

**2021-22**

# **Annual Report**



**PEOPLES CHURCH**

4980 Gordon Ave. NW  
Cedar Rapids, IA 52405  
[www.peoplesuu.org](http://www.peoplesuu.org)



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## **No report submitted by the following:**

- ◆ CUUPS
- ◆ Faith Formation Team
- ◆ Heritage Team
- ◆ Interior Design Team
- ◆ Membership Team
- ◆ Paraministry Team

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# BOARD OF TRUSTEES & STAFF

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President

Marion Patterson

Interim Minister

Pastor David Wise

Treasurer

Gary McGraw

Interim Faith Formation Director

Andrea Hawkins-Kamper

Board of Trustee Members

Kris Davis

Sue Davis

Steve Hershner

Marcy Mattison

Erin Ogle

Congregational Administrator

Christine Kullander

Media Specialist

Jackie Wedeking

Pianist

Judy Mitschelen

Custodian

Brian Reeves

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# AGENDA

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- ◆ Call to order - Marion Patterson
- ◆ Chalice stays lit: “In the spirit of continued sacred community we leave the chalice lit as we move into business.”
- ◆ Board presentation on how the congregation has supported “Our Vision Story” – Marion Patterson and Board of Trustees
- ◆ Interim Faith Formation Director’s report - Andrea Kemper-Hawkins
- ◆ Interim Minister's report - Pastor David Wise
- ◆ Search Team update
- ◆ Treasurer's report - Gary McGraw
- ◆ Stewardship Team Update - Bryan Davis
- ◆ Social Justice Team update - Marcia Swift
- ◆ VOTE ITEM: New Board of Trustee Members
  - ◆ Kris Davis
  - ◆ Erin Ogle
  - ◆ Cate Sheller
- ◆ VOTE ITEM: Board President
  - ◆ Steve Hershner
- ◆ VOTE ITEM: Nominating Committee Members
  - ◆ Rich Patterson
  - ◆ Lu Wilcox
  - ◆ Joye Winey
- ◆ VOTE ITEM: By-Laws Clarifications: to reflect the new realities of communication options and how we meet.
- ◆ VOTE ITEM: after by-laws clarifications item, vote to validate past meetings done virtually to respect COVID-19 safety
- ◆ Other Business for the good of the church
- ◆ Closing Words and Extinguish Chalice - Pastor David Wise
- ◆ Adjourn

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# MINISTER'S REPORT

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## Interim Minister—Pastor David Wise

It has been an interesting year!!

COVID is still a concern and has changed the way we do church. It has been amazing to watch the people of Peoples adapt to the new norm. Whether it is in person, Zoom, Facebook, or YouTube, the congregation has adjusted and continues to welcome new people, care for Social Justice, and look for new ways to impact our world.

Among other things this year Peoples has:

- ◆ Adopted the 8th Principle, becoming the 135th congregation and 1st in Iowa to do so.
- ◆ Completed the Solar Panel installation. This has reduced our reliance on Alliant Energy!
- ◆ Ended the year with a budget surplus!! AGAIN!!!
- ◆ Installed a new AV system to allow better quality streaming of worship.
- ◆ Hired a Digital Media Specialist to improve the streaming of worship.
- ◆ Contracted with a consultant to improve the social media outreach of the congregation.
- ◆ Installed a new wi-fi system in the building to allow access throughout.
- ◆ Installed security cameras to help protect the staff, property and the congregation.
- ◆ Added artwork to entry walls.
- ◆ Starting a Banned Book Library.
- ◆ Changed insurance companies after a thorough review of our options. The premium is essentially the same with the key difference being a local agent that can help us when needed.

It is a privilege and honor to serve as the Interim Pastor of Peoples! Karen and I are so appreciative of all the love and care this past year! You are an amazing group!! Thank you for being you and being there for us these past months. I look forward to the future and what it holds for us as a faith community.

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# PRESIDENT'S REPORT

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Board President—Marion Patterson

## ***Living Compassionate Lives Through Spiritual Growth and Just Action***

Creativity and Flexibility are hallmarks of the 21<sup>st</sup> Century. Peoples staff, friends and members have demonstrated these as we have navigated the waters of uncertainty in the wider world.

Care and Compassion are traits Peoples staff, friends, and members have embraced as we have supported each other and the community these past several years, especially the last two.

Past interims, developmental, and current interim ministers, boards, teams of members (i.e. finance, VVG, social justice, music ministry, Good Neighbors, staff) all have helped build and steady our boat as we have rowed together. Past interims reminded us that *our public presence in worship* and the community will draw kind, like-minded people to us. Our developmental minister hired competent, friendly staff and reminded us *we are a beloved community*. Our current interim minister *continues our vision and attends to details* as we bolster our capacity to sail into the future. The interim and settled search teams worked diligently to *compile and present our image to the public and candidates*.

Well done.

Thanks to members who help, remember, and share thoughts, here are some of the ways YOU/WE, Peoples people, have lived our mission. Many of these interweave to form a colorful tapestry of vision and commitment.

## **Living Our Mission**

**Compassionate Lives:** In the past year members have:

Provided Pastor David and Karen meals during David's transplant recovery and rides to some of David's medical appointments. Helped two members of the congregation pack up their houses to move. Provided many rides to medical appointments and errands. Provided members rides to church services and events. Tidied up the building and grounds. Sent notes and made calls of appreciation. Researched details for repairing the siding, roof, securing better insurance and optimal credit card company. We thank all who lent a hand in various ways.

**Spiritual Growth:**

Rich monthly themes by the interim pastor and interim director of Faith Formation, Worship Associates (WA), musicians and pianist help us reflect. Professional and

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# PRESIDENT'S REPORT (CONT.)

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## Board President—Marion Patterson

positive appearances on the chancel lend a certain panache to services. Humorous and Serious deliveries. Delving into sensitive topics compassionately. Music – varied, lively, professional, inviting in youth, providing them with in-person performance options that had been curtailed by COVID-19. The WA and Interim Faith Formation director stepped in to cover services during Pastor David's convalescence. We thank you for these acts of Love and Kindness.

### **Just Action:**

The congregation affirmed the 8th Principle. We live our Covenant of Right Relations by working together and being kind. Continued First Sunday Plate Collections for the current church year: IUUWAN, Fair Fight Action, Common Cause, Interfaith Alliance of Iowa. Members have attended Juneteenth and Pridefest. We engage in UUA regional and national meetings. Conduct congregational book reads and discussions of *Caste and Defunding Fear* and *Braiding Sweetgrass*. Met with members of St. Stephens Church to share how our Social Justice Team educated ourselves and the congregation on systemic racism and white supremacy. Continue active participation in the Interreligious Council of Linn County. Write advocacy letters to legislators and media. We applaud your commitment.

### **Our Ends or Goals:**

Where, several years ago, we stated we wanted to go. Some areas you read above. Again, all these actions weave together to form a rich tapestry of commitment.

**Community:** Various media presence reaches the community. Programs we initiate or take part in help us be seen. Peoples ads in the paper. Participate in Juneteenth, Pride Fest, and Vigils following violence. Return of forums that bring in community businesses and experts. Visioning and Caring for our church home, thus making it appealing and welcoming. Contracting with local businesses to help improve Peoples home. This supports local businesses and leads to increased visibility by some who would not have known about Peoples. Working with St. Marks African Garden Ministry and Voices of Christ services. We thank all who serve.

**Communications:** Improving technology for services and within the building.

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# PRESIDENT'S REPORT (CONT.)

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## Board President—Marion Patterson

Installing safety technology. Using varied media to promote Peoples including traditional (newspaper) and increasing social media presence. Updating the directory to enhance member communications. Refining congregational record for ministerial search. Positive attitudes with kind ways to talk with each other. Volunteer hymn leaders, technology assistants, and greeters. Updates from search team and worship associates. Eweekly that supports The Voice. Forums with varied topics and leaders. Visioning and creating through dedicated work our church home. Return of social activities that gives us time to talk in 3-D! We thank all who quietly dedicate themselves to our success.

**Finance:** Reducing expenses to use monies wisely. (i.e. doggedly pursuing optimal price for contractors' work; upgrading the electrical and HVAC systems; repairing roof; installing efficient dish washer, lights, sensors, and solar.) These background efforts resulted in special and regular generous contributions for special projects (i.e. carpeting and solar) from members and friends. Our growing endowment provides funding for ministerial positions. Changing banks better serves our financial needs. We thank visionary staff, friends, members, and board who have made these happen.

**Governance:** Comprehensive and thoughtful interim and settle ministerial searches. (These turned out differently than anticipated, and we will be all right because we have steady governance and dedicated leaders.) Policy Governance allows all to participate, remember basic roles, support each other, conduct business efficiently and, thus, continue to live our mission as a congregation. Congregation is the hull of the boat and empowers the board with by-laws and policies to help set visionary course. The ministerial team holds the vision and mission as they work with everything from quality services to "getting our ducks in a row" by attending to details. The board and varied teams construct and maintain different parts of our "boat." We thank their tireless work as we live together in covenant.

**Membership:** Yes, we would like more members. Engagement by members and friends is what matters. We have grown. Small groups have interacted virtually and now shift to in-person while maintaining those virtual options. Greater public visibility. Even during the pandemic Peoples people were visible in Black Lives Matter, Juneteenth, Pride Fest, the Interreligious Council of Linn County, and in

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# PRESIDENT'S REPORT (CONT.)

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Board President—Marion Patterson

wider via Facebook Instagram, YouTube, Twitter. Volunteer presence in worship has increased with hymn leaders and tech assistants. Return of The Seder and forums. Caring for our physical church home. Thank you all. And, welcome to those who more recently have attended. May we all grow together.

A big **Shout Out** to all for their quiet acts of Love and Kindness.

Creativity and Flexibility are indeed hallmarks of the 21st Century. Above are some ways that Peoples members have demonstrated these. May it be so.

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# MINISTERIAL SEARCH TEAM

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Robyn Miessler-Kubanek

It's been a busy, sometimes hectic – while also fun, exciting, and rewarding – 10 months for the Search Team. We met for the first time on August 13, 2021, to begin an amazing whirlwind of activity. It's unfortunate that none of us thought about tracking our hours just to have a realistic understanding of the time commitment future search teams should plan for.

Below you will find a summary of our search outcomes, while on the next page you will find a broad summary of our activities and process.

Huge thanks to everyone who participated in the search process. The Team could not have put together our Congregational Record without immense help and support. While we're disappointed that we did not match this year, we're excited to continue this work to find a great minister for Peoples Church in the future.

Warmly,

Steve Hershner  
Kathleen Mavity  
Laura McGraw  
Robyn Miessler-Kubanek  
Susan Petersmith

## **Ministerial Search Outcomes**

Peoples Church received 5 applications. Of those five applicants:

- ◆ 1 withdrew almost immediately for unspecified reasons.
- ◆ 1 withdrew after the screening interview due to a family emergency.
- ◆ 1 the Search Team dismissed as not a desired fit for Peoples Church.
- ◆ 2 visited Cedar Rapids as pre-candidates. Of those two:
  - ◆ One withdrew after deciding to focus on Interim Ministry.
  - ◆ One accepted a position with another congregation.

## **Next Steps**

- ◆ Reform the Search Team with one or more new members.
- ◆ Review changes to the UUA Search process, if any.
- ◆ Create follow-up questions for the congregation, as needed.

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# MINISTERIAL SEARCH TEAM (CONT.)

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Robyn Miessler-Kubanek

## ***Peoples Church Search Team Summary of Activities***

- August 2021*
  - Scheduled weekly meetings.
  - Began organizing information needed for Congregational Record.
- September*
  - Attended Team Retreat with a facilitator provided by the Unitarian Universalist Association (UUA).
  - Developed and distributed Congregational Survey.
  - Requested additional information from specific individuals/groups.
- October*
  - Analyzed survey responses for gaps and additional questions.
  - Facilitated Small Group Discussions.
  - Created a draft Settled Minister Contract.
  - Began writing the Congregational Record.
- November*
  - Hosted “Beyond Categorical Thinking” workshop.
  - Submitted Congregational Record and Draft Contract to the UUA Transitions Office.
- December*
  - Congregational Record and Contract made available to Ministerial Applicants.
  - Developed screening interview questions and evaluation rubric to compare applicants.
- January 2022*
  - Reviewed Ministerial Records, conducted screening interviews, interviewed references, and decided which applicants to invite further into the review process.
- February*
  - Scheduled two pre-candidate interview visits and organized itineraries.
  - Developed pre-candidate interview questions.
- March*
  - Met with pre-candidates and interviewed additional references. See outcomes above.
- April*
  - Met with the UUA Transitions Director to discuss next steps.
  - Confirmed participation in the 2<sup>nd</sup> Round of Search but did not receive any new applications.

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# FAITH FORMATION

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Interim Director of Faith Formation—Andrea Hawkins-Kamper

## **Activities of Note:**

The Restarting of in-person children's faith formation before in-person worship was a huge milestone on the congregation's shared journey towards full re-opening. The move to virtual Faith Formation and in-person, outdoor, socially distanced events for two years prior was a big strain on many of the youth. Returning to known social events with their peers has been very good for their sense of well-being.

The Annual Easter Egg Hunt also returned this year. While it was delayed for one week due to weather, the youth who participated had a very grand and very memorable time.

We held two Faith Formation events at local libraries. These were very memorable and well-attended affairs, with the youth fanning out into the library when class broke for the day.

Our work here, once classes restarted in person, with the Signs of Our Faith curriculum was well received and appears to have been a good catalyst for the formation of UU identities.

## **Continuing Needs:**

The Director of Faith Formation normally works in partnership with the Religious Education Council on planning activities and courses throughout the year. Due to the mid-year re-start, staffing challenges, and ongoing pandemic-related concerns, it was not possible to re-engage the RE Council this year at previous year's levels. This needs to be a top priority with the coming church year.

## **Other Comments:**

I would highly recommend reaching out to chapter churches in the Hawkeye cluster and partnering with their DRE/DFFs about creating Youth Events in the vein of a lock-in. It is something I believe would be very good for many of our youth to expand and deepen their friend networks beyond school/local neighborhoods, while also deepening into a progressive, liberal religious UU identity. The return of the Boston trip will also help with engagement and ownership.

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# OFFICE REPORT

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## Congregational Administrator —Christine Kullander

### Office Communications

- \* Manage our new website.
- \* Maintain our database and Mailchimp mailing list.
- \* Monthly/Annual reports to the Board.
- \* Ensure timely submission of updated holiday advertising to the Gazette.
- \* Generate weekly newsletter – eWeekly or the Voice.
- \* Ensure the Order of Service email is sent each week.
- \* Prepare worship slides.
- \* Contacted a variety of churches to discuss the success of their worship service newspaper advertising versus their social media outreach.
- \* Create flyers used in our newsletters and on our main bulletin board.
- \* Enter events into the church calendar. A monthly calendar is included in the Voice and the eWeekly has items for the forthcoming week and items of import for the coming weeks.
- \* Assist with email and phone inquiries.

### Facilities

- \* July 2021 new roof shingles installed (from derecho damage) this facilitated the solar panels being installed shortly thereafter. Information and pictures of new roof and solar panels sent to our insurance company to ensure adequate coverage.
- \* August 2021 the west side fence was replaced (lost to derecho)
- \* Ensured annual inspections are conducted – lift, emergency lights, smoke detectors, fire extinguishers, fire panel.
- \* Obtain bids for facility repairs/upgrades. In this time period, specifically: new smoke detectors that will be linked to the fire department, security cameras (exterior entrances and in nursery), main floor hallway carpet.
- \* A congregant managed the sale of the stained-glass windows from the former church.
- \* Reviewed area churches rental fees relating to weddings to ensure we are competitive.
- \* Track gas and electric utility expense monthly and include in the monthly board report.

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# OFFICE REPORT (CONT.)

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## Congregational Administrator —Christine Kullander

- \* A new snow removal company was hired after the previous company had to stop their service.
- \* Work closely with our custodian to ensure the building is properly maintained and that seasonal actions occur.
- \* Arrange extra cleaning when necessary. e.g., carpet cleaning
- \* Ensure mowing and snow removal continue in a timely manner.
- \* A new couch was purchased for the Studio.
- \* Assisted with the process of obtaining bids for a new insurance carrier for the building and grounds.
- \* Purchase cleaning/facility supplies.

### Office Administration

- \* Assist the Minister and DRE as needed.
- \* Annual recertification with the UUA (3 of us have a role in this)
- \* Bi-annual recertification with the Iowa Secretary of State.
- \* Supporting the Board of Trustees with the Annual Meeting mailing and Annual Report compilation/distribution.
- \* Gathering/printing material to support the Stewardship team in the annual campaign.
- \* Serve as primary contact for building rental.
- \* Liaison with Voices of Christ in their long-term rental and use of our building.
- \* Maintain worship music and worship calendar spreadsheets for internal use and for timely CCS license reporting.
- \* Process payment for guest musicians.
- \* Update the UUA magazine subscription list annually.
- \* Arrange HyVee holiday meals for those congregants in need.

### Other

We had a seamless transition to our Interim Minister! It continues to be a genuine pleasure to work with Pastor David in his new role.

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# TECHNOLOGY & MEDIA REPORT

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Media Specialist—Jackie Wedeking

<b>Committee or Group</b>	Technology and Outreach
<b>Chair</b>	Jackie Wedeking
<b>2021/2022 Active Members</b>	Jackie, Bill Hart, Bryan Davis, Cate Sheller, Robyn Kubanek, Gary McGraw

## **Job Description of the Group:**

We work to improve and streamline our technology and social media efforts. This includes the broadcast over Zoom, YouTube, Facebook, and in the sanctuary.

## **Activities of Note:**

- ◆ The church hired Jackie Wedeking to be a point person, troubleshoot technology problems, and train volunteers.
- ◆ We installed and started using a new software called vMix. This has greatly helped improve the quality of our broadcasted services and the ease for the operator.
- ◆ We started broadcasting on Facebook as an additional platform.
- ◆ We created and maintained a Twitter and Instagram account.
- ◆ We grew our Facebook following by 100 followers.
- ◆ Jackie created a AV guide for use in her absence.

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# TREASURER & FINANCE TEAM REPORT

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Treasurer—Gary McGraw

<b>Committee or Group</b>	Finance
<b>Chair</b>	Gary McGraw, Treasurer
<b>2021/2022 Active Members</b>	Bob Butikofer, Judy Price, Rich Patterson, Doug Ogle, Charles Cizio (Pledge Treasurer), Pastor David Wise (ex-officio)

## Job Description of the 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 monthly reports to the Board of Trustees (BoT).
- ◆ Oversee investments with RBC Money Fund, Veridian Credit Union 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 2021-2022 the church continued in its Developmental Ministry goal of achieving long-term financial stability.

- ◆ We finished 2021 with a **surplus** of \$17,665! This was due to strong pledge payments from our members, endowment income and less than expected expenses. This surplus was allocated to ministerial search expenses.
- ◆ We have maintained adequate cash reserves, while funding building improvements. These investments will save us money in the long run and contribute to the congregation having a safe and energy-efficient building.
- ◆ We installed photo-voltaic solar panels on the roof. The funding for the PV project is the result of the generosity of several members and is resulting in substantial savings on our electrical bills.

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# TREASURER & FINANCE TEAM REPORT (CONT.)

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## Treasurer—Gary McGraw

- ◆ Our Endowments now total in excess of \$1.05M and are contributing a significant portion of our operating income.
- ◆ We opened new accounts with Veridian Credit Union. We switched credit cards from US Bank to Veridian to lower overall costs and get better oversight on spending. We will also be closing our account with RBC and transferring to Veridian, as the rate of return we can obtain on money markets and CDs is insufficient to justify paying the RBC's management fees.
- ◆ We have continued to operate the committee based on the congregation's policy-based governance and our committee policy document. This is a on-going journey, but we are making good strides in this practice.

### **Continuing Needs:**

Additional people to help with the weekly deposit, join the committee, or participate in Stewardship Campaign. Besides providing an important service to Peoples, serving on the Finance Committee provides an opportunity to learn about the functioning of non-profit organizations, which is useful experience, both personally and profes-

# MINISTRY TEAMS

## **Ministry Teams**

20 Good Neighbors Team

21 Social Justice Team

22 Stewardship Team

23 Van Vechten Guild

24 Worship Arts Team

26 Worship Music Team

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# GOOD NEIGHBORS TEAM

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<b>Committee or Group</b>	Good Neighbors
<b>Chair</b>	Kris Davis and Kathy Juba
<b>2021/2022 Active Members</b>	Kris Davis, Kathy Juba, Judy Price, Charlie Cizio, Joye Winey, Bryan Davis, Bob Butikofer, Sue Davis, Steve Hershner, Marta Hershner, Kathleen Mavity, Karen Pierce, Bill Hart, Robyn Miessler-Kubanek, Brenda Meshak

**Job Description of the Group:** Good Neighbors provides church members and others in right relationship with the church occasional help of the type that a “good neighbor” might do.

**Activities of Note:**

Five members of our congregations were given assistance a total of 32 times by 15 people. These numbers do not include rides to church services on Sunday which happens most Sundays. The numbers DO include such tasks as rides to medical appointments, banks, grocery stores and other various locations as well as helping with packing to move and providing meals.

**Continuing Needs:**

We would benefit from at least one more person to be a contact for Good Neighbors as well as additional people willing to help out with a Good Neighbors’ type task occasionally.

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# SOCIAL JUSTICE TEAM

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<b>Committee or Group</b>	Social Justice Council
<b>Chair</b>	Marcia Swift
<b>2021/2022 Active Members</b>	Clarice Krippner, Laura McGraw, Kathy Juba, Rose Gabe, Jan Federer, Jo Wasta, Jim Wasta, Isaac Kurth

**Job Description of the Group:** The Social Justice Council guides the congregation each year in selecting an area of social justice for action during the upcoming year. The SJC initiates programs, activities, and alliances related to the social justice issue being explored.

**Activities of Note:** 2021-Formation of the 8th Principle Task Force and adoption of the 8th Principle unanimously approved at our December Congregational Meeting. Continued support and allyship of Black advocacy groups. Book discussions on Caste: The Origins of Our Discontent by Isabel Wilkerson. Participated in Juneteenth. Held Forums with representatives of organizations who were recipients of First Sunday Plate Collections. Supported formation of Police Citizens Review Board. Presentation on PCUU racial justice actions to St Stephen's Lutheran Church and participation in Listening Alliance.

2022-Book discussions on Defund Fear: Safety Without Policing, Prisons, and Punishment by Zach Norris. Book discussions on Braiding Sweet Grass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants by Robin Wall Kimmerer. Forums on Afghan schools and Gun Violence Intervention in CR. Participating in local gun violence intervention training and a local voting rights coalition.

**Continuing Needs:** Continued growth in membership on the Social Justice Council. Development of an 8th Principle Embodiment Committee. Volunteer participation in get out the vote efforts for the upcoming election in November.

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# STEWARDSHIP TEAM

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<b>Committee or Group</b>	Stewardship Committee
<b>Chair</b>	Bryan Davis
<b>2021/2022 Active Members</b>	Bryan Davis, Judy Price, Charles Cizio, Brenda Meshak, Bob Butikofer, Pastor David Wise

## **Job Description of the Group:**

The Stewardship Team's roles are promoting generosity within the congregation and conducting the annual stewardship campaign which accounts for 75 - 80% of the operating budget.

## **Activities of Note:**

The stewardship campaign for the fiscal year 2022 began July 1, 2021 with the "no hassle" phase that ran through August 15 when the "conventional phase" began. Between then and September 30 people who had not yet made a pledge were contacted directly by phone, email, and text. The campaign was very successful, raising \$175,429, exceeding the pledge goal of \$171,000, resulting in a 5.1% increase over the previous year. Well done, Peoples Church!

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# VAN VECHTEN GUILD

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<b>Group or Committee</b>	Van Vechten Guild
<b>Chair</b>	Ann Woodward
<b>2021-2022 Active Members</b>	15-20

**Mission or Focus of Group:** The focus of Van Vechten Guild is to provide support to the church, church members, and the greater community. The Guild is a pledging unit to the church and makes other contributions as needed.

**Activities of Note:** Within the last year the Guild hosted speakers on various topics including: Karen Wise from Foundation II, Jenny Bosking from the ARC, Sara Zejnic on Refugee Resettlement at Catherine McAuley. This month we will meet at Groundswell for special lunch and presentation. Last fall, when the church was closed due to Covid precautions, the group met at Noelridge Park, weather permitting, for socialization. In November we hosted members of the Ministerial Search Committee.

We held a successful pecan sale over the winter holidays and will continue sales for the 2022 holidays.

Most meetings we hold an impromptu discussion on books recently read by members.

**Continuing Needs:** A meeting place at Peoples Church for our monthly meetings and advertisement of the meeting dates in the church weekly and monthly newsletters.

**Other Comments:** We invite anyone to attend our meetings which are held on the 2<sup>nd</sup> Monday of every month at noon, excepting July and August. Friends and non-members of the church are also welcome. Dues are \$15.00 and a portion of the dues are contributed to local community non-profit groups. This past year, due to Covid restrictions, we did find attendance lower. As of February, we are again meeting in the McGraw Kitchen area and hope to restore our membership. At present we are assisting the Peoples Church landscaping committee. The Guild has received memorial funds and hopes to develop a Memorial Garden with those funds.

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# WORSHIP ARTS TEAM

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<b>Committee or Group</b>	Worship Arts Team
<b>Chair</b>	Pastor David Wise
<b>2021/2022 Active Members</b>	Bryan Davis, RC Eichacker, Jim Federer, Emily Hoselton Kathleen Mavity, Deborah Maynard, Paullette Montague, Angie Pierce-Jennings, Cate Sheller, Pastor David Wise

The Worship Associates are a fantastic group of people.

This past year they have done more than ever before and done it well! They, with Andrea, handled the services while I was out recuperating. Not only did they do all those services, they have continued to be responsible for 1 service a month, and are the main helpers for Jackie with the tech duties.

In all of my years in ministry they are by far the best group of laity I have worked with and I am so very grateful for the leadership they have provided this past year.

## **Job Description of the Group**

The Worship Associates work with the Minister to intentionally craft and participate in worship services.

The goal is to help listeners, no matter what their spiritual path, to connect with something bigger than themselves (AKA the Divine, for the non-humanists 😊).

## **Activities of Note**

- ◆ Brainstorm ideas for sermon topics in our monthly WA meetings with the Minister.
- ◆ Serve as reader and overall assistant when the Minister leads service.
- ◆ Create and lead the service, including the sermon, on the Minister's Sunday off. (This is on a purely voluntary basis - no one is ever assigned a service.)

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# WORSHIP ARTS TEAM (CONT.)

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## **Continuing Needs**

People who are interested in exploring this type of lay ministry, can commit to attend and actively participate in monthly planning meetings, and are willing to assist at services and to push past any discomfort to share their unique message by leading an occasional service.

## **Other Comments**

The Worship Arts team is like a mini-Peoples when it comes to spiritual diversity. We've got your pagan, your recovering Catholics, and your Buddhist-leaning humanist, among others. As far as backgrounds are concerned, there are people who in past lives have been engineers, therapists, teachers, nurses, and more.

In other words, there is no "right type" of person who can meaningfully and powerfully contribute to spiritual life at Peoples. If you've been telling yourself you "don't have what it takes to do that"...just stop that right now. Talk to any of the current WA team members and see if it's time to expand your comfort zone just a tad.

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# WORSHIP MUSIC TEAM

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<b>Committee or Group</b>	Music Ministry
<b>Chair</b>	Bryan Davis
<b>2021/2022 Active Members</b>	Bryan Davis

## **Job Description of the Group:**

The purpose of the music ministry is to deepen the worship experience and add zest to the church community with music that illuminates our values and the spiritual side of life.

## **Activities of Note:**

Special music has continued to be the focus of the music ministry in 2021. A pool of 17 musicians and groups, some church members and others from outside the church, have enlivened Sunday services with a variety of musical experiences. New technology has enabled us to retain musicians that can only perform remotely using virtual means for the benefit of our in-sanctuary as well as online audiences. One special item of note was the third annual Varieties of Awe concert that took place on January 2, 2022, showcasing a number of acts that started the new year on an upbeat note.

## **Continuing Needs:**

**The ever continuing need is to keep funding for the music ministry at a level sufficient to continue the quality and variety the church has come to expect.**

## **Other Comments:**

It is hoped that the choir can be revived, bringing back that valuable facet of the music ministry that was shut down because of Covid and is sorely missed.

