

Annual Report 2020



**January 31, 2021
Congregational Meeting**

Annual Report of the Senior Pastor

Shawnthea Monroe, Senior Pastor

The Plague Year

Annual reports aren't just newsletters for the annual meeting. They are meant to be historical records, a document that describes the state of the church in a particular moment in time. When I sat down to write this piece, I wondered what words I could use to capture the last twelve months at The Peoples Church. Do we call this year unexpected? Challenging? Extraordinary? Unprecedented? These words have become so commonplace that they've lost their power to convey meaning.

How do I describe the feeling of standing at the lectern and looking out into a dark and empty sanctuary on Sunday morning? Who wants to hear me complain about being robbed of my first blissful year of ministry in a new call? Is there a phrase that captures the pain of not being able to visit the sick or embrace the grieving? What can be said about a year that was shrouded by a pandemