



PEOPLES CHURCH
ANNUAL REPORT
2018-2019

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BOARD OF TRUSTEES & STAFF

Church Officers

Kathleen Mavity, President

Michael Meshak, Vice President

Kathy Juba, Co-Secretary

David Miessler-Kubanek , Co-Secretary

Gary McGraw, Treasurer

Trustees

Geoff Johnson

Jude Johnson

Staff

Reverend Rebecca Hinds, Developmental Minister

Christine Kullander, Operations Coordinator

David Wise, Director of Faith Formation

AGENDA

- ◆ Call to Order
- ◆ Chalice Lighting
- ◆ Minister's Report
- ◆ Director of Faith Formation's Report
- ◆ President's Report
- ◆ Treasurer's Report
- ◆ Stewardship Report
- ◆ Election of New Board Members
- ◆ Election of Nominating Committee Members
- ◆ Other Business for the Good of the Church: Black Lives Matter
- ◆ Adjourn
- ◆ Extinguish Chalice

MINISTER'S REPORT

Developmental Minister—Rev. Rebecca Hinds

2019 Developmental Minister's Report - Rev. Rebecca Hinds

Happy 150th Anniversary Peoples Church! In my third year here, the 150th year in the life of this congregation, we have achieved some major accomplishments! Most notably, we have started to really live into our new mission as a community, the rose and star windows were successfully installed in the sanctuary and look absolutely stunning (two large financial gifts - one from Teddy Shuttleworth and one from Ron McGraw - and countless hours of hard work by our joint Aesthetics and Windows Teams made this possible), and the Peoples Church Board adopted 5 End Statements in December 2018 in connection with our shift towards policy governance as a way to address the Governance Developmental Ministry Goal.

It was a full year marked by much progress and a general feeling of positivity. For example, Christine Kullander, our new Church Operations Coordinator (hired in January 2019), recently said to me that she “must have arrived at a good time. Everyone is so positive around here and the energy is so good!” Indeed, it has been a year of positive growth and I anticipate this will only continue in the years to come.

In the last few months our new End Statements have started to shape everything I do at Peoples Church and significantly influence how I spend my time and energy.

1. We partner with others to build a fair and just world.

Before December 2018 we were already in relationship with many local social justice focused organizations, with formal representation on the Boards of the Inter Religious Council of Linn County, Margaret Bock House, and the Ecumenical Community Center. We have a long-standing tradition of contributing \$2k a year to the Ecumenical Community Center “Helping Hands Fund.” In addition to these partnerships, PCUU has been working hard to address racism and white supremacy culture from within. Our Social Justice Team led us in a yearlong study and reflection on whiteness and learning how to be effective allies for racial justice. This work continues.

Since December 2018 we have forged some new partnerships. We have begun renting our sanctuary on Sunday afternoons to “Voices of Christ,” a West-African congregation. I hope our relationship with them continues and deepens with increased interaction. And we have begun a partnership with St. Mark's African Ministry program. As part of this effort we are donating land on the east side of our property for African immigrants to garden and grow food.

2. We create a spiritual home that welcomes everyone of goodwill.

With the installation of the stained-glass windows we have marked a turning point in the life of our church. Attention is being spent on our interior space and making it as cozy and homelike as possible. A new Interior Design Team has formed in 2019 to carry on the good work of making our space fully functional and beautiful.

A large sesquicentennial celebration is planned for September 14-15, 2019. Everyone who is or ever has been a member or supporter of Peoples Church in any way will be invited to join us for a weekend long celebration with a dinner and reception, celebratory worship, guest speakers, historical displays and more!

3. We articulate our UU faith, teach it to our children, and live it in the world.

At the beginning of this church year we launched the new Faith Formation Program (a revision of the Religious Education Program for the past), with David Wise as our Director of Faith Formation. A part of this model includes welcoming children and youth in worship every single week. I believe this is working and will serve our young people well for their rest of their lives. The young people are also served in the hour before worship each week with age-appropriate Faith Formation classes.

Faith Formation is also about faith development for adults. Towards that end, David and I are looking at launching some affinity-based groups for adults (Men's Group, 20s and 30s Group, Parents Group, etc.) in the coming months as well as hosting topic-based forums a few Sundays a month before worship.

This year I offered 2 New Member Classes and we welcomed 14 new members into the church.

4. We support our mission with compassionate presence, talented participation, and financial resources.

After many years of deficit budgets Peoples Church is on the cusp of having a balanced budget in 2020. This is in large part due to the incredible work of the Stewardship Team and the Finance Committee and of course the generosity of all of you! Stewardship is strong and has continuously run successful campaigns that get us closer and closer to a balanced budget. Finance has also been working hard to grow our Endowment Funds. These funds make a huge financial difference and fund about 15% of our annual operating budget! The addition of the Music and Worship Fund at the Greater Cedar Rapids Community Foundation is a huge achievement that will yield additional income in the years to come as the fund grows.

