

LEADING COMPASSIONATE LIVES THROUGH
SPIRITUAL GROWTH AND JUST ACTION.



PEOPLES CHURCH ANNUAL REPORT 2019-2020

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BOARD OF TRUSTEES & STAFF

Church Officers

Michael Meshak, President

David Miessler-Kubanek, Secretary

Gary McGraw, Treasurer

Trustees

Charlie Cizio

Kathy Juba

Jude Johnson

Sammie Wilson

Staff

Reverend Rebecca Hinds, Developmental Minister

Christine Kullander, Operations Coordinator

David Wise, Director of Faith Formation

Jerry Morris, Custodian

Brian Reeves, Custodian

Valerie Angerer Zieser, Childcare Staff

Alexis Wauford, Childcare Staff

Jenna Straatmann, Childcare Staff

AGENDA

- ◆ Call to Order
- ◆ Chalice Lighting
- ◆ Developmental Minister's Report
- ◆ President's Report
- ◆ Director of Faith Formation Team's Report
- ◆ Treasurer's Report
- ◆ Stewardship Team Report
- ◆ Social Justice Team Update
- ◆ Vote Item: Election of New Board of Trustees Members
- ◆ Vote Item: Election of New Board of Trustees President
- ◆ Vote Item: Election of Nominating Team Members
- ◆ Other Business for the Good of the Church
- ◆ Adjourn
- ◆ Extinguish Chalice

MINISTER'S REPORT

Developmental Minister—Rev. Rebecca Hinds

This past year has been one of the most exciting, demanding, and memorable years of my ministry so far. Two days after our Congregational Meeting last May (2019) my wife and I welcomed our daughter, Madeleine Hinds, into the world and I began 6-weeks of parental leave. I will forever be grateful to Peoples Church for this precious time I had to bond with my newborn and take care of my family.

In September we commemorated the 150th anniversary of Peoples Church with a big, weekend-long celebration! Throughout the weekend we enjoyed an Open House, Celebration Dinner, Worship, and High Tea. All kinds of Peoples people (current and former members, including those who have moved away and the children and ancestors of Peoples members and founders) and many of our friends and community supporters came out for this well-attended series of events. In addition, a beautiful Time Capsule put together by the Heritage Team full of news and snippets of church life was installed underneath the table on the chancel in front of the sanctuary. In 50 years, I trust Peoples people will really enjoy discovering this bit of history we put together!

Shortly after the Sesquicentennial events we lost a pillar of the community, Scott Mansfield. Scott died unexpectedly on September 29, 2019. It was a huge shock. Our grief continues as we adjust to life at Peoples without this longtime, beloved member and church pianist of 30+ years.

We lost three other Peoples members this year as well. Doris Hamilton and William “Bill” Shuttleworth both died last fall and Robert “Bob” Gulick died in March. We were able to host memorial services for Scott, Doris, and Bill, but Bob died right as the coronavirus pandemic erupted and we closed down the church. His service will be held at a later date when it is safe to gather again.

The coronavirus has changed everything. In March and April 2020, we had to completely reinvent being the church. As it became clear that large gatherings of people were not safe, we moved everything online. At the time of this writing we are still doing everything online and it remains unclear when it will be safe to reopen the church building.

In the meantime, the Board has made a commitment to spend some of our Building Fund reserves on energy efficiency at Peoples Church. This spring we have replaced two old furnaces and one air conditioning unit with new energy efficient models; we are in the process of upgrading the lighting throughout the building; and we have visions of installing solar panels! With each change we make we will start to see our monthly utility bills go down.

Now, as we wind down the 4th year of this Developmental Ministry together please allow me to highlight some of the major pieces of Developmental Ministry work we have done.

1. Governance

a. We have adopted Policy Governance.

- i. The congregation clearly articulated its values and mission and revised our Bylaws.
- ii. The church Board listened deeply to the church membership to articulate congregational end statements and wrote Board Governance Policies.

2. Stewardship
 - a. Generosity abounds at Peoples Church!
 - i. We ended 2019 with a surplus.
 - ii. We passed a balanced budget for 2020 for the first time in many years.
 - iii. We continue to diversify our income by renting out our space and building up our endowment funds.
3. Communication
 - a. The Operations Coordinator position was created in 2017 to manage church communications. All official communications now go through this office.
 - b. This goal needs further attention and will be a focus for us in the year ahead.
4. Membership
 - a. With a clear mission and a governance structure that liberates us all to do important ministry, we are now in a position to really grow our membership.
 - b. This goal will be a focus area for me, the board, the Membership Team, and the entire congregation in the year ahead.
 - c. Please remember that a minister cannot grow the church, it is the collective work of the congregation to welcome new people and integrate them into the life of the community.
5. Involvement in the Broader Community
 - a. Peoples continues to have formal representation on the Boards of the Inter Religious Council of Linn County, Margaret Bock House, and the Ecumenical Community Center.
 - b. We continue to annually financially support the Ecumenical Community Center "Helping Hands Fund."
 - c. We have forged a partnership with St. Mark's African Ministry program.
 - i. Members of the program grow food in raised beds on our property.
 - d. We have forged a partnership with Bethel AME Church.
 - i. We helped sponsor their Allen Lincoln Douglass Banquet in February
 - ii. We are in ongoing conversation with them about further ways we can collaborate.
 - e. Peoples Church is visible in community events such as PRIDE and JUNETEENTH.

We have made considerable progress towards our Developmental Ministry goals. And there is still more to do! I look forward to continuing the work together. Thank you for the opportunity to serve PCUU.

In closing, I would like to take a moment to thank the PCUU staff. I could not imagine working with a better team. They consistently go above and beyond to serve Peoples Church and I am grateful for their support every day.

Yours in faith,
Rev. Rebecca

PRESIDENT'S REPORT

Board President—Michael Meshak

Greetings to you all,

We have come a long way this calendar year; from celebrating our Sesquicentennial in September 2019 to virtual church services via Zoom in March 2020.

