000	148.3%	21,714
<b>Total Income</b>	<b>\$ 2,471,505</b>	<b>\$ 2,542,500</b>	<b>97.2%</b>	<b>\$ (70,995)</b>
<b>EXPENSES</b>				
Administration Expenses	\$ 118,266	\$ 104,000	113.7%	\$ 14,266
Adult Ministry Expenses	6,857	7,500	91.4%	(643)
Arts and Music Ministry Expense	109,202	85,000	128.5%	24,202
Board of Deacons Expenses	1,342	1,400	95.8%	(58)
Children's Ministry Expenses	29,702	33,350	89.1%	(3,648)
Communications Expenses	36,066	63,300	57.0%	(27,234)
Community Ministry Expenses	113,488	133,750	84.9%	(20,262)
Congregational Life Expenses	10,188	14,000	72.8%	(3,812)
Facilities Expenses	545,000	545,000	100.0%	-
Human Resources Expenses	1,232,408	1,320,000	93.4%	(87,592)
Membership Expenses	2,426	5,000	48.5%	(2,574)
Missions Expenses	70,000	76,000	92.1%	(6,000)
Recreation Ministry Expenses	127,509	85,200	149.7%	42,309
Stewardship Expenses	8,268	11,000	75.2%	(2,732)
Weddings/Funerals Expenses	9,731	10,000	97.3%	(269)
Worship Expenses	3,897	5,000	77.9%	(1,103)
Youth Ministry Expenses	39,141	43,000	91.0%	(3,859)
<b>Total Operating Expenses</b>	<b>\$ 2,463,491</b>	<b>\$ 2,542,500</b>	<b>96.9%</b>	<b>\$ (79,009)</b>
<b>Total Net Income (Loss) from Operations</b>	<b>\$ 8,014</b>	<b>\$ -</b>		<b>\$ 8,014</b>
<i>*Revenue does not include cash received in 2025 as prepayment for 2026</i>				
<b>Non-operating capital items funded by Endowment Fund &amp; 2020 Session Fund</b>				
<i>Oaks Academy Fieldhouse Project = \$333,000</i>				
<i>Organ Project = \$320,000</i>				
<i>Other Capital Projects = \$190,000</i>				
<i>Subject to Revision &amp; Audit Adjustments</i>				
<i>Prepared by Kristine Green</i>				

# the DEACONS' REPORT

## **Committee Members:**

Caleb Goss, moderator  
Karlee Moore,  
vice moderator  
Karen Amstutz,  
secretary

Without question, Tab's season of deep transition certainly colored the first portion of this year – with The Rev. Terri Thorn returning from sabbatical and then announcing her resignation. Certainly, her departure left a huge gap, especially for the board of deacons, and her presence was sorely missed. Nevertheless, under the leadership of Moderator Caleb Goss, the board went on to have a very strong year.

All of those serving on the board deserve to be commended for taking the lead in providing pastoral care for our congregation. An accurate list of the home-bound was developed, and individual deacons were very faithful in attending to those on their shepherding lists who have been unable to worship with us in person. Upon beginning his work among us in June, Interim Associate Pastor Steve Smith found this list invaluable as he sought to prioritize his time and make initial connections within the congregation.

Additionally, individual deacons are to be commended for taking the initiative to make both home and hospital visits to those in their flocks enduring illness – and the whole board for faithfully continuing their practice of bringing home communion to those who are unable to be with us in person. Apart from any pastoral leadership, this congregation has been well-served:-)

In terms of special programming and congregational support, a great deal of effort was put into two major events. The first of these, in the fall, was the annual Tab Golf Classic at Eagle Creek. Many Tab members participated as players this year, and substantial funds were raised to support the Deacons Benevolence Fund and Tab's Community Care fund. The deacons were delighted with the participation boost and enhanced fundraising – but all who joined us at Eagle Creek took particular joy in the atmosphere of celebration which surrounded the day.

Then in November, on the weekend before Thanksgiving, our Thank Offering Dinner was a marvelous celebration of the deep fellowship with which this congregation is bound together. We are so grateful to those who worked both conscientiously and effectively to make advance arrangements, and to those who graciously attended to our over-flow crowd during the meal itself. If the four key practices of the early church were maintaining a focus on the apostles' teaching, the fellowship, the breaking of bread and the prayers (see Acts. 2:42), three out of those four were clearly in play in a truly delightful event!

To sum up, excellent work sprang from this group in 2025, and we look forward to another strong year just ahead.

# the HUMAN RESOURCES REPORT

ADAM PACKER, ELDER

## Committee Members:

Adam Packer, elder  
Carol Lukemeyer, elder  
Blake Morton, elder

The Human Resources Committee dedicated the past year to supporting Tab through a season of significant transition. Our work has focused on three areas in 2025: navigating pastoral leadership changes, restructuring staff roles to better serve our mission, and investing in the long-term relational health of our workplace.

**Pastoral Transitions:** The committee managed several critical movements within Tab's pastoral leadership.

- Rev. Thorn: We oversaw the logistics of Rev. Thorn's return from Sabbath leave and her subsequent request to dissolve the Terms of Call, handling the necessary personnel elements of this departure.
- Interim Ministry: We handled the paperwork for three Interim transitions in 2025. We expressed our gratitude to Rev. Smutz upon the conclusion of his interim term. We also welcomed Rev. Smith as the part-time Interim Associate Pastor and prepared for the pending arrival of Rev. Cowden as Interim Senior Pastor.

**Staffing and Operational Changes:** We implemented strategic staffing changes to enhance our operations and ministry impact:

- Tab Recreation: We managed the personnel elements related to the hiring of Reggie Martin as the Tab Recreation Executive Director. This hire facilitated related changes in Ben Hughes's position, which we also were involved in.
- Administration: The committee developed and implemented a new Director of Administration position to streamline church operations during the period between Interim Senior Pastors. This role was initially filled by David Amstutz and is currently held by Randy Phillips.
- Spiritual Growth: We formalized Bart Ost's elevation from a volunteer leadership role to a staff position within Spiritual Growth & Development.
- General Turnover: The committee managed modest staff turnover throughout the year, specifically regarding the Communications Director and the part-time Community Care Coordinator positions.

**Organizational Health and Development:** Beyond personnel transactions, the committee invested in the culture and processes of the church staff.