5. We create transformative spiritual experiences together that awaken our compassionate action.

Community worship continues to be the center of our church life. Each Sunday we have an average of 60 people in worship. Some spiritual experience highlights this year included a Passover Seder Dinner and a special outdoor Easter service at the Indian Creek Nature Center which drew 101 people!

A huge part of community worship is the music. A Music task Force met this year to evaluate our current music program, research what other churches are doing, and make plans for improving our music programming. The Music Task Force concluded their work with a clear recommendation to invest in music and add a line item to the budget for it. This has been done. As we continue to grow, I hope PCUU will choose to invest in music and music staff as a way to achieve this End Statement.

Yours in faith,
Rev. Rebecca

PRESIDENT'S REPORT

Board President—Kathleen Mavity

Yowzer!

Your Board has done some serious heavy lifting this year. Geoff Johnson, Jude Johnson, Kathy Juba, Gary McGraw, Mike Meshak, and David Miessler-Kubanek did fabulous work addressing some very sexy issues: bylaws and policies. The work required extra meetings, including two weekend retreats, and this group was cheerful and highly productive throughout the process.

Why was this the focus of the Board this year? Because the first, most crucial goal of our developmental ministry is governance: developing an infrastructure and way of governing that enables the church to make the best use of its resources, both financial and human.

Peoples' bylaws were last updated in 2015, so the outgoing Board began to review them to see if any additional updates were appropriate. Since the bylaws address the Board's legal responsibilities, we'll have an attorney review any proposed changes. You'll have a chance to review those updates and – I hope – approve them, but that means waiting until the December 2019 meeting to do so. (I know it'll be hard to wait that long to see them...)

You've heard the term "policy governance" a few times, and you'll hear it a lot more as we move forward. This is a very effective model for any organization serious about accomplishing important work in its corner of the world.

It's also very different from the way Peoples (and most other churches) are used to running. That's a mixed bag, of course.

The good news is that policy governance is *way* more effective at providing a framework for doing the work of the church. And since operating within this framework makes it much easier to know who's responsible for what and who can *do* what, we'll experience far fewer instances of good ideas falling by the wayside to die a lonely death.

The "bad" news – which is not really bad, just challenging – is that it *is* different, and changes always take some getting used to. It's a learning process for both congregants and Board.

As your new Board continues to explore the wonders of policy governance, *please* take questions or concerns to them and/or the minister. Feedback is essential to making this *your* church; in the absence of feedback, both minister and Board have to make their best guess about what you want. That's a recipe for potential disaster – or at least crankiness.

As Peoples Church begins its next 150 years, we're poised on an exciting threshold: We're set to start *thriving*, not merely surviving. I predict people celebrating our tricentennial in 2169 will look back and see this as the time we really stepped into our own.

Damn, we're good!

Kathleen Mavity

2018-2019 Board President

FAITH FORMATION

Director of Faith Formation—David Wise

What a year it has been since I last shared information in an Annual Report to the people of Peoples! So much has happened and this past year has been very exciting for Faith Formation!

Some of the key happenings include:

Changing the name of the program from Religious Education to Faith Formation. Faith Formation more adequately describes what we endeavor to do with the children and youth of the congregation. As adults we know that our faith is something that never stops changing and growing! For children it is important that we set them on the path of seeking and forming their personal beliefs! We stress to them it is ok to question, ask questions, and be questioned about what is important to them.

Moving to Multi-Generational Worship all the time! This was the biggest change of them all this past year! It has gone extremely well. The children have been attentive in worship, participating in worship, and engaged with what is happening around them in worship. They have loved being in worship and truly a part of the congregation! When I arrived at Peoples I heard about the divide between upstairs and downstairs. This simple act of including EVERYONE in worship has done wonders to dissolve that gap.

Development of a Faith Formation Council! It has been wonderful this year working with an active Faith Formation Council. They have been engaged, forward thinking, questioning, supportive, and uplifting. It is great having such a great group of people involved in the program.

Teaching of Principles, Peoples history, and governance, sign language, bullying, music, UU history. This Faith Formation year we have focused on the basics! We have worked diligently with the children on the Principles. That is the foundation of everything that we do in class. We have also emphasized UU history as well as the history and governance of Peoples. The kids have also learned 2 songs with sign language, talked about music as part of worship, sang with the adult choir, and sang for congregation in worship. Classes on a variety of topics including bullying have been held. We believe it is important for the children to get a well-rounded education as they develop their faith!

Trivia Night. The second annual Trivia Night was held! Over \$400 was raised! Great fun was had by all! Plans are being made for another trivia event in July focusing on Harry Potter. Stay tuned for more details.