The Board of Trustees has been continuing the Developmental Ministry process which is now in its fifth year. This governance adjustment has been started by previous Boards and people far better versed to describe it than myself. Suffice it to say, Peoples Church Unitarian Universalist is getting stronger in the five areas we set out to improve upon before we call our next settled minister:

- ◆ In Governance, we have revised our by-laws, our board policies and our perpetual calendar. Operations fall under our able Minister, Rev. Rebecca Hinds, and the larger, futuristic direction falls to the Board.
- ◆ Financial Stewardship is getting better in the congregation. Our endowments are definitely aiding us yearly, and pledges have risen in recent years.
- ◆ Communications are centralized with our Church Operations Coordinator Christine taking point on all postings and mailings.
- ◆ Our Outreach to the Broader Community is alive but needs constant attention. The needs are great though we are few.
- ◆ Finally, our Growth in Membership is adapting a plan to keep our numbers on a steady rise. And why wouldn't deep-thinking, liberal minded citizens flock to our doors? We are here to *Lead compassionate*

lives through spiritual growth and just action.

In past and especially current times we all have spiritual needs we want met. To be a member of a community that dwells together in peace, seeks the truth in love and helps one another is affirming to our souls. I have heard these words spoken at our services and to me they are universal. We come together in a building we lovingly call home, but we are the church.

The board has worked towards improving our home with more efficient lighting, heating and cooling, as well as makeovers of paint, our two stained glass windows and many other upgrades. I don't take for granted that the church will continue for the unforeseeable future, but I do what I can to see it continue in my lifetime. So do a lot of other congregants. We will continue for another year or so to cement our purpose and fashion a path forward before we take the big step of calling a new minister.

Meanwhile, work remains to be done. There are many ministry teams mentioned in the following pages of this annual report. I hope you consider being on at least one. They do good work, many behind the scenes. The board will be asking for input so be honest in your view of where we are and where we can ultimately grow to become.

Mike Meshak

2019-2020 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!

That is how I opened my Annual Report to the congregation last year! This year it is still true times multitudes!!

Prior to the Covid-19 restrictions we were having a very good year in Faith Formation!

We continued with Multi-Generational Worship each week with the children's Faith Formation program taking place before worship.

We invited all the families of the church, whether a 1 person family or 10, to use a great new product from Soul Matters called Soulful Home. This product has activities, stories, and questions which help the family focus on the theme for the month. This allows families to have a starting point to talk with each other or friends about matters of faith through non-threatening means.

Students have studied the Principles, music, sign language, nature, and the monthly themes. Adults from the congregation and Faith Formation parents have helped lead the classes. We had three classes throughout the year. One for younger children, one for elementary age, and 2 Sundays a month a class for middle school and above.

We also started doing family outings. In January, 25 children and caregivers went to the National Mississippi River Museum in Dubuque. Plans were made to go to the Putnam Museum and Blank Park Zoo. All of these institutions help demonstrate the Principles, give families the opportunity to engage in learning and fun, and allow children the chance to see their friends in non-church settings. Unfortunately, the issues of Covid-19 prevented two of the field trips. They will be rescheduled once it is deemed safe to do so.

The summer camp in the planned form has been cancelled! The original plan was to visit sites around Cedar Rapids such as the African American Museum and Usher's Ferry. We are looking at alternatives that can be accomplished through Zoom technology. Families are sharing ideas and plans. Stay tuned for details.

Plans are being made for next church year where involving more member of the congregation is a major goal.

Adult Faith Formation classes were held in the fall. The class was Transgender Inclusion in Congregations. Approximately 20 people attended the six sessions of the course and they chose to meet additional times to carry on the conversation.

Plans for adult classes in the spring were cancelled due to Covid19 issues. When we can meet again classes for adults will be offered. Again watch for details!

FAITH FORMATION (Cont.)

Director of Faith Formation—David Wise

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

150th Anniversary Celebration. The 150th anniversary of Peoples was this year! I know it seems like so long ago with all that has gone on in our lives since then but it has only been 8 months since we gathered for a super weekend of fun and celebration. I was part of the team that helped plan and organize that weekend and am delighted that the celebration was so successful!

Worship I continue to meet with the Worship Arts Team 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.

Technology Since the beginning of the Covid19 issues I have handled much of the Zoom technology needed to get the worship services out to the congregation. While not in my responsibilities as the Director of Faith Formation technology is something with which I am comfortable and can learn new components rather quickly. We have had worship, Friday night socials, trivia, Faith Formation classes, parties, meetings and a wedding shared with many through the technology.

COVID19 This pandemic has been devastating to our world. I am humbled that Peoples has weathered this storm pretty well. We are still having classes each week with the kids, we have a weekly discussion for kids only with Rebecca and me, worship, and socials. Peoples people are staying connected even in these disconnected times! When this whole thing started we had no idea what to expect. We had no way of knowing how long it would be nor how extensive it would touch our country, state, and city. And we still don't. We just know that we are carrying on and doing what we are supposed to be doing in new and creative ways. One person on Facebook said "faith leaders were basically challenged to begin a whole new church in one week!" And that is so true. And fortunately we have been able to do that here at Peoples!

And as I said the last two years 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

Peoples Church Unitarian Universalist

OFFICE REPORT

Operations Coordinator —Christine Kullander

Areas of responsibility:

Office Communications

- ◆ Generate weekly newsletter – either eWeekly , Voice, or the now Expanded eWeekly.
- ◆ Worked with guest Ministers in summer of 2019 to generate Order of Service and corresponding slides.
- ◆ Prior to COVID-19, worked with Rev. Hinds to generate the Order of Service; created announcement slides for services.
- ◆ Ensured documentation was submitted in a timely manner for annual UU recertification.

Office Administration

- ◆ Support the Board of Trustees with the Annual Meeting mailing and Annual Report
- ◆ Gather material to support the Stewardship team in the annual campaign.
- ◆ Share our monthly calendar and stay in touch with Voices of Christ to ensure building usage runs smoothly.
- ◆ Provide support to church teams as requested.

Facilities

- ◆ As part of my work with the Interior Design Team:
 - I reorganized and streamlined our bulletin boards' content to better showcase our values - Community, Compassion, Spirituality & Justice.
 - I coordinated the new interior signage installed throughout the building.
- ◆ Instituted annual inspections of furnaces and air conditioners.
- ◆ Ensured furnace filters are replaced regularly
- ◆ Creating a facility book documenting our equipment and systems and their service, repairs, and inspections. This book also covers the building exterior and grounds information.
- ◆ Oversaw installation of two new high efficiency furnaces (NW and SW corners) and one high efficiency air conditioner (SW corner).
- ◆ Created a spreadsheet to track our gas and electric costs monthly.
- ◆ Reinstated routine pest control for the building.

Other:

I was very happy to have served on the Sesquicentennial Team and to be a part of that special celebration.

Peoples Church UU Finance Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

The Finance Team assists the minister with financial planning, budgeting, and asset protection. To this end the Finance Team:

- ◆ Monitors church's financial standing and creates future financial plans
- ◆ Regularly reviews the church's income, expenses, endowment holdings, personnel benefits, insurance, etc. at appropriate intervals (monthly, quarterly, annually, etc.)
- ◆ Drafts an annual sustainable budget recommendation for the church Board of Trustees
- ◆ Oversees healthy diversification of church's investments
- ◆ Assists Minister with annual endowment appeal and helps educate the Congregation about the church's planned giving program
- ◆ Reviews planning for Capital Projects and provides feedback or recommendations to the Board of Trustees (BoT)
- ◆ The Finance Team also organizes and conducts the church's weekly bank deposit after each Sunday service and provides volunteers to handle the money for church fundraisers.

WHO:

The Finance Team consists of the church Treasurer, the Minister, plus an additional 2-4 people who will represent a diverse cross section of the congregation. Team members are appointed annually by the Minister. This team reports to the minister. The Treasurer is a non-voting member of the Board of Trustees.

In addition, the Finance Team works collaboratively with the Pledge Treasurer, Stewardship Team and others as needed for the greater good of the church.

WHAT/WHEN:

Finance Team tasks may be weekly, monthly or at specific times during the calendar year.

Weekly Tasks

- ◆ The Finance Team coordinates weekly church deposits generally after the church service on Sunday. If there are not 2 Finance Team members a church member will be asked to help count the collection and list and stamp checks for deposit.
- ◆ The church safe is checked to include any pledges or donations that came to the church during the week.

All deposits are recorded in the Weekly Deposit Report (Excel) which is uploaded to DropBox for the Pledge Treasurer. Both electronic and hard copy of the report is saved in the church office.

Peoples Church UU Finance Team (cont.)

Job Description

Weekly Tasks (cont.)

- ◆ Finance Team member then deposits the deposit envelope with all donations and a copy of the Weekly Deposit Report at the Hills Bank and Trust at 3610 Williams Avenue SW, Cedar Rapids.

Monthly Tasks

- ◆ The Finance Team meets prior to the Board of Trustees monthly meeting to aid in the preparation of the Treasurer Report to the Board of Trustees.
- ◆ The Finance Team meets monthly unless other arrangements are made. During the meeting the team completes the following monthly task:
 - Reviews Balance Sheet & Budget Report
 - In addition, the Treasurer completes the following monthly tasks:
 - * Prepare Treasurer Report for Board of Trustees
 - * Work with Bookkeeper to ensure reports accurately tracking church monies

Quarterly Tasks

- ◆ Treasurer reviews & signs quarterly tax statement and W2s
- ◆ Designee attends endowment(s) phone conferences/meetings and reports back to the Finance Team on endowment(s) performance
- ◆ Team monitors endowment(s) disbursements

Specific Times During the Year

The Treasurer and/or the Finance Team work on the following items at the appropriate time during the calendar year. These items are listed in the chart below.

January	February	March	April	May <i>Annual Meeting</i>	June
Treasurer works with Bookkeeper to update Balance Sheet and Income-Expense Sheet for new year reporting	Treasurer prepares Insurance Employee Payroll Audit	Team and Treasurer set Pledge Goal for Stewardship Campaign	Minister and Treasurer work on next year's Narrative Budget Treasurer prepares Annual Report	Treasurer and/or designee presents next year's Narrative Budget at Annual Meeting	

Peoples Church UU Finance Team (cont.)

Job Description

July	August	September	October	November	December <i>Congregational Meeting</i>
			<p>Treasurer and Team draft a recommended budget for the following year and send to the Board for review</p> <p><i>(NEW)</i> Team reviews Planned Giving Program</p>	<p>Treasurer reviews budget with BoT for presentation to congregational approval</p> <p>Minister sends our Endowment Appeal</p>	<p>Treasurer and/or designee presents at the Congregational Meeting</p> <p>Treasurer sends out Sign-Up Genius Calendar for Weekly Deposits</p>

WHAT:

Outputs:

- ◆ Annual Pledge Goal
- ◆ Annual Narrative Budget
- ◆ Annual Financial Report
- ◆ Annual Endowment Appeal
- ◆ Weekly Bank Deposits

Outcomes:

- ◆ Balanced Budget (income/expenses)
- ◆ Increased Value of Church's Assets
- ◆ Church Culture of Generosity

TREASURER'S REPORT

Treasurer—Gary McGraw

2019/2020 Active Members	Bob Butikofer, Judy Price, Rich Patterson, Doug Ogle, Charles Cizio (Pledge Treasurer), Rev. Rebecca Hinds (ex-officio); Brenda Meshak helps with deposits
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The Finance Team 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 Team.

Activities of Note:

In 2019-2020 the church made significant progress towards achieving long-term stability.

- ◆ We finished 2019 with a **surplus** of \$13,668—our first in several years! This was due to strong pledge payments from our members, endowment income and new rental income from Voices of Christ Ministry.
- ◆ We have maintained adequate cash reserves, while finding building improvements, such as new HVAC equipment. These investments will save us money in the long run and contribute to being a greener congregation.
- ◆ The church sesquicentennial was not only a great event for us as a community, it also made money!
- ◆ Our Endowments now total in excess of \$804,000 and are contributing a significant portion of our operating income.
- ◆ We have created a draft team description to continue on our policy-based governance journey.