- Conflict Resolution: Recognizing the stress of transition and the recommendations of both Holy Cow (during Mission Study development) and CHC, we undertook efforts to resolve multiple staff conflicts. In addition to taking on some work ourselves as a committee and deploying the Director of Administration to help with the conflict issue, we engaged Kristen Miller from Talent Rx, LLC to conduct staff interviews, identify root causes of conflict, and facilitate opportunities for reconciliation and healing.
- Process Improvement: We began a comprehensive project to revise staff job descriptions to ensure clarity and alignment with current needs.
- Collaborative Hiring: We established a firmer process for hiring, empowering relevant committees to take a greater role as subject matter experts when selecting new employees for their specific ministry areas.

We remain committed to fostering a healthy, supportive, and effective work environment for all who serve Tabernacle Presbyterian Church.

# the MISSIONS REPORT

BERNICE CORLEY & BYRON ROBINSON, ELDERS

The Missions Committee is pleased to report on the meaningful work accomplished in partnership with our congregation, local community, and global mission partners. Heeding Christ's admonition to spread the gospel and to love our neighbors as ourselves, we have sought to embody Tabernacle's commitment to serving both near and far, while deepening the congregation's understanding of the ministries we support.

Over the past year, we have maintained strong relationships with eight global mission partners and nine community ministry partners. Additionally, Tab continues to sponsor vital ministries such as the Open Door Café and Tab Community Care. A detailed table of these partners and ministries will be included in the appendix.

To foster a deeper connection between the congregation and our mission efforts, we sponsored several Minute for Missions presentations during Sunday worship services. We also participated in the Taste of Tab event, which highlighted the diverse ministries and mission partners supported by Tab. In October, we sponsored a Sunday school class on "Food Insecurity in Indiana," further engaging our congregation in critical social issues. These initiatives provided valuable opportunities for education, inspiration, and involvement.

The Missions Committee has carefully administered the budgets allocated to our mission efforts. This includes funds dedicated to Tab's Open Door Café and Community Care Ministries and funds for our global mission partners. The committee also reviewed and evaluated a number of requests from our partners for additional funds from our Legacy Fund and Special Projects Fund. Seven of these requests were approved, totaling just over \$45,000. Significant among these was \$14,000 to the Rafael Health center for equipment to help in the diagnosis of glaucoma, and \$10,000 to the Neighborhood Christian Legal Clinic to support their new Consult with a Lawyer program and its associated Spiritual Care team.

There were a number of changes to the committee this year. We bid farewell to Rev. Terri Thorn as Missions Director in April and welcomed Rev. Dr. Steve Smith to the committee in June. We expressed our gratitude for Janae Woodson's service as she departed her role as Community Ministries Coordinator in August. We are grateful to Mike O'Banyel who has stepped into Janae's role on an interim basis upon her departure.

The members of the committee in 2025 typically met on the first Wednesday of the month beginning at 5:30 pm. There were a few adjustments to the schedule this year. For example, the "March meeting" was held on the last Wednesday of February in order to not conflict with the Ash Wednesday service.

The Missions Committee celebrates the faithfulness of Tabernacle Presbyterian Church in supporting ministries that extend Christ's love both locally and globally. With deep gratitude for the congregation's prayers, financial support, and participation, we remain committed to strengthening these partnerships and fostering new opportunities for mission engagement in the year ahead.

## Committee Members:

Jim Babcock  
Matt Gall  
Dan Gushee  
Don Heitman  
Sara Heitman  
Joe Kukolla  
Kathy Miller  
Kirby Moffatt  
Mike O'Banyel, staff  
Sharon Poole  
Billie Porter  
Mary Upton  
Rev. Dr. Steve Smith  
Bernice Corley, co-chair  
Byron Robinson, co-chair

# the MEDIA MINISTRY REPORT

DEBBY WESSEL, ELDER

## **Committee Members:**

Bill Batt  
Martha Sue Batt  
Nathan Clement  
Jeff Crane  
Jeff Foster  
Steve Hoffer  
Jenny Sturgis, staff  
Debbi Wessel, elder  
Jennifer Weyreter  
Billy White

The Media Ministry Committee has undertaken the job of redoing the Tabernacle Presbyterian Church website. The new framework will be more user friendly and be easier for the public and members to navigate. An outside company is setting up the new framework, but with large input from the Media Ministry and all the other church committees. We hope to make all the activities around Tab more transparent to members and visitors. This website is still under construction but should be done early in 2026.

Erica Hewitt left Tab's employment in October. We want to thank her for her service. Jenny Sturgis has very ably taken over the position in the interim period until a new director can be chosen.

The committee agreed unanimously that we would officially be the "Media Ministry." This encompasses all types of media and communications including social media and emails. It also states that the committee's goal is more about being a ministry for Christ.

The "Christmas With Tab" program was successfully created and broadcast this year. We were able to keep the production and airing costs down by more than 45% over last year. We were additionally blessed with donations that covered 93% of the cost for this year's program.

As acting director, Jenny Sturgis has been doing the weekly bulletin, the Chimes, working to update Realm, creating flyers for the Fellowship and doing regular email blasts for the congregation. We look forward to promoting Christ's kingdom and Tab church through the Media Ministry.

# the FACILITIES COMMITTEE REPORT

BRUCE MCDONALD, ELDER

## Committee Members:

Kyle Barnett  
Zach Canterbury  
Mike Cracraft  
Bob Donaldson  
Randy Green  
Jeff Earnest, staff  
Lucy Emison  
Bruce McDonald, chair  
Mike O'Banyel

The Facilities Committee has had a full agenda for 2025, with multiple large and small projects identified and undertaken. Given the age of the facility, and its expanse, the task of maintaining the facility to an acceptable condition will always be a challenge. And yet the physical plant provides the Tab congregation with a powerful means by which we can serve the community and the membership.

We started out the year wrapping up multiple projects from 2024 and earlier, including the playground in Tab Park, final tuckpointing and cleaning work on the limestone façade, replacement of large sections of domestic plumbing systems, and repairs to the concrete ceiling in the boiler room.