Refreshing of classrooms Last summer the classrooms were re-painted. The old carpet was removed and wood flooring was installed. The new look is refreshing and uplifting!

Conversations about room names. There has been considerable discussion about naming the classrooms in the Faith Formation area. Currently we mostly identify them by color. We are exploring using names of people who have a connection to Peoples. A couple of the names mentioned include Cherry and John Fort Newton. What ideas do you have for room names? Share them with me by the end of June at DRE@peoplesuu.org. Once we have a list final decisions will be made and we hope to have the names in place for the 150th celebration in September.

Adult Faith Formation The addition of a Faith Formation component for adults is just around the corner at Peoples. We will be introducing affinity groups who will gather, socialize, and help each other on the journey of life. Nothing complicated or fancy. Just friends who share common traits getting together to be there for each other and maybe learn a thing or two along the way.

Conversations with Coralville about a joint camp My counterpart at Coralville/Iowa City and I have been holding discussions on the possibility of a joint summer camp for the children on both congregations. While our chats may have started too late to make a full camp work this year stay tuned for some joint events with our UU friends in the corridor.

From an individual standpoint in my position I have been involved with:

150th Anniversary Celebration. The 150th anniversary of Peoples is this year (I know it has been such a well-kept secret!!) and I have been involved with the task force that is planning the event. I encourage you to check out the neat merchandise that is available! The weekend is going to be tons of fun!!

Worship I continue to meet with the Worship Associates as we contemplate the shape that worship will take place at Peoples. I also meet with Rebecca about individual services and share the time for all ages most weeks. I continue to occasionally serve as a worship associate and preach from time to time.

And as I said last year and it is still very true this year:

I am fortunate to be part of a professional staff that gets along and works well together. It is refreshing to be part of a team that cares about each other, cares about the work we do here and cares about the Peoples people. I thank you for the opportunity to be at Peoples and to help influence the Faith Formation ministry here!

David Wise Director of Faith Formation

OFFICE REPORT

Operations Coordinator —Christine Kullander

Mission or Focus of Group:

Manage church communications; manage the church office to ensure organizational efficiency; and monitor church property and equipment maintenance to ensure sound upkeep.

Activities of Note:

Ensured documentation was submitted in a timely manner for UU recertification
Ensured our Biennial Non-Profit Corporation report was submitted in a timely manner
Streamlined design of e-Weekly communication
Attended webinars on Realm (database), and church safety
Assisted Stewardship Committee with database needs
Developed contract addendum form
Oversaw re-keying of the interior of the building
Scanned Articles of Incorporation file to ensure we have a backup of all those records
Participating in Sesquicentennial preparations; created Google sheet to track project progress
Determined interior signage needs; pursuing bids to present to Interior Design Committee.
Attended a day and a half Realm training.

Continuing Needs:

To receive e-Weekly and *Voice* submissions by established deadlines
To have more congregants sign up for Realm

Other Comments: none

TREASURER'S REPORT

Treasurer—Gary McGraw

2018/2019 Active Members	Bob Butikofer, Judy Price, Rich Patterson, Doug Ogle, Brenda Meshak, Charles Cizio (Pledge Treasurer),
Staff	Rev. Rebecca Hinds

Mission or Focus of Group:

The Finance Committee is responsible for the financial activities of the church, including:

- ◆ Weekly accounting and deposit of Sunday collection and other income.
- ◆ Monthly review of bookkeeper reports, monitoring income and expenses and the church balance sheet, including endowment activity, providing a monthly report to the Board of Trustees (BoT).
- ◆ Oversee investments with RBC Money Fund and monitor UU Common Endowment Fund (UUCEF) and the Greater Cedar Rapids Community Foundation (GCRCF).
- ◆ Provide advice to BoT and the Minister on financial matters.
- ◆ Develop church policies and practices for financial operations.
- ◆ Development of annual budget, including support to the Stewardship Council.

Activities of Note:

In 2018-2019 the church made significant progress towards achieving long-term stability.

- ◆ We finished 2018 with a \$5,700 deficit—which is smaller than the past few years.
- ◆ The Finance Committee came up with operational policies for cash reserves for emergencies and other situations, which are clearly identified on the church financial Balance Sheet. Based on these guidelines, we determined that the church has sufficient cash reserves.
- ◆ We assisted with fund raising and managed the funds for the renovations that transformed our building into a true home for Peoples Church.
- ◆ We assisted the BoT in writing new policies as we continue the transition to a policy-based governance model.
- ◆ A campaign for endowment contributions in conjunction with the sesquicentennial is being planned. Credit goes to Rich Patterson and Robyn Miessler-Kubaneck for initially spearheading this.
- ◆ Rev Rebecca has set up an arrangement with Voices of Christ, a congregation of West Africans, to lease our building on Sunday afternoons. The income from this will make a significant contribution to balancing our budget in 2019.
- ◆ Our Endowments now total \$850,000 and are contributing a significant portion of our operating income.

Continuing Needs:

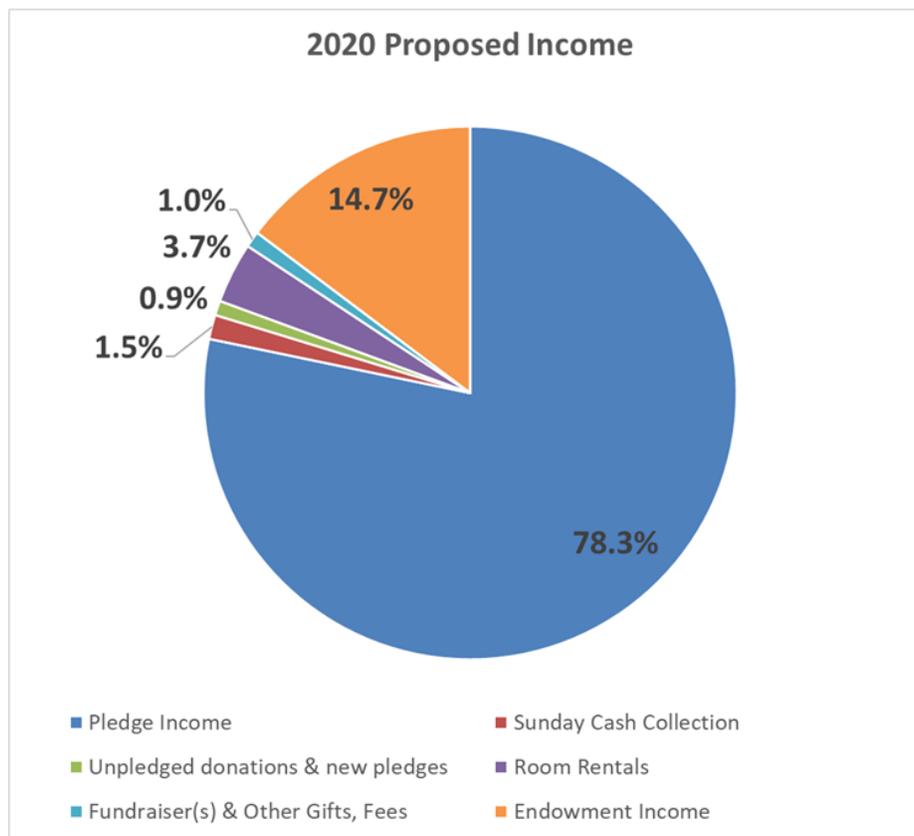
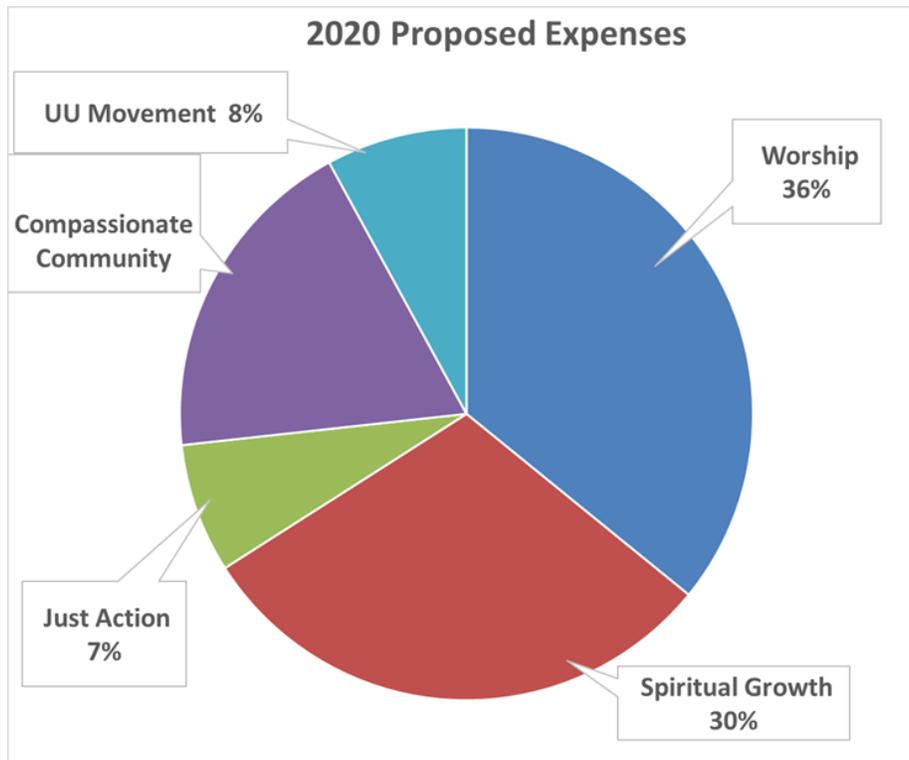
- ◆ Additional people to help with the weekly deposit, join the committee, or participate in Stewardship Campaign.

Other Comments:

- ◆ We have begun constructing a 2020 budget to support goal setting by the Stewardship Committee. We are tentatively setting a total budget of \$203,700. The proposed expense categories and income sources are summarized on the next page.

TREASURER'S REPORT

Treasurer—Gary McGraw



COMMITTEES

Committees

- 14 Archives
- 15 Choir
- 16 CUUPS
- 17 Faith Formation
- 18 Good Neighbors
- 19 Interior Design
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- 21 Paraministers
- 22 Social Justice
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- 24 Van Vechten Guild
- 25 Worship Associates

ARCHIVES

Chair	Faye Glessner and Clarice Krippner
2018/2019 Active Members	Jan Federer, Bill Hart, Faye Glessner, Dorothy Hershner, Clarice Krippner, Marcy Mattison, David Miessler-Kubanek, Bev Philpott, Joye Winey

Mission or Focus of Group:

Collecting, preserving and sharing the history of Peoples Church 1869-2019

Activities of Note:

- ◆ Printing and installing two display panels in the foyer: one marking important events of each decade and one highlighting important social justice movements Peoples participated in
- ◆ Printing and distributing *An Overview of the History of Peoples Church Unitarian Universalist 1869-2009* to commemorate People's 150th year anniversary
- ◆ Placing the *Iowa Clergy Consultation Service Ledger on Problem Pregnancy, Adoption, and Abortion* at The Iowa Women's Archive at the University of Iowa
- ◆ Serving as resource for information and artifacts to staff and committees
- ◆ Preserving archived material electronically
- ◆ Continued collection, sorting and organization of our history and our space

Continuing Needs:

- ◆ Funding for office materials needed to store archive documents and artifacts.
- ◆ Tech expertise and equipment for the safe electronic storage of documents, oral history, photos etc.
- ◆ Continued donations of historical documents and artifacts of Peoples Church identified with people, place, and time

Other Comments:

- ◆ Our history reveals how we have evolved in belief and practice and how we have attempted to assert a positive influence on the world around us.
- ◆ In order for us to know who we are today; we need to have an understanding of who we have been.

CHOIR

Director	Amy Bostwick and Kathleen Mavity
2018/2019 Active Members	Emily Hoselton, Jude Johnson, Kathleen Mavity, Linda Levy, Robyn Miessler-Kubanek
Accompanist	Scott Mansfield

Mission or Focus of Group:

To enhance the worship experience through music

Activities of Note:

- ◆ The choir has successfully provided musical service during the worship service the third Sunday of every month.
- ◆ We have increased our practices from every other Wednesday evening to every Wednesday from 7PM to 8:30PM.
- ◆ The quality of the ensemble, while small in number, continues to improve musically, forming a more cohesive and coordinated musical sound.

Continuing Needs:

- ◆ From congregation, we need more people! Come one, come all, regardless of music ability, we would love to hear you!
- ◆ From the church, we need more money spent on choir and music in general. We have neglected our choir and music program for too long.

CUUPS

Chair	Deborah Maynard
2018/2019 Active Members	23

Mission or Focus of Group:

We come together in peace and trust to support each other in our Earth-based spiritual journey.

Activities of Note:

At the May 2018 monthly meeting, the Peoples Pagans CUUPS group decided to restructure the group's leadership. On June 11, 2018, the CUUPS group voted to have the following council of leadership:

CUUPS Chapter Administrator/ National CUUPS Liaison: Deborah Maynard – Oversee membership reporting, administrative duties, and national membership status. Represent the chapter at national meetings.

Celebrations Coordinator: Jade Riley – Coordinate facilitation for all full moon and holiday rituals. Organize celebration events.

Church Connections Coordinator: Sammie Wilson – Coordinate space for meetings, rituals, and events. Provide event information to the church office administrator for publication in the church newsletter and on the Facebook page.

Class Coordinator: Danny Booth – Coordinate classes on spirituality for CUUPS and church members. Invite outside experts to facilitate classes.

Throughout the year, Pagan Peoples has held a monthly full moon ritual and eight holiday rituals – celebrating the Wheel of the Year. These have been open to the public and the church community. Through these rituals, our group has networked with various Pagan groups throughout Eastern Iowa including the Cedar Rapids Pagan Group (CRPG).

In August 2018, the group began hosting Wining and Divining events around the new moons. These were open to the public for members to practice their divination skills and socialize. As new events, these were held four times throughout the year to test the interest of the community.

On October 20, 2018, Deborah Maynard presented Pagan Unitarian Universalist Theology at the First Annual Midwest Witches Conference. She provided insight into the history of Unitarianism, Universalism and the National Covenant of Unitarian Universalist Pagans. The conference helped to introduce individuals interested in Witchcraft and Paganism to the UU religion. A handful of individuals that attended the conference have visited Peoples Church for the first time based on this introduction.

On October 28, 2018, Peoples Pagans hosted our 15th Annual Chili Cook-off. The group raised money for the Middle School Coming of Age Boston trip and the Peoples Church general fund.

On December 21, 2018, the group held our third annual open circle, potluck dinner, and white elephant gift exchange. They hosted a formal Yule ritual at midnight for the members and guests. On Sunday, December 23, Deborah Maynard assisted with the Yule church service and performed a less formal version of the ritual for the congregation.

Continuing Needs:

In the 2019 – 2020 year, the group will re-evaluate the council of leadership and determine leadership terms.

FAITH FORMATION

Chair	Megan Jones
2018/2019 Active Members	Amy Bostwick, Marion Patterson, Lu Wilcox
Staff	David Wise

Mission or Focus of Group:

Reflecting the mission of the church and our third end statement, the Faith Formation Council's mission is to support the Faith Formation Program in teaching our youth to articulate the UU faith and live it in the world by leading compassionate lives through spiritual growth and just action. The Faith Formation Council focuses not only on the current activities and lessons taught in classes, but also on sustainability of the programming, increasing connection between youth and adult members of the church, and continued growth of programming and facilities in the future.

Activities of Note:

- ◆ 15 enrolled children in programming, 5 regularly attending nursery and are too young for programming.
- ◆ Changing the time of Faith Formation classes to 9:45-10:45am allowed for more adult volunteers to participate in programming this year and for classes to occur every Sunday instead of three-four Sundays/month.
- ◆ Including children in service has led to increased contact and relationship development with adults, increased children participation in service and increased recognition by the children of religious customs (hymns, chalice lighting, opening/closing statements, candle lighting ritual, holiday/special service rituals).
- ◆ Faith Formation hosted two holiday celebrations (Halloween/Samhain and Easter) and performed a holiday pageant in December.
- ◆ Faith Formation hosted one fundraiser, Trivia Night, which raised \$470 for Faith Formation programming. Three additional fundraisers are being developed for 2019 including a Harry Potter Trivia Contest in July, a Pancake Breakfast in September and t-shirt sales that will go through the rest of the year.
- ◆ Summer programming in July with a Harry Potter theme has been planned and curriculum is being researched/developed. Summer camp programming collaborating with other area UU churches is also being considered and developed if not for this year, then for next.
- ◆ The Faith Formation Council developed three 5-year goals: 1) Increase connections between youth and the congregational community, 2) Develop a large and vibrant Faith Formation program, 3) Change the physical space of church to be more inviting to children and families. Action steps toward these goals have been developed, worked on and continuously reviewed in council meetings.

Continuing Needs:

- ◆ Although volunteer participation has increased, more volunteers are always needed! Teaching a class, assisting with summer programming, reading to children, playing/developing games with children, and assistance with fundraisers are just a few ways that the congregational community can deepen their relationships with our youth and reflect how much they value them.
- ◆ We have decreased enrollment in programming this year and would like to see more families with children attending church, particularly middle and high school aged youth.
- ◆ Facilities changes including an outdoor playscape are needed. Currently there is no welcoming outdoor space in which children can play.
- ◆ OWL classes for High School did not have high enrollment and so was postponed indefinitely. Strategies are being discussed by the Council to increase enrollment and suggestions from the congregation are always welcome.

Other Comments:

The children enrolled in Faith Formation are amazing individuals, we are very fortunate for their and their families' involvement in church. If you are losing faith in where humanity is headed, we encourage you to spend time with our youth! They will restore your hope and are a lot of fun!

GOOD NEIGHBORS

Chair	Kathy Juba
2018/2019 Active Members	Amy Bostwick, Kris Davis

Mission or Focus of Group:

Good Neighbors provides church members with occasional help of the type that a “good neighbor” might do. Services include supplying a meal, transporting to church or medical appointments, assistance with moving, yard work, shoveling snow, light household repairs, house cleaning, pet sitting or other small, one-time tasks.

Activities of Note:

This past year was the busiest year for Good Neighbors since it began over 25 years ago. Over the course of this year, eight church members/friends received assistance from 21 Good Neighbors. In previous years, we had many months with no requests for service, usually no more than one request per month. This year, we had requests every month, sometimes up to four or five per week. Most requests were for transportation. Approximately one half of those trips were to/from church services and the other half for medical appointments and errands. Other assistance provided included sitting with an elderly church member, minor household tasks, and yard work.