Continuing Needs:

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

Other Comments:

In consultation with the BoT and Rev. Rebecca, we elected not to pursue a CARES Act loan. This decision was based on the restrictive terms and our current strong financial position.

MINISTRY TEAMS

Ministry Teams

- 18 Choir
- 20 CUUPS
- 22 Faith Formation Team
- 24 Good Neighbors Team
- 26 Heritage Team
- 28 Interior Design Team
- 30 Membership Team
- 32 Paraministry Team
- 34 Social Justice Team
- 36 Stewardship Team
- 38 Van Vechten Guild
- 40 Worship Arts Team

Peoples Church UU Choir

Job Description

Date: Spring 2020

WHAT:

Choir director carefully chooses music in keeping with the worship service theme. At this time we are following the Soul Matters curriculum. The choir members often suggest some of the songs we will perform.

WHEN:

- ◆ We meet for rehearsal with our pianist on Wednesdays at 6:00 PM until 7:30 PM every week. We prepare three songs for our performance, usually with sacred and secular pieces approved by Rev. Rebecca Hinds the month before.
- ◆ We perform for the congregation the third Sunday of every month.
- ◆ We do not perform the months of June, July, or August, except for special situations.

The choir strives to remain in conjunction with Peoples' End Statements. We strive to serve from a position of love and goodwill.

CHOIR

Director	Amy Jo Bostwick
2019/2020 Active Members	Linda Levy, Judy Price, Kathleen Mavity, Robyn Miessler-Kubaneck, Amy Heeren

Activities of Note:

- ◆ Choir performed for memorial for our pianist, Scott Mansfield
- ◆ Served as Choir for Interfaith service in the community, hosted by Peoples church

Continuing Needs:

- ◆ Pianist
- ◆ Supplementation and organization of music files (see Amy Bostwick),
- ◆ More choir members
- ◆ Support from congregation.

Other Comments:

Due to the Corona Virus this year, we were unable to gather to practice and perform since March, 2020. At this point we are still unable to do so and it is unknown when we will start again.

Peoples Church UU CUUPS

Job Description

Date: Spring 2020

WHY (PURPOSE):

The Covenant of Unitarian Universalist Pagans (CUUPS) is a national Interest Group of the Unitarian Universalist Association (UUA) of Congregations. The Peoples Pagans is the Peoples Church chapter of the CUUPS organization. CUUPS members bring together the widest possible variety of Pagan thought and create a community of Earth-centered and other Pagan practitioners. This community supports each individual's expression of the "free and responsible search for truth and meaning" that is one of the cornerstones of the UU faith.

WHO:

Members and Friends of Peoples Church are welcome to be members of the Peoples Pagans CUUPS. Members of this group will abide by the mission to come together in peace and trust to support each other in our Earth-based spiritual journeys as well as the mission and vision of Peoples Church. The chair of the team as well as other leadership will be appointed from among the members by a vote of the members. This team is a covenant group of the church to support members of the community. This team reports to the minister.

WHAT:

Outputs:

- ◆ Assist with at least one church service per year related to Earth-based spirituality (i.e. Ostara, Yule, etc.).
- ◆ Hold the annual Chili Cook-off event each year to raise money for the Peoples Church general fund.
- ◆ Observe the 13 full moons (Esbats) and 8 Pagan holidays (Sabats)

Outcomes:

- ◆ Enable networking among Pagan-identified UUs; providing outreach of Unitarian Universalism to the broader Pagan community
- ◆ Provide educational materials to the congregation and the greater community to support "spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature"
- ◆ Promote inter-faith dialogue; encouraging the development of theo/alological and liturgical materials based on Earth and nature centered religious and spiritual perspectives
- ◆ Provide support for Pagan-identified Unitarian Universalist individuals; and foster healing relationship with our mother the Earth and all her children through the "respect for the interdependent web of all existence of which we are a part"

WHEN:

The Peoples Pagans CUUPS team meets monthly on the third Monday of each month, and on the Esbats and Sabats.

CUUPS

Chair	Deborah Maynard
2019/2020 Active Members	27

Mission or Focus of Group:

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

Activities of Note:

At the May 2019 monthly meeting, the Peoples Pagans CUUPS decided to continue with our pilot leadership restructure with a few updates. At our June meeting, the CUUPS group voted to have the following team of leadership and responsibility changes:

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

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

Church Connections Coordinator: Emily Hoselton – 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: Jade Riley – 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).

On September 28, 2019, Deborah Maynard presented a class on *Pagan Unitarian Universalist Theology* at the First Annual Cedar Valley Pagan Pride Festival. She provided insight into the history of Unitarianism, Universalism and the National Covenant of Unitarian Universalist Pagans. The class introduced 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. Then on October 19, 2019, Deborah presented five classes on *Sexuality and Our Faith* at the Second Annual Midwest Witches Conference. From that conference, another handful of individuals have come to Peoples Church to participate in this welcoming community.

On October 27, 2019, Peoples Pagans hosted our 16th Annual Chili Cook-off. The group raised money for the Middle School Coming of Age Boston trip and the Peoples Church general fund and awarded third, second, and first-place trophies for the cook-off.

On December 21, 2019, the group held our fourth 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 22, Emily Hoselton assisted with the Yule church service for the congregation.

In January and February 2020 Peoples Pagans updated our mission and covenant rules to align more with the mission, vision, and polices of Peoples Church. In March 2020 the group created our Team Job Description to include with the other groups for the church.

Continuing Needs:

In the 2020-21 year, the group will continue to evaluate the team of leadership and provide support to Earth-based spiritual members of our community.

Peoples Church UU Faith Formation Team

Job Description

Date: Spring 2020

WHO:

The Director of Faith Formation (DFF) along with five members of Peoples Church will serve on the Faith Formation Team (FFT). The members will represent a diverse cross section of the congregation and be appointed by the DFF for 3-year terms. The initial group will have staggered terms to allow for continuity on the team. A person can serve 2 consecutive terms. The chair of the team will be appointed from the members by the DFF.