We then started and completed several other projects. These include the following:

- Multiple HVAC and mechanical system repairs and replacements, including a new chiller barrel (replacing the one which has served us well since the late 1950s), some new motors, and a reworking of a lift station.
- Various maintenance activities related to the boilers were performed, including a major removal of scale from its interior surfaces.
- A fire panel had to be replaced after a squirrel put its nose where it didn't belong and fried the thing (the squirrel did not survive).
- The extensive organ project continued, with a projected completion date around Easter 2026; the renovation of the organ loft was completed, with a refinishing of existing woodwork, new flooring, and repainting of the adjacent walls. Did anyone notice that, in November, we repainted the blue walls and re-stenciled the gold medallions, so that it all now looks like it used to?
- Some restorative roof work was done on the joint between the original structure and its addition, which had always been a source of leakage over the years; hopefully, that'll now stop.
- Finally, various rooms were renovated for new purposes, including three rooms for Tab's expanded offering of adult-education classes (the former infant nursery, the Rec lounge, and the Resource Library off the Gallery). The other rooms included the sacristy (which is where Dr. Dunkel's office was located) and the Youth Room, which had its wood floor stripped and refinished.

Underway as this is written is a long-overdue renovation of the pastor's office and the tower room. Three pair of exterior exit doors are being restored with new hardware to provide better protection from air infiltration, not to mention improved security and functionality.

And what lies ahead in 2026? A lot. A reworking of the electrical feed from AES into the building (to help eliminate those pesky power outages we suffered from last summer) and maybe a renovation of the now-vacant apartment on the top floor to make it habitable.

With an eye towards the next five to ten years, surveys have been taken of the building to address where cosmetic and mechanical/electrical improvements are needed, and what additional major improvements are needed and when.

Thanks to everyone in the congregation for their patience as these various projects have been undertaken, sometimes causing some disruption in various routines. This committee has had a consistent and dedicated membership over the years, with several who have served for many years. Their respect and commitment to this facility is quite apparent and we appreciate it very much.

And many thanks to Jeff Earnest, Tab's Director of Facilities, who has worked tirelessly to identify and address lingering issues with an eye towards implementing future maintenance strategies. And also much gratitude to Randy Green who has given considerable time and talent to executing various contract efforts throughout the year, and many years before. Thank them when you see them next.

# the SPIRITUAL GROWTH REPORT

JEFFREY POOLE, ELDER

## Committee Members:

Janet Hohlt  
Linda McCabe  
Ellen Moeller  
Jeanne Morton  
Karen Murrell  
Bart Ost, staff  
Jeff Poole, elder  
Sharon Poole  
Keva Rop

The year 2025 proved to be a watershed season for the Spiritual Growth Team, marked by expanded offerings, improved communication, and strengthened infrastructure for adult Christian education. Early in the year, the team continued its work supporting Sunday Adult Education between worship services, at 9 am, and coordinating an all-church Lenten read. At the same time, the team began discerning new ways to broaden access to information and opportunities for spiritual formation across the congregation.

During this period, Bart Ost, a congregant completing a Commissioned Ruling Elder study program through the Whitewater Valley Presbytery, initiated the development of a Summer Catalog of Spiritual Growth Opportunities. This Catalog highlighted existing programs, mission opportunities, and recommended summer book reads, which in turn helped spark several home-based fellowship groups. The Catalog also debuted a new committee logo, generously designed by a volunteer congregant. The Summer Catalog was printed and distributed around the time Bart Ost was affirmed by Session to serve as Tab's new Director of Spiritual Growth.

One significant outcome was the development of three previously underutilized church rooms into fully equipped spaces for parallel Christian education programming. Through the generous gifts of two Tab congregants, these rooms were refurbished with new seating and video technology, enabling simultaneous offerings during the Sunday 9 am hour as well as programming at other times during the week.

Following these improvements, a Fall Catalog was published that expanded beyond event listings and local mission opportunities to include two satellite studies—Faith & Science and Local Food Insecurity. These offerings complemented the primary Sunday series on the Sermon on the Mount.

For the third consecutive year, gifted congregants brought historical figures to life during Reformation Sunday. In October, Sojourner Truth (1797–1883) and John Newton (1725–1807) visited the Sunday 9 am hour, enriching the congregation's learning through storytelling and witness.

Following Thanksgiving, an additional congregational gift enabled the Spiritual Growth Team to provide Advent Daily Devotional books at no cost to families for use during the Christmas season. Approximately 140 books were distributed, with encouraging feedback received from participants.

Overall, 2025 was a year focused on building infrastructure and improving communication—establishing new platforms for learning and expanding awareness of available opportunities. As the team prepares the Winter/Spring 2026 catalog, there is strong hope that the increased engagement and visibility gained in 2025 will serve as a foundation for broader participation and deeper faith formation in the year ahead.

# the WORSHIP, MUSIC & ARTS REPORT

CATHLEEN PERRY, ELDER

## **Committee Members:**

Doug Conrads  
Leah Crane  
Eric Guion  
Don Heitman  
Sara Heitman  
Matt Kauffman, staff  
Cathleen Perry, elder  
Pavel Polanco-Safadit  
Billie Porter

“Come, let us sing for joy to the LORD; let us shout aloud to the Rock of our salvation. Let us come before him with thanksgiving and extol him with music and song.” Psalm 95: 1–2

Tab’s worship services reflected these verses this year as we were ably led in worship by our Sanctuary Choir, Handbell Choir and the Contemporary Worship Team on alternate weeks at the 10a Traditional Service. Tab’s flock who attends the 8a Communion Service in McKee Chapel enjoy close fellowship and weekly communion with a smaller group. Rev. Dr. Bill Smutz concluded his contract as Tab’s Interim Senior Pastor in June, 2025. We were blessed when Rev. Dr. Steven Smith joined Tab as an Interim Associate Pastor and regularly led our worship services, faithfully preaching the Word of God and glorifying Christ. We were also blessed and are grateful for the many guest pastors who filled our pulpit throughout 2025. Though there were many messengers, we heard from each one the same hopeful message that Christ our Savior and Lord is forever faithful, guiding Tab’s story, and is at work for our good and His glory through it all.