Continuing Needs:

Good Neighbors is always looking for additional people to “lead compassionate lives” at Peoples by volunteering to provide transportation, supply a meal, or perform any of the other Good Neighbor tasks on an “as needed” basis. (Forms to sign up are always available outside the church office.)

Other Comments:

The committee sincerely thanks those church members listed below who “heeded the call” when asked to help. If you have helped and your name does not appear here, we sincerely apologize. Please know that we really do appreciate your assistance also.

Mary Ballantyne
Amy Bostwick
Bob Butikofer
Charlie Cizio
Bryan Davis
Kris Davis
Sue Davis

Jan Federer
Jim Federer
Rose Gabe
Scott Gay
Dorothy Hershner
Jude Johnson
Kathy Juba

Kathy Kilbourn
Clarice Krippner
Brenda McDole
Marion Patterson
Rich Patterson
Judy Price
Dick Woodward

INTERIOR DESIGN

Chair	Vacant position
2018/2019 Active Members	Jan Federer, Marcy Mattison, Jo Wasta, Jim Wasta, Joye Winey, Bill Hart
Staff	Rev, Rebecca Hinds, Christine Kullander

Mission or Focus of Group:

To identify, prioritize and facilitate improvements and changes to the interior of Peoples Church with the goal of creating a joyful, harmonious and effective space for worship, work and play. We want everyone to respect (care for) and enjoy our spaces.

Activities of Note:

The team's earlier incarnation completed installation of stained glass windows in the chancel and narthex, organized a church-wide interior clean-up and reorganization of storage areas including the Music Room and The Studio. Newer cabinets, white-boards and shelving has improved our functionality and storage dramatically.

Currently, we are preparing updated signage for the church interior, including signs with photos and biographical info for the "named" rooms: Ely, Andre and McGraw, and exploring the possibility of naming more. We are also exploring improving the sanctuary seating to meet multi-use and ADA-compliant needs. We want to make the library area in the Ely Room welcome and comfortable. We are gathering information about how our spaces are or are not meeting the needs of our various groups and activities, which will help with decisions on how to proceed. There are work request forms outside the office to help identify simple issues and needs.

Continuing Needs:

Building prioritized lists of both short-term and long-term improvements or changes to be implemented. Short-term, in preparation for the Sesquicentennial Celebration in September; and long-term of goals and objectives for our spaces – over the next five and ten years. These may range from completion of sanctuary renovation, painting common areas with a coordinated palette of colors, and hanging artwork, to improving lighting, acoustics, security, carpeting, adding/moving bathrooms, storage and work areas. With a clear set of goals, we will then need capital!

We'll work with other teams to clearly communication of short-term and longer-term needs, and procedures to have them addressed, from, "What kind of light bulbs do we use here?" to "Do we need carpet in this area?" to include the congregation in our efforts, as they are the beneficiaries.

MEMBERSHIP

Chair	Marion Patterson
2018/2019 Active Members	RC Eichacker, Sheryl Ochs, Linda Levy, Kathleen Mavity
Staff	Rev. Rebecca Hinds

Mission or Focus of Group:

To welcome new members and develop ways to encourage participation while respecting individual choice.

- ◆ What: cultivate a welcoming community through various activities and support the minister in presenting the member class.
- ◆ Why: Help people walk deeper into relationship with the church and each other. Encourage people to join/support/actively become part of a liberal faith.
- ◆ When meet: Monthly.

Activities of Note:

- ◆ Monthly notes to members of either a congratulatory or sympathy or get well or “we have missed you and hope all is well” nature.
- ◆ A survey asking members who have “dropped off” to reply. Limited response.
- ◆ Office is working to update REALM on-line information.
- ◆ Refined and recommended to the Board statement clarifying member and supporter status.
- ◆ Mentoring new members – we have reached out with mixed results. We may consider more direct links from an established member to new members.
- ◆ Pride Fest booth for July 6th is reserved. Helpers welcome.
- ◆ Summer 2018 held three informal activities outside the church such as concerts and ball games.
- ◆ With each member class we write a profile and take a picture of the members and post on the hall wall outside the sanctuary. When we rotate these out, we place them in an open scrap book on a table in the front hall.

Continuing Needs:

- ◆ Developing low key activities to draw in members.

PARAMINISTERS

Chair	Rose Gabe
2018/2019 Active Members	Jan Federer, Rose Gabe, Susie Hauter, Dorothy Hershner, Scott Mansfield
Staff	Rev. Rebecca Hinds

Mission or Focus of Group:

Paraministers are a small group of Peoples Church members who minister to others in need. Skills used include listening, problem solving, and referral to others including the minister as needed. There are currently 5 members in the group, and we meet every 2-3 months with Rev. Rebecca to develop an "on call" list of Paraministers whom the congregation can contact. Each member serves a 2-week period beginning on Monday and ending 14 days later. Each Paraminister is listed in the monthly Voice so that others know who to call if they have concerns.