WHAT:

The Faith Formation Team will:

- ◆ ensure all Faith Formation programs and events are in line with the vision and mission of PCUU
- ◆ foster a cohesive, intergenerationally active learning community;
- ◆ explore new and exciting ideas in Faith Formation;
- ◆ plan for the long term;
- ◆ help the DFF consider and craft Faith Formation policies;
- ◆ help strategize solutions to issues that may impact the smooth functioning of the Faith Formation Program

WHY (PURPOSE):

The Faith Formation Team will work with the Director of Faith Formation to align the Faith Formation program with the congregation's End Statements.

WHEN:

The team will meet monthly.

Faith Formation Teams

Team 1; Children's Teachers

This team shall be recruited by the DFF.

They will implement Children's Programming on Sunday mornings and beyond.

Team 2: Youth Advisors

This team shall be recruited by the DFF.

They will implement the programming for grades 7-12 outside the Sunday Morning Faith Formation period.

Team 3: OWL Teachers

Teachers shall be recruited by the DFF.

They will implement the OWL program for all ages including adult OWL.

FAITH FORMATION TEAM

Chair	Lu Wilcox
2019/2020 Active Members	Amy Bostwick, Lu Wilcox, Jackie Wedeking
Staff	David Wise

Reflecting the mission of the church and our third end statement, the Faith Formation Team '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 Team 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:

The Faith Formation Team had been having a good year until the pandemic hit full force!! Many events had taken place and many more were planned! Unfortunately, those plans have been laid aside until it is safe to meet again.

- ◆ Peoples held a joint day program with the Unitarian Universalist Society of Iowa City/Coralville at Lake McBride in August. It was well attended by families from Peoples and included a scavenger hunt, nature walk, and potluck meal.
- ◆ The Faith Formation program sponsored a pancake breakfast fund-raiser to kick off the Sesquicentennial week in September. Almost all the families and children participated! It was fun and a great way to start the 150th celebration!
- ◆ In October we had the Annual Costume Contest in conjunction with the CUUPS Chili Cook-off fundraiser. Kids and parents enjoyed and there was for the first time in a while a baby category!
- ◆ In February the program sponsored a Soup Lunch following worship. A dozen or so soups were offered, and money was raised for the church budget.
- ◆ Full Family Faith Formation is being encouraged using Soulful Home, family events, and field trips.
- ◆ The families of the Faith Formation Program took a trip to National Mississippi River Museum in Dubuque. More trips were planned but Covid19 caused their cancellation.
- ◆ In March and April the children and families were invited to participate in a common read. The discussion was held via Zoom meetings. Another common read will follow next church year.
- ◆ An All-Church Camping trip in June was planned at Pinicon Ridge in Central City. It will be re-scheduled once the pandemic allows.
- ◆ Plans were in place to hold a training for new Adult OWL trainers in late July. We will look to re-plan the event when it is safe.
- ◆ The Faith Formation Team was asked to help with fundraisers for the congregation. One of those was T-shirt sales. We had one for the 150th Anniversary and two additional designs that are still available.
- ◆ One thing that has been missing from the grounds at Peoples is a mediation space and a place for children to play. That has been a topic of discussion amongst the Team. This year the discussion and plans progressed enough to start getting bids to present to the Board of Trustees. The process begun about the same time as the pandemic. More bids will be obtained once we can do so. The area is envisioned to be as natural as possible. It will serve a dual purpose for the congregation by providing space where kids can play and adults and kids can meditate.

Peoples Church UU Good Neighbors Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

Good Neighbors Team provides church members and others in right relationship with the church occasional help of the type that a “good neighbor” might do and helps the church achieve its ends.

WHO:

The Good Neighbor Team will be made up of 3-4 church members who represent a diverse cross-section of the congregation and will be appointed by the Minister annually. This team reports to the minister.

WHAT:

Outputs:

- ◆ A list of Peoples people willing to assist others.
- ◆ Monthly coordination of requested rides to church, medical appointments, and errands.
- ◆ Accurate up-to-date record of rides provided: limited to 2 per recipient per month, outside of weekly worship.
- ◆ Coordination of other Good Neighbor tasks as needed (supplying a meal, help with moving, heavy lifting, yard work, shovel snow, pet sitting, light household repairs, and household cleaning, etc.)

Outcomes:

- ◆ A strong church community tied together by good deeds and real connection.
- ◆ Peoples people are well supported through the ups and downs of life.

WHEN:

- ◆ This team meets on an “as needed” basis.
- ◆ Individual members rotate as the monthly coordinator.

GOOD NEIGHBORS TEAM

Chair	Kathy Juba
2019/2020 Active Members	Amy Bostwick, Kris Davis , Kathy Juba

Activities of Note:

Approximately ten helpers assisted about seven church members this past year with tasks such as:

- ◆ rides to church services
- ◆ events
- ◆ medical appointments
- ◆ handyman services
- ◆ meals

Not counting rides to church services, assistance was given on the average of approximately six times per month.

The team of coordinators this year met with Rev. Rebecca to discuss writing a job description for Good Neighbors Team as well as discussing ways to improve on our procedures.

Continuing Needs:

Good Neighbors Team 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.)

Peoples Church UU Heritage Team (formerly Archives)

Job Description

Date: Spring 2020

WHY (PURPOSE):

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.

WHO:

Five to ten members of the congregation who have knowledge or interest in the history of the church, as well as those who have organizing and technical skills in the preservation of various kinds of media. The chair will be a member of the team appointed annually by the minister.

WHAT:

Collecting, preserving and sharing the history of Peoples Church

Outputs:

- ◆ Voice or eWeekly articles
- ◆ Publications
- ◆ Presentations to New Member classes
- ◆ Other—displays, and an organized body of church documents

Outcomes:

- ◆ A source of information for ministry teams, staff and the community and an enlightened congregation

WHEN:

The third Monday of the month at 9:30 in the Andre Room

HERITAGE TEAM

Chair	Clarice Krippner
2019/2020 Active Members	Jan Federer, Bill Hart, Faye Glessner, Dorothy Hershner, Clarice Krippner, Marcy Mattison, Bev Philpott, Joye Winey, Ian Phillipot

Mission or Focus of Group:

Collecting, preserving and sharing the history of Peoples Church 1869-2020

Activities of Note:

- ◆ Established Archive Usage policy and signage to support it
- ◆ Continued distribution of **An Overview of the History of Peoples Church Unitarian Universalist 1869-2009** to former ministers, State Historical Society, the Czech and Slovak Museum, The History Museum, and the UUA and various individuals
- ◆ Continued correction to errors in **An Overview** and provided correction stickers to those mailed and made others available at church or through the Voice
- ◆ Served as resource for information and artifacts to staff and ministry teams
- ◆ Assisted in providing items to the Time capsule
- ◆ Provided information to Gazette reporter about church history and involvement in the American Indian trials
- ◆ Preserved archived material electronically
- ◆ Continued photo scan and inventory
- ◆ Collected and organized list of past presidents of the Board
- ◆ 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.

Peoples Church UU Interior Design Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

The Interior Design Team will work with the Minister to ensure all interior spaces adequately support church functions and advance the congregation's mission and Ends Statements.

WHO:

Three to five members of Peoples Church will serve on the Interior Design Team. The members will represent a diverse cross section of the congregation and be appointed by the Minister annually. The chair of the team will be appointed from among the members by the Minister. This team reports to the minister.

WHAT:

Outputs:

- ◆ An annual plan of interior improvements below \$500 to communicate to the congregation.
- ◆ An annual plan of capital upgrades and their funding sources to present to the board.
- ◆ Annual updates to a 5-year capital improvement plan.
- ◆ Ongoing oversight to ensure plan projects stay on track and on budget.

Outcomes:

- ◆ Attractive, coordinated, well-maintained, inspiring, welcoming, and safe interiors.
- ◆ Smooth traffic flow throughout the building
- ◆ Effective space for church functions and staff activities.
- ◆ Building enhancement that stays within the church's financial means.

WHEN:

The team will meet as needed.

INTERIOR DESIGN TEAM

Chair	Jo Wasta
2019/2020 Active Members	Bill Hart, Bill Kilbourne, Joye Winey, Marcy Mattison, Jan Federer, Jo Wasta
Staff	Rev. Rebecca Hinds, Christine Kullander

Activities of Note:

Based upon over 20 survey responses from Peoples' team members and staff, requesting interiors needs, the following projects were completed.

Upper Level Renewed

- ◆ Freshly painted by volunteers: vestibules, lobbies, the Lift, Ely Room & kitchenette
- ◆ Ely Room –
 - 42inch television donated and positioned for Forums
 - library thinned and organized,
 - Children's Corner refined and new furniture donated
- ◆ Chancel furnishings renewed:
 - Ministers' chairs reconstructed and upholstered
 - Ministers' table constructed with some 3rd Ave. pews wood
 - Chalice shelf: stand built and planters purchased
- ◆ New West Entry door – replacing one rusted and insecure
- ◆ Professional signage: entry doors, lobbies and rooms
- ◆ Hall walls decluttering plan enacted, with policy for postings submitted to office

Lower Level Renewal

- ◆ Universal height toilets added in lower Men's & Women's rooms.
- ◆ Andre Room clock

Sesquicentennial Projects

- ◆ Ship-Shape-Saturday –complete facility finishing touches to host the Sesquicentennial event
- ◆ Facility Improvements Display - composed with projects completed since building occupancy as well as near future plans
- ◆ Vestibule globe light bulbs changed to LED

Continuing Needs:

- ◆ ADA compliances studied and stair elevators researched –tabled for future funding
- ◆ Ely Room - new conference chairs researched – tabled for funding
- ◆ Stair handrails - modified for safety (Andre stairway to exit begun)
- ◆ Andre Room - Paint colors and décor plan presented – tabled for future funding

Other Comments:

This team has been disbanded, until future appointments by Rev. Rebecca.

Peoples Church UU Membership Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

The Membership Team will work with the Minister to attract newcomers, support them on their journey to membership, and help integrate them in the life of the church.

WHO:

The Membership Team will be made up of 3-6 people. They will represent a diverse cross section of the congregation and be appointed by the Minister annually. This team reports to the minister.

WHAT:

Outputs:

Annual Outputs:

- ◆ Regularly offer New Member Classes/Orientation with opportunities to join the church in a New Member Service
- ◆ Support newcomers in accessing PCUU social events and other church functions
- ◆ Attend community outreach events (CR Pride, etc.)

Weekly Outputs:

- ◆ Serve as Greeters (Our goal is to have 3 a week)
- ◆ Greeter job description attached
- ◆ Recruit more greeters

Monthly Outputs:

- ◆ Refresh the pews with pens, green cards, prayer cards pledge envelopes, hymnals
- ◆ Maintain and Refresh Membership Bulletin Board

Outcomes:

All who need Peoples Church are able to find us, experience our warm welcome, and begin an authentic spiritual journey with us.

WHEN:

The Membership Team meets on the first Wednesday of the month at 4:30pm at Peoples Church.

MEMBERSHIP TEAM

Chair	Marion Patterson / Linda Levy
2019/2020 Active Members	RC Eichacker, Sheryl Ochs, Linda Levy, Kathleen Mavity , Marion Patterson
Staff	Rev. Rebecca Hinds

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 for our participation. This team’s members participate in the annual Cedar Rapids Pride Festival, as we have done for the last couple of years. This year’s live events will undoubtedly be cancelled.
- ◆ 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.
- ◆ Recruit a few new members for the team.
- ◆ Recruit additional greeters.

Other Comments:

I am currently working with Christine to harness the abilities of PATHWAYS. We could use this program to track where potential new members and current members are on their journey with Peoples Church. We could track when and how often we contact people, the contents of the contact, and the results of the contact. This would be helpful in transitioning people from interested to membership and also to track activities for retention.

The Team is anxious to participate in all activities sponsored by other church ministry teams. We consider these all as potential membership events, to create awareness, welcome new members, and sustain existing members.

PARAMINISTRY TEAM

Chair	Rose Gabe
2019/2020 Active Members	Jan Federer, Rose Gabe, Susie Hauter, Dorothy Hershner, Deb Booth, Kris Davis
Staff	Rev. Rebecca Hinds

Mission or Focus of Team:

The Paraministry Team is 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 team 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

Peoples Church UU Social Justice Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

Peoples Church is deeply committed to social justice. It is one of our core values and a means of expressing our faith in the world. The Social Justice Team will work with the Minister to advance the congregation's Mission and End Statements, annually identify social justice priorities for the congregation and how to make them actionable, and build community partnerships.

WHO:

Five to ten members of Peoples Church will serve on the Social Justice Team. The members will represent a diverse cross section of the congregation and be appointed by the Minister annually. The chair of the team will be appointed from among the members by the Minister. This team reports to the minister.

WHAT:

Outputs:

- ◆ 1 to 2 Services per year related to the social justice area recommended and approved by the congregation at the Congregational Meeting In December.
- ◆ 6 to 8 Forums/Events per year related to the social justice issue chosen by the congregation at it's December meeting.
- ◆ First Sunday Plate Collections each quarter raising between \$400 and \$600 for groups and organizations related to the social justice issue approved by the congregation in December.
- ◆ 1 to 2 partnerships a year developed with organizations related to the chosen social justice issues by the congregation in December.
- ◆ Presence at community events such as Juneteenth and CR Pridefest each year.

Outcomes:

- ◆ Members of the congregation will increase their knowledge about 1 to 2 social justice areas and the intersectionality inherent in issues of oppression.
- ◆ Members of the congregation will attend and participate in forums, events, and activities organized by the Social Justice Team.
- ◆ Members of the congregation will financially support the First Sunday Plate Collection organizations.
- ◆ Members of the congregation will support partnerships with other groups and organizations and participate in activities that will further advance these partnerships.

WHEN: The Social Justice team meets monthly and more often as needed.

SOCIAL JUSTICE TEAM

Chair	Marcia Swift
2019/2020 Active Members	Jan Federer, Rose Gabe, Kathy Juba, Clarice Krippner, Alexandra Leitaker, Paulette Montague, Sharon Stakes, Jim Wasta, Jo Wasta , Marcia Swift

Activities of Note:

- ◆ Created and displayed a permanent Black Lives Matter sign in front of the church (the only church in the community with such a sign).
- ◆ Worked with the St Mark's African Ministries so that our African immigrant neighbors had a place to grow their garden crops on our land.
- ◆ Hosted Caleb Rainey, "The Negro Artist"; an evening of spoken word poetry.
- ◆ Hosted a discussion on white supremacy and racism in UU churches attended by UUs from other cities in Iowa.
- ◆ Began a Forum series on How to Have Difficult Conversations.
- ◆ Viewed the film I am Not Your Negro.
- ◆ Donated approximately \$600 a quarter through our First Sunday Plate Collection to organizations addressing racial injustice.
- ◆ Sponsored with Bethel AME Church the Allen-Lincoln-Douglass Banquet.
- ◆ Table at Juneteenth and CR Pridefest each year.

Continuing Needs:

- ◆ Additional members on the Social Justice Team are always welcome.
- ◆ The Social Justice Team will examine and discuss the needs of our community following the pandemic of 2020 and will work to obtain a commitment from the congregation to aid in addressing these needs.

Peoples Church UU Stewardship Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

The essential functions of the Stewardship Team are promoting generosity within the congregation and conducting the pledge drive for the annual operating budget. Pledges comprise roughly 75% to 80% of Peoples Church UU yearly income.

WHO:

The Stewardship Team consists of the Pledge Treasurer, the Minister, plus an additional 4-6 people who will represent a diverse cross section of the congregation. Team members are appointed annually by the Minister. This team reports to the minister.

In addition, the Stewardship Team works collaboratively with the Finance Team and others as needed for the greater good of the church.

WHAT:

Peoples Church UU divides the yearly pledge campaign into two parts. The **“No Hassle”** part of the campaign consists of a letter, pledge form, supporting information, and return envelope going to active members and friends of the church. The letter asks that the pledge form be completed and returned to the church. Mid-way through the campaign, the **Traditional** or second part of the campaign begins with stewardship training. Stewards are assigned the names of the active members who have not already pledged, given their pledge packets, and asked to contact them to get a completed pledge form from each household.

The Stewardship Team:

- ◆ Asks the Finance Team for the Pledge Goal for the following year
- ◆ Names the campaign for the coming year
- ◆ Reviews and revises the campaign schedule
- ◆ Reviews and updates the pledging membership list and divides them into groups in order to tailor letters to the needs and interests of each group
- ◆ Writes the group letters that will go out to the members in each group as the “No Hassle” part of the campaign
- ◆ Updates the additional information that will accompany the “No Hassle” group letters
- ◆ Assembles the July mailing (e.g., stuffs envelopes with campaign appeal materials) for the Operations Coordinator to send to active church members and friends
- ◆ Communicates with the congregation about the campaign, the pledge goal and campaign progress at Annual Meeting, in Voice and e-weekly articles throughout the campaign and at its end)

Peoples Church UU Stewardship Team (cont.)

Job Description

- ◆ Educates members about how the pledge income supports our End Statements (i.e., partner with others for a fair, just world, create a welcoming spiritual home, practice faith formation activities, support our mission, create transformative spiritual experiences to awaken compassionate action).
- ◆
- ◆ Sends reminder postcards to those not yet pledging
- ◆ Answers pledging questions
- ◆ Assists the minister in planning meaningful, spiritual activities to promote generosity in the congregation

Outputs:

- ◆ Number and list of active members and friends who pledge
- ◆ Total amount pledged for the upcoming year
- ◆ Annual Stewardship Report

Outcomes:

- ◆ The Minister and Treasurer have the information needed to build a sound budget for the upcoming year.

WHEN:

Peoples Church UU uses the calendar year as it's fiscal year. The Stewardship Team begins meeting in the spring (usually March) to begin planning. The "No-Hassle" part of the campaign runs from July 1 to mid-August. The Traditional part of the campaign runs from mid-August to September 30. The Pledge Treasurer submits the pledge total to the Finance Committee for their October meeting.