Tab is blessed by our staff, members near and far, Deacons, Elders, Trustees, Commissioned Ruling Elders, online members/attenders who are the church to each other and serve all in our building and on our Recreation Field. They faithfully pray for Tab, serve communion, home communion to our shut-ins and help out as liturgists. They bless our ministry and community through the three free summer Tab Jams concerts in Tab Park. Hundreds of people attend each of our three concerts throughout the summer months. Pavel Polanco-Safadit and Leah Crane, along with another church choir gave a concert at Tab this summer to raise funds to support the Music Ed Fest mission in the Dominican Republic.

Another way this ministry blesses the city is to broadcast our annual “Christmas with Tab.” This was the 47th year we have broadcast our Christmas worship service on Christmas Eve and Christmas Day. This year the good news of the birth of Jesus Christ, the Word made flesh was shared from the perspective of the shepherds. Generous friends and members of Tab contributed nearly all the funds for the taping and broadcast costs, so that our budget was not tapped for those expenses. Matt Kauffman, along with several members of the choir, appeared on a TV show, “Live Style Live,” hosted on Channel 8 by our own Pavel Polanco-Safadit to let the community know about “Christmas with Tab.”

Significant progress has been made on installation of the new organ in the Chancel area of the Sanctuary, hoping for its completion sometime in the spring of 2026. The Worship Music and Arts Committee intentionally seeks to implement in our worship services findings from our 2024 Mission Study Report. Specifically, our congregation is deeply rooted in Scripture and desires our ancient Presbyterian creeds be read in liturgy as we worship Christ like the saints that have gone before us. Concurrently, our congregation seeks to be innovative in our worship services in reaching others for Christ.

We are eager to work with Rev. Dr. Clark Cowden as our new Interim Senior Pastor and are abundantly blessed that he here. Tab’s future is bright and exciting as we remain in the words of the hymn, “Stayed upon Jehovah,” and watch God unfold His story for Tab.

“May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit.” Romans 15:13

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# CHILDREN'S MINISTRIES REPORT

JENNIFER WIRT, DIRECTOR OF CHILDREN'S MINISTRIES

## Committee Members:

Brittany Barnett  
Beth Buchanan  
Linda Costlow  
Kathy Fowles  
Judy Fraps, elder  
Ruth Miller  
Peg Padgett  
Jennifer Wirt, staff

2025 was a good year for Children's Ministries! We began the year with the annual Missions Unit throughout January and February. With the help of 80 adult and teen volunteers, we visited Colombia, Egypt, France, Madagascar, Norway, Vietnam, and Neighborhood Ministries in Arizona (with Tab's Youth as our missionaries that week). In each of these countries, we learned about the geography, culture, daily life, religious practices, and Christian mission efforts in that country and talked about how we can each be missionaries in our own schools, towns, and nation.

In January, we had our annual "lunch and a movie" outing for the Preteens on MLK Day, and in February had our customary "lunch and a movie" activity in Lower Level B for all elementary students on President's Day. In February we also had our first "Mystery Night" of the year, taking 9 students who recited enough memory verses to Athens on 86th for lunch, followed by a session at Pottery By You to make special individual pieces. In April we hosted the annual Easter Egg Hunt, enjoying crafts, cookie decorating, the Resurrection story, and of course, Easter Eggs; we had more than a hundred children from Tab and our community, and enjoyed the good fellowship with our neighbor.

Our spring quarter curriculum focused on The Beatitudes, symbols of Lent and Easter, and Pentecost. In June, we hosted 50 students at Vacation Bible School with a Marketplace format and the theme "Moses and the Escape from Egypt," which was well-attended and well-received. After that, we moved on to our annual Summer Musical, "Cool in the Furnace," which the students performed beautifully in August. In July, we hosted a "70s Bridge Club" night of fondue and fellowship for Tab's ladies. We also went on our annual Preteen summer trip, this time to Chicago, where we spent the day at the Museum of Science and Industry, had dinner at Ed Debevic's, and made a quick stop at the Albanese Candy Factory. We presented Bibles to nine 3rd-graders and five 7th-graders during the Bible Presentation at the end of August. We also provided scholarships for 18 "Tab Kids" to attend Camp Pyoca, our Presbytery's camp and conference center, throughout the summer. In August we had another Mystery Night outing to have dinner and then to a new (for us) and exciting place, Slick City, for an evening of giant slides and trampolines. We also hosted a well-attended "Family Fun Night" in Tab Park with a cookout and various yard games. Our fall curriculum was all about the Patriarchs, starting with a unit on Abraham and Isaac, continuing with Jacob and Esau, and finishing with Joseph. We hosted a "Parents Night Out" in October, our Preteens enjoyed two fellowship activities and a service project during the autumn, and we had about 100 children and their adults join us for "Treats at Tab" at the end of October. During the holidays, we hosted a "Just for Moms" holiday craft night and the annual Advent Workshop and had a fun Preteen Christmas party at Half Liter.

As always, gifted and loving volunteers helped with so many aspects of our programming and nurseries; we couldn't do the ministry work with children without those volunteers and our paid childcare workers! We're especially grateful to have worked under the leadership of our Session representative, Judy Fraps. It's a blessing to work with and nurture Tab's youngest members, and we're excited to see what adventure lay ahead for us in 2026!

# the YOUTH MINISTRIES REPORT

DAN & AMY REXROTH, CO-DIRECTORS OF YOUTH

## **Committee Members:**

Dan Rexroth, staff  
Amy Rexroth, staff  
Jacquie Green  
Randy Green

Tab youth ministry was very successful in 2025. The past few years have been largely younger youth, but they have been growing, and we now have a group that is dominated by 9th–11th graders. This was very evident this year as many began to get their drivers' licenses. They have matured in their friendships and spirituality as well as evidenced by the deeper discussions we have been able to have in Sunday School and youth group.

As usual, we travelled to Phoenix, Arizona during the last full week of June to volunteer at Neighborhood Ministries. Fifteen youth and five chaperones traveled to provide a week's worth of programming at Kid's Club, a two-week summer camp offered through Neighborhood Ministries. Each year our group is asked to provide a little more programming and this year was no different. Programming included running a salon, crafts, cooking, and sports. Our youth stepped up and showed great leadership, especially those who had attended before. We prioritize this trip each year because it gives our youth an opportunity to learn to serve others, serve each other, and to learn leadership skills in a spiritual setting.

We continued to expand Biblical knowledge by playing "Bible Trivia" each week. We have also had challenging topical discussions each week that are designed to challenge and encourage spiritual growth.