Activities of Note:

- ◆ The person on call contacts the 2 hospitals (St. Luke's 1-855-369-7729, and Mercy 398-6011) twice weekly to find out if anyone from Peoples' Church is in the hospital.
- ◆ We meet quarterly and share confidential information, for our committee only, and decide if church members should be visited or have cards sent to them, depending on the circumstances.
- ◆ We also write cards to members who have not been to church for a while that indicate we miss them.

Continuing Needs: none

Other Comments: none

SOCIAL JUSTICE

Chair	Marcia Swift
2018/2019 Active Members	Jan Federer, Rose Gabe, Kathy Juba, Clarice Krippner, Paulette Montague, Bev Philpott, Sharon Stakes, Jim Wasta, Jo Wasta

Mission or Focus of Group:

The purpose of the Social Justice Council is to guide the congregation in making decisions about which social justice issues they wish to address and what activities they wish to undertake. The SJC makes recommendations on social justice issue areas for congregational involvement and coordinates social justice actions.

Activities of Note:

In calendar years 2018 and into 2019 the SJC spearheaded and directed a year long study of white privilege and supremacy. Actions included:

- ◆ book reads and discussions
- ◆ touring the African-American Museum
- ◆ participating in Juneteenth
- ◆ viewing films
- ◆ Sunday Service led by the SJC about insights gained from this exploration was held on 11/11/18. The Service was well received and culminated in the publication of *Our Eyes Are Opening: Reflections on Racism, White Privilege & Supremacy*.

Continuing Needs:

The SJC continues in 2019 to lead the congregation in learning about white privilege and supremacy. Being an effective ally to people of color will be the major focus. In addition, the SJC has begun working with the St Mark's African Ministries program. Our African neighbors will begin using some of Peoples' land for their gardening.

Volunteers from Peoples are needed to assist our neighbors with transportation, teaching English, and assistance in completing applications for citizenship, etc.

STEWARDSHIP

Chair	Bob Butikofer, Bryan Davis
2018/2019 Active Members	Charlie Cizio , Sue Davis, Ann Gruber, Judy Price
Staff	Rev. Rebecca Hinds

Mission or Focus of Group:

The focus of the Stewardship Group is promoting generosity within the congregation and conducting the pledge drive for the annual operating budget. This effort additionally provides incentive and yields data for updating and maintaining the church membership data base.

Activities of Note:

The committee continued to refine and update our dual-option pledging process, which has been well received by the congregation. Additionally, this year a pledge matching program was offered but minimally taken advantage of in an effort to increase participation of the membership. Due to the low interest in this particular program, it will not be continued in the 2020 pledge drive.

Through the generosity of friends and members of Peoples Church, pledging has increased each of the past three years, surpassing \$156,000 for fiscal 2019 and resulting in a cumulative increase of 21.8% for the pledge drive over the three year period.

Continuing Needs:

One of our continuing and most challenging goals is motivating all members and friends of Peoples Church to respond to our attempts to contact them. 100% feedback is important, even if any particular individual is not in a position to pledge financial support for the coming year.

We'd strongly encourage all to please respond by pledging in person, by pledging on line, or simply by responding to our attempts to contact them.

Most noteworthy this year is the fact that in 2019 we, as a congregation, can achieve the first fully balanced budget in several years by increasing pledging for 2020 by just 5% over pledging for the current year. Our success at achieving this will completely eliminate the need to direct a portion of our emergency funds to balancing the annual operating budget!

Other Comments:

The Stewardship Committee would sincerely like to thank the stewards, the testimonial providers, our church staff, and all who have generously contributed, both through financial and/or time commitments, to the successes of our recent pledge campaigns. The financial progress we are making is truly heartening and one of several very positive developmental mileposts for our congregation!

VAN VECHTEN GUILD

Chair	Ann Woodward
2018/2019 Active Members	25

No Report Received

WORSHIP ASSOCIATES

Chair	Scott Mansfield
2018/2019 Active Members	Bryan Davis, Amy Bostwick, Jude Johnson, Kathleen Mavity, Sammie Wilson, Deb Maynard, Emily Hoselton, Paulette Montague, Cate Sheller
Staff	Rev. Rebecca Hinds

Mission or Focus of Group:

To assist the minister in providing world class worship services

Activities:

We meet with the minister once a month. We use "Soul Matters", a theme based UU worship resource, which designates a topic and resources we might use. We spend about half the time discussing the topic, and the other half assigning worship associates for each Sunday.

We are responsible for one service a month, and the entire month of July, where the worship associates are in charge of the service.