STEWARDSHIP TEAM

Chair	Bob Butikofer / Judy Price
2019/2020 Active Members	Charlie Cizio, Bryan Davis, Sue Davis, Rev. Rebecca Hinds, Judy Price, Bob Butikofer
Staff	Rev. Rebecca Hinds

Activities of Note:

- ◆ The Stewardship Team worked with the Membership Team to revise the Pledge Form and update information for the church data base.
- ◆ 96% of the Pledge Forms sent to congregants were returned! It is clear from this response rate that we are getting better at talking to each other about money and building stronger relationships.
- ◆ Through the generosity of the Peoples Church members and friends, pledging has increased each of the past four years. Last year, we surpassed our goal of \$163,000 by raising more than \$165,000 in pledges! For the first time in more years than this team can remember, we do not have to draw from reserves in order to pay our bills!

Continuing Needs:

One of our continuing and most challenging goals is hearing back from all the PCUU congregants about their pledge intentions for the coming year. The pandemic has changed the way we can connect with each other safely. The Stewardship Team will need help and patience from the congregation as we learn new ways to contact you, answer questions and receive your pledges.

To that end, if there are members who have time and expertise in web page and social media, we would love to have you join our team and help us reach out to our growing church community.

Other Comments:

The Stewardship Team would sincerely like to thank the stewards, the testimonial providers, Membership Team, graphics and web page volunteers, our church staff, and all who have generously contributed, both through financial and/or time commitments, to the successes of our pledge campaign and the church's financial health. The financial progress we are making is truly heartening and one of several incredibly positive developmental mileposts for our congregation!

VAN VECHTEN GUILD

Job Description of the Group:

The Van Vechten Guild provides support to the church, church members, and the greater community. The Guild is a pledging unit to the church and makes further contributions as needed.

Activities of Note:

- ◆ Within the last year the Guild hosted speakers on various topics including:
 - Robb Hogg on Climate/Water issues
 - Matthew 25
 - Libby Slappey on Friends of the CR Library
 - Bill Desmarais on a Dinosaur Dig in Canada
 - Chains Unlimited.

Due to the COVID19 Pandemic we had no speakers in April and May. In addition to regular meetings, the Guild managed a successful pecan sale in the fall and participated in the 150th Celebration of Peoples Church by hosting a High Coffee.

Beyond the Guild's pledge to Peoples , contributions were made this year to RISE, and Mt. Olivet Mission of Hope.

Continuing Needs:

A meeting place for monthly meetings and advertisement of meeting dates in the church weekly and monthly newsletters.

Other Comments:

The Guild invites anyone to attend meetings. Meetings are held on the 2nd Monday of every month, at noon, except for January, July and August. Attendees bring their own lunch and dessert is provided by a member. Potlucks are held to open and close the meeting season in September and June. A Cookie Exchange is held in December. Guests are encouraged and friends of the church and/or non-members are equally welcome. Dues are \$15.00 per year and a portion of the dues is contributed to a non-profit group or agency in need.

Officers for 2019-2020

President	Ann Woodward	Vice President	Sue Davis
Secretary	Karen Hartlip	Treasurer	Bev Philpott

The Vice-President serves as liaison to the church and manages publicity for the Guild.

Peoples Church UU Worship Arts Team

Job Description

Date: Spring 2020

WHY (PURPOSE):

The Worship Arts Team will work with the Minister to craft meaningful weekly worship services, mentor new Team Members, and advance the congregation's mission and Ends Statements.

WHO:

The minister, choir director and/or music coordinator, along with 6 to 8 additional members of Peoples Church will serve on the Worship Arts Team. The members will represent a diverse cross section of the congregation and be appointed by the Minister annually. This team reports to the minister.

WHAT:

Outputs:

- ◆ 52 high-quality weekly worship services a year including:
 - 1 monthly lay-led service
 - 8 additional lay-led services throughout the year (usually in the summer) while the minister is away on vacation or study leave
 - Weekly set up and cleanup of the chancel.

Outcomes:

- ◆ Each service uses inclusive language and may incorporate music, preaching, spoken word, visual arts, storytelling and/or drama, and floral arrangements into a cohesive whole.
- ◆ Peoples Church members and worship attendees experience transformative spiritual experiences together that awaken compassionate action.

WHEN:

The team will meet once a month (currently second Sunday of the month at 12:15pm).

WORSHIP ARTS TEAM

Chair	Scott Mansfield (deceased), this report completed by Rev. Rebecca Hinds
2019/2020 Active Members	Scott Mansfield, Jude Johnson, Amy Bostwick, Emily Hoselton, Cate Sheller, Paulette Montague, Bryan Davis, Deborah Booth, Kathleen Mavity, Samantha Wilson, Rev. Jorge Montes-Clausen, and Lu Wilcox

Activities of Note:

- ◆ Used Soul Matters monthly theme curriculum.
- ◆ Assisted the minister in planning weekly worship.
- ◆ Worship Arts Team led at least one service a month and all the services in July.
- ◆ After the tragic death of pianist and long-time Worship Associate, Scott Mansfield, we struggled to fill the huge hole he left behind.
 - Bryan Davis graciously took on the job of scheduling special musicians and continues to do so at the time of this writing.
 - Volunteer pianists pitched in to provide hymn accompaniment from October-January.
 - In February pianist Judy Mitschelen came onboard as our “permanent sub.” She is willing and able to play piano for worship every week until we can hire a permanent accompanist. We will advertise the position again Fall 2020.
- ◆ In March when the Coronavirus Pandemic erupted, we had to completely redesign weekly worship.
 - Sunday services moved entirely online.
 - David Wise did an incredible job getting us set up for live streaming worship!
 - We added a level of coverage to our Music License with Christian Copyright Solutions to cover livestreaming.

Continuing Needs:

- ◆ We could always use more members of the team. If you are interested in serving as a Worship Associate let Rev. Rebecca know!
- ◆ We will continue to enjoy the music from weekly guest musicians.

Other Comments:

- ◆ It is unclear when we will be able to gather in person for worship again.
- ◆ The Minister, staff, and Board are paying close attention to the coronavirus situation as it unfolds and will publish a reopening plan which will include a strategy for gathering in worship.