We continue to meet at 11 am, following Worship. We generally have a fun activity, food, and fellowship followed by a game of Bible trivia and a short discussion/study about how to live as Christians in today's world.

Amy and I have recently discussed how thankful we are to have the opportunity to work with the youth at Tab. Each of them is great and we have loved getting to know them and watching them get to know each other. We pray for them and their spiritual journey as they learn to walk with God.

Randy and Jacquie Green have been incredible in their dedication in working with the youth these past 9+ years!!! They have incredibly giving hearts and are such loving examples for how to live!

# the RECREATION REPORT

REGGIE MARTIN, EXECUTIVE DIRECTOR TAB RECREATION

## Committee Members:

Doug Braly  
Craig Huljak  
Ben Hughes  
Chad Lynn  
Reggie Martin, staff  
Jay Prible  
Mark Speigel  
Caitlin Teague, elder

## A Message from Leadership:

This year marked a major step forward for Tab Recreation, with new leadership, expanded partnerships, and strengthened programming that served youth and families across Indianapolis.

We welcomed Reggie Martin as Executive Director, and with that transition came a renewed focus on growth, operational excellence, and deeper community connection. Tab Rec also benefited from the dedication of Ben Hughes, Program Director, whose steady leadership helped ensure that both new and existing programs ran smoothly and with purpose.

## Highlights of the Year:

Tab Recreation hosted the first Tab Legacy Bowl, our inaugural youth football tournament. The Legacy Bowl showcased strong competition, positive sportsmanship, and a community atmosphere that reflected what Tab Rec is all about: character, family, and opportunity through recreation.

Tab Rec added High Five, a girl's empowerment and character-building organization, bringing new energy and mentorship into our weekly programming. This partnership strengthened our commitment to developing youth beyond the field, focusing on confidence, leadership, and life skills. A key highlight this year was the collaboration between Tab Rec and High Five supporting the community by volunteering for the Beyond Monumental Marathon.

This year included two major advancements with our partnership with Ivy Tech:

1. Ivy Tech SCORE Program, helping provide coaches and volunteers for soccer to strengthen the Tab Rec soccer experience and increase capacity.
2. Facility rental for Ivy Tech student recreation, allowing Tab Rec to responsibly maximize space usage while building a mutually beneficial relationship that supports community recreation at multiple levels.

## Community Partnerships and Collaboration:

While expanding our programming, Tab Recreation continued to collaborate with many outstanding youth-serving organizations and schools, including:

- Oaks Academy
- Indy PAL Club
- Indy Youth Sports
- Gridiron
- Gotham Soccer
- Dynamo
- Indy Parks
- Shortridge High School
- Herron High School
- Catholic Youth Organization
- Collectively Evolving
- Crossroads Youth Football Tournament
- St. Richards Episcopal School

These relationships helped widen access, improve quality, and create more consistent opportunities for youth across the city.

### **Fundraising Impact & Scholarships:**

Tab Rec ran a successful fundraiser supported by the Tabernacle congregation, program families, and community supporters. Because of that generosity, Tab Recreation was able to raise funds to provide scholarships, ensuring more youth could participate in programming regardless of financial circumstances. This support directly strengthened our mission by keeping access and inclusion at the center of our work.

### **Programs Offered This Year:**

Tab Recreation delivered a wide range of youth programming, including:

- Tackle Football
- Flag Football
- Cheerleading
- Basketball
- Soccer
- High Five (Character Building)
- Kids Games (a week-long partnership between Children's Ministries & Tab Rec)
- Soccer Summer Camp

### **The People Who Made It Possible:**

This progress happens because of committed leaders, trusted mentors, and consistent support.

Key contributors this year included:

- Ben Hughes, Program Director
- Nigel Foreman, Recreation Chaplain
- Tab Recreation Committee
- Tab Recreation is grateful for every coach, volunteer, parent, and partner who helped create a safe, welcoming, and organized environment for youth.

### **Looking Ahead to 2026**

Tab Recreation is excited to build on this momentum. In 2026, we are looking forward to more new programming, deeper partnerships, and expanded facility opportunities that will help us serve more youth and families with excellence.

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# CONGREGATIONAL LIFE REPORT

PAT CARLSON, ELDER

## Committee Members:

Pat Carlson, elder  
Doug Conrads  
Sara Heitman  
Amy McLean  
Jeanne Morton  
Sharon Poole

## Committee Mission Statement

The Congregational Life Committee is called by the grace of God to provide opportunities for the people of Tab to experience and grow deeper relationships. These relationships can be fostered through hospitality and connecting activities.

## Our Year in Review

This year our committee, and several additional volunteers, served Tab in the following ways:

- Appreciation Receptions for staff members Pastor Terri Thorn in April and Pastor Bill Smutz in June.
- Congregational Fried Chicken picnic in July.
- Funding for Coffee Conversation after worship and the Thank Offering meal.
- Taste of Tab was held in September to give an opportunity for our congregation to learn more about the many ministry areas of our church and discover ways to get involved. All of our committees and ministry areas were represented.

Tab Family Fest was held Nov. 7th–9th at Brown County State Park. The theme was “Advent—the Light Coming Into the Darkness.” Our special guest was Pastor Paul Oman, who painted two murals based on Advent scriptures. These paintings will be displayed at Tab. The retreat met our goals of creating stronger community bonds & providing spiritual refreshment through art, music & worship. Fellowship opportunities during fun activities and meals were enjoyed by the 140 who attended.

Responses regarding Paul Oman, Leah Crane, Pavel Polanco-Safadit and Bart Ost’s contributions: “I found it captivating. I loved how Paul Oman used his gifts from God to bless us. The visual art, accompanied by scripture and music were excellent.” and “I found the experience a truly memorable, meditative and meaningful time of bringing scripture alive before my eyes.” Another participant said the retreat “felt like a spiritual respite guided by the Holy Spirit”. Yes, it was!

Each of our events were enjoyed by over 100 participants. Congregational Life is grateful to be able to serve our church community!

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# ANNUAL MEETING OF THE CONGREGATION

SUNDAY, FEBRUARY 23, 2025, SANCTUARY

## PRESENT

Moderator: Reverend Dr. William Smutz

Clerk of Session: Sharon Marshall

Congregation: estimate of 100 persons

## THE CALL FOR THE MEETING

Dr. Smutz called the meeting to order at 9:00 a.m. and a quorum declared.

The following Call had been previously communicated:

*In accordance with the By-laws, the Annual Meeting of the Congregation of Tabernacle Presbyterian Church is hereby called for Sunday, February 23, 2025 at 9:00 a.m. for the purpose of: reviewing the Annual Report, receiving the approved Operating Budget for 2025, electing an Elder for the Class of 2027, approving Associate Pastor's Terms of Call, and any other business that may be properly discussed. The Meeting will be held in the Sanctuary and all members are encouraged to attend.*

An Informational Meeting to receive information from Session concerning the present conversation about denomination affiliation will be held following the 10:00 a.m. Worship Service in the Sanctuary.

Copies of the Annual Report will be available online; printed copies available upon request.

## REVIEW OF THE ANNUAL REPORT

Dr. Smutz led the congregation in prayers for those members who have “departed from the temple church entered the Church Triumphant.” The 2024 Annual Report had been previously made available for review. Being there were no objections or questions, the following was moved, seconded and unanimously approved:

From the Moderator:

MOVED: That the 2024 Annual Report be received.

## ALL-CHURCH NOMINATING COMMITTEE

After thanking and introducing the members of the All-Church Nominating Committee, Chair Debby Wessel nominated a candidate for the Office of Elder.

The following was seconded and unanimously approved:

MOVED: That Carol Lukemeyer be elected as Elder, Class of 2027

## PRESENTATION OF 2024 FINANCIAL REPORT

Elder Ryan Miller, Chair of the Budget and Finance Committee, presented the 2024 Financial Report, and thanked those serving on the BFC. He compared the 2024 Budget versus the 2024 Actual Budget, noting the \$91,795 (7%) of overspending on the Operational Budget of

\$ 2,454,530, with then a net loss of \$138,532.

## **RECEIVING THE 2025 OPERATING BUDGET**

Ryan then presented the 2025 Operating Budget, which had already been approved by Session, noting the “changes due to inflation.”

Income: Contributions \$1,617,000; Memorials \$5,000; Miscellaneous (incl. interest and Recreation Grant) \$33,000; Recreation \$65,200; Special Gifts \$30,000; Weddings/Funerals \$20,000. Total Income from Operations \$1,770,200; Total Income from Endowment—Session Fund \$420,459; Total Income from Endowment \$306,841; Total Income from Designated Funds \$45,000.

Total Income: \$2,542,500

Expenses: Administration \$104,000; Adult Ministries \$7,500; Arts/Music Ministries \$85,000; Children’s Ministry \$33,350; Communications \$63,300, Community Ministries \$133,750; Congregational Life \$14,000; Deacons \$1,400; Facilities \$545,000; Human Resources \$1,320,000; Media Ministry \$58,030; Membership \$5,000; Missions \$76,000; Recreation \$85,200; Stewardship \$11,000; Weddings/Funerals \$10,000; Worship \$5,000; Youth Ministry \$43,000

Total Expenses: \$2,542,500

After questions regarding the availability of financial records and Session confidence with the Budget, the following was seconded and unanimously approved:

MOVED: That the 2025 Operating Budget be received.

## **ENDOWMENT FUND REPORT**

On behalf of the Endowment Fund Trustees, President Carl Evans reviewed the 2024 Endowment Fund Report, sharing the Endowment Fund Trustees’ mission to support the Operating Budget, provide for Capital Funds, “backstop” expenses and be a repository of funds.

He reported the 2024 Results then as Tab Operating Budget Contribution as \$488,953, \$57,000 in payments to long-term employees who retired; \$61,078 to building repair, \$332,969 to organ repair, and \$4,000 to a church history project. Total Withdrawals were \$1,592,611.

Carl also stated that the EFT will be reducing its projected withdrawals for 2025 to \$1,161,300 (7.6% withdrawal rate). He also shared that the EF earned \$1,740,264 on their Investment Portfolio and received \$1,702,673 in gifts and bequests.

Total Assets as of December 31, 2024 were \$14,860,586.

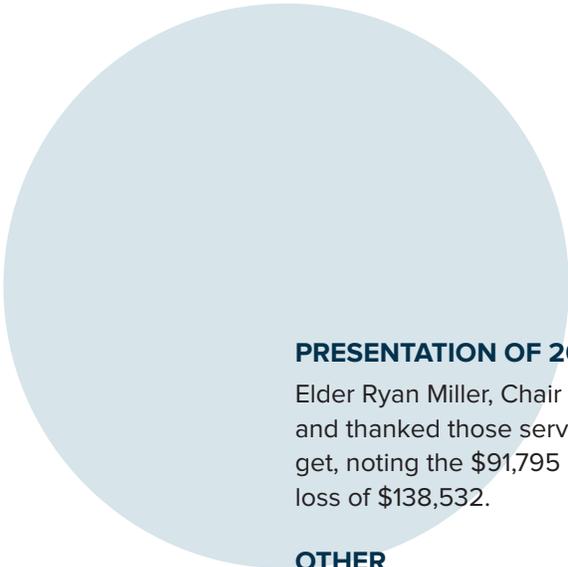
## **APPROVAL OF PASTORS’ TERMS OF CALL**

Adam Packer, Elder Chair of the Human Resources Committee, presented the Terms of Call for Rev. Terri Thorn, acknowledging that she has expressed her request for a dissolution of her relationship with Tab. The Effective Salary for Rev. Thorn: Cash Salary \$61,696 including Housing Allowance of \$24,000; Reimbursable Expenses including Business/Professional Expenses \$4,000; SECA Supplement \$6,555.75; Continuing Education \$1,000 and Other Allowances \$2983.52.

Total: \$85,696.00 The following was seconded and unanimously approved:

From the Human Resources Committee:

MOVED: That the Terms of Call for Rev. Terri Thorn be approved.



## **PRESENTATION OF 2024 FINANCIAL REPORT**

Elder Ryan Miller, Chair of the Budget and Finance Committee, presented the 2024 Financial Report, and thanked those serving on the BFC. He compared the 2024 Budget versus the 2024 Actual Budget, noting the \$91,795 (7%) of overspending on the Operational Budget of \$2,454,530, with then a net loss of \$138,532.

## **OTHER**

The floor was then opened for questions and comments, which included “transparency and communication of information I’d like” about the Session Agenda “details,” for “better emotionally, praying, thinking about and reacting to,” nomination and election process of officers, and Session “governance.” The Clerk responded by reminding the Congregation that Minutes are available upon request from Members, explaining how and for whom the Agenda is formed, and that Tab is under the governance of the Whitewater Valley Presbytery. In addition, it was noted that Tab’s per capita to the WVP this year is \$45, that the Presbytery works upon Tab’s behalf, and that prayers for Session are appreciated. Also queried was the effect of the Mission Study upon decision making and implementation; it was acknowledged that the Session has “had its hands full” these past few months, and thus discussion has been had about future plans. Further discussion was encouraged for the Informational Meeting to follow the 10:00 a.m. Worship Service.

## **ADJOURNMENT OF MEETING**

The meeting was adjourned at 9:45 a.m. and concluded with prayer.

# SUNDAY, NOVEMBER 2, 2025, SANCTUARY

## **PRESENT**

Moderator: Rev. Gracie Payne

Clerk of Session: Bruce McDonald

Congregation: estimate of 60 people

## **THE CALL FOR THE MEETING**

The moderator called the meeting to order at 9:04 a.m. She read the call for the meeting, and the clerk declared a quorum, followed by an opening prayer. The following Call had been previously communicated:

*In accordance with the bylaws, a meeting of the congregation of the Tabernacle Presbyterian Church is hereby called for Sunday, November 2, 2025, at 9:00 a.m., for the purpose of electing elders; electing deacons; electing the trustees of the Endowment Fund; receiving the proposed 2026 operating budget and commenting thereon and to consider any other business that may be properly discussed. The meeting will be held in the Sanctuary. All members of the congregation are encouraged to be present.*

## **REVIEW OF THE MINUTES OF THE MEETINGS OF THE CONGREGATION**

The Clerk presented the minutes of the last congregational meetings, on February 23, 2025, and also on April 6, 2025, noting that they had been approved by the Session, and asked if anyone had any comments or questions about them. There being none, the minutes were approved by unanimous consent.

## **REPORT FROM THE 2025 CHURCH NOMINATING COMMITTEE**

Elder Debby Wessel, chair of the 2025 committee, noted the work of the committee and acknowledged the individual members: Byron Robinson, vice-chair; Karlee Moore, deacon rep; and at-large members Bob Donaldson, Julie Foster, Sara Heitman, Jeanne Morton and Sarah Noel.

She presented the following five-part motion on behalf of the committee, which included each of these offices and individuals:

- To the office of elder, for a two-year term in the Class of 2027, we nominate Mark John.
- To the office of elder, for a three-year term in the Class of 2028, we nominate Kyle Barnett, Sarah Brennan, Stephanie DeTrude, Dan Hursh and Joe Kukolla.
- To the office of deacon, for a three-year term in the Class of 2028, we nominate Debora Amo, Mansa Darku, Heather Hoffer, Jean Hursh, Jenny Lingeman, Paul McIntyre, Penny Phillips, Sandy Roob and Ruth Anne Wright.
- To the office of trustee of the endowment fund, Class of 2028, for a three-year term, we nominate David Perry.
- To the office of trustee of the endowment fund, Class of 2029, for a four-year term, we nominate Emily Boits and Keith DeTrude.

There being no further nominations from the floor, on motion seconded, the motion was passed with one dissenting vote. The moderator offered some brief remarks concerning the roles and expectations of those filling the office of elder and deacon.

Wessel also reported on the progress being made with her committee's charge to present a slate of seven nominees for the pastor nominating committee (PNC). She announced that this work was nearly complete, sufficiently so that the session has called for a special congregational meeting on Sunday, November 16, 2025, at 9:00 a.m., for the purpose of electing the PNC. The names of the nominees, along with the call for the meeting, will be published in the next two weekly emails (on November 6 and 13) to all members, as well as in the next two Sunday morning bulletins, in accordance with the bylaws.

## **2026 CHALLENGE BUDGET**

Mark Lubbers, vice president of the endowment fund and a member of the Business and Finance Committee (BFC), spoke on behalf of Ryan Miller, the BFC chair, who was unexpectedly called out of town this weekend. Lubbers spoke highly of Miller and encouraged members to thank him for his good work. The balance of the BFC includes Bob Shaw, Terry Turman, and David King, along with staff member Kristine Green.

Lubbers noted that the congregation does not vote to approve a budget; that's the role of the session. Hence, the challenge budget is informational. He noted the following:

- Through the end of the 3rd quarter, actual revenue is running about \$23,000 behind budget, while actual expenses are about \$64,000 less than its budget; so, the net result puts us \$41,000 "to the good."
- The proposed 2026 budget of \$2,429,150 forecasts a total spend of \$113,000 less than that budgeted for 2025 (\$2,542,500), a reduction of 4.5%. Roughly 90% of that lower amount is coming from a \$100,000 deduction for HR expense, for staff compensation and benefits. In addition, each committee was asked to offer up a budget which was around 10 to 11% less than the 2025 version. This was largely achieved.
- The most important line item is that of proposed income from congregational giving and loose offerings, with an amount of \$1.575 million, a little less than the 2025 budget of \$1.617 million. It is reflective of the reality of being in an interim period, another year without an installed senior pastor. Lubbers noted that the BFC's view is that the congregation has been extremely faithful with its giving during this time.
- The ultimate goal of any future budget is for the congregational giving to support 100% of the

church operating budget. We have not achieved this for many decades, yet it remains an objective. He noted that in 2022, the top line of giving was 75% of the total; in 2023, the first year of the interim period, it dropped to 67%. Now, in 2026, we are showing a plan for 65%. While we remain grateful for the endowment fund to fill this gap, this trend is not sustainable. The importance of the PNC's task to call an installed pastor who can attract many new members cannot be overstated.

- Stewardship packets have been mailed for each member to give serious consideration for the amount of contribution to be made in 2026.

Lubbers offered up some final thoughts. The process for the PNC is to identify and the scrutinize dozens of candidates for the role of installed pastor. Eventually, one candidate is identified and then the tables turn. It is Tab which is scrutinized by the candidate, and one of the most important items to be considered is this top line of congregational giving. It speaks volumes about the steadfastness of Tab. He recited a well-known verse from 1 Corinthians 15:58, which says "Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your toil is not in vain in the Lord." But then the very next verse, 16:1, says "Now, concerning the collection for the saints..." Lubbers concluded by stating the best thing we can all do to support the upcoming PNC is to remain steadfast in our giving, even immovable.

### **REPORT FROM THE INTERIM PASTOR SEARCH COMMITTEE**

Bruce McDonald, chairman of the IPSC, reported that the committee has narrowed its search to a specific candidate who will be presented for approval at a special session meeting yet to be scheduled during the week of November 10. If approved, the candidate will be presented for final approval at the December 3rd meeting of the presbytery's Commission on Ministry. The candidate has indicated his intention to arrive on site on Monday, January 5, and will preach from the pulpit on Sunday, January 11. Identification of the candidate and his background will be shared the week of November 17.

### **RECOGNITION OF SHARON MARSHALL**

The clerk spoke to the role of the clerk of session and gave a brief history of those who served this role in the past at Tab. He then noted that Sharon Marshall had recently stepped away from the position after 17 years of faithful service. In recognition of this, which included taking minutes for over 200 session meetings, Marshall was invited to come forward and receive a bronze plaque which will be mounted in the sanctuary narthex. The plaque, dated September 2025, states:

In Appreciation of Sharon Marshall  
and Her 20 years of Service on Session,  
Including 17 Years as Clerk of Session  
2008-2025

Deuteronomy 10:12

Serve the Lord your God with all your heart and with all your soul.

### **ADJOURNMENT**

There being no other business, the meeting was adjourned at 9:26 a.m. The Moderator closed the meeting with prayer.

### **NEXT MEETING**

The next meeting of the congregation will be scheduled in February 2026, though preceded by the special meeting to elect the PNC on November 16, 2025.

# SUNDAY, NOVEMBER 16, 2025, SANCTUARY

## **PRESENT**

Moderator: Rev. Robert L. Hunter

Clerk of Session: Bruce McDonald

Congregation: estimate of 80 people

## **THE CALL FOR THE MEETING**

The moderator called the meeting to order at 9:04 am He read the call for the meeting, and the clerk declared a quorum, followed by an opening prayer. The following Call had been previously communicated:

*In accordance with the bylaws, a special meeting of the congregation of Tabernacle Presbyterian Church is hereby called for Sunday, November 16, 2025, at 9:00 a.m., for the purpose of acting upon the recommendation by the Session to call an installed pastor by electing a pastor nominating committee, consisting of seven persons, to conduct the search for a candidate. Note that only matters stated in the call of a special meeting may be considered. The meeting will be held in the Sanctuary. All members of the congregation are encouraged to be present.*

Both the moderator and the clerk noted that the last time the congregation had gathered to elect a PNC to select an installed pastor was in September 2006, 19 years previous; ironically, Bruce McDonald was the clerk and Bob Hunter (a former Tab pastor) was the moderator, a rather remarkable coincidence.

## **REPORT FROM THE 2025 CHURCH NOMINATING COMMITTEE**

Elder Debby Wessel, chair of the 2025 committee, noted the work of the committee and acknowledged the individual members: Byron Robinson, vice-chair; Karlee Moore, deacon rep; and at-large members Bob Donaldson, Julie Foster, Sara Heitman, Jeanne Morton and Sarah Noel.

Wessel then presented the slate of seven candidates for the PNC. She explained that the church nominating committee had been given the responsibility by the session to select this slate. Over 50 separate nominations were received by the congregation, covering 64 nominees. Wessel thanked the congregation for its involvement and its prayer support. The outcome of this prayerful process was the slate as presented. Wessel introduced each candidate to the congregation and made the following motion, which was seconded.

MOVED: That a pastor nominating committee be elected by the congregation to conduct the search for a candidate for the position of senior pastor, and that the following seven persons be elected: Jeff Crane, Jacquie Green, Andrew Hart, Joe Kukolla, Ryan Miller, Cathleen Perry and Keva Rop.

The moderator asked if there were any other nominations from the floor; hearing none, he asked that the nomination process be closed and a unanimous voice vote was offered to approve the motion as stated.

## **ADJOURNMENT**

There being no other business, the meeting was adjourned at 9:13 a.m. The Moderator closed the meeting with prayer.

## **NEXT MEETING**

The next meeting of the congregation will be scheduled in February 2026.

# 2025 TAB CHURCH OFFICERS

## THE SESSION

Rev. Dr. Clark Cowden, *Moderator* | Bruce McDonald, *Clerk* | David King, *Treasurer*

CLASS OF 2025	CLASS OF 2026	CLASS OF 2027
Judy Fraps	Pat Carlson	Mark John
Janet Hohlt	Bernice Corley	Carol Lukemeyer
Adam Packer	Ryan Miller	Bruce McDonald
Cathleen Perry	Jeff Poole	Blake Morton
Debby Wessel	Byron Robinson	Caitlin Teague

## THE BOARD OF DEACONS

Caleb Goss, *Moderator* | Karlee Moore, *Vice Moderator* | Karen Amstutz, *Secretary*

Kevin Ahearn	Margie Craft	Karen Amstutz
Stephanie DeTrude	Caroline Foster	Jeff Crane
Kathy Donaldson	Karlee Moore	Kirby Moffatt
Caleb Goss	Karen Murrell	Kit Moorman
Peyton Hart	Sharon Poole	Peg Padgett
Marion Hoopingarner	Marsha Robinson	Angi Parks
Ann Ost	Julie Simmons	Randy Phillips
Sandy Roob	Liz Strodman	
	Sue White	

## ENDOWMENT FUND TRUSTEES

Carl Evans, *President* | Joe Kukolla, *Vice President* | Lucy Emison, *Secretary*

2025	2026	2027	2028
Carl Evans	Mark Lubbers	Bob Donaldson	Andy Costlow
Joe Kukolla		Lucy Emison	David Perry

## PRESBYTERY COMMISSIONERS

Dan Hursh | Sharon Marshall | Mike O'Banyel | Dave Perry | Jim Pfeiffer | Thomas Wirt

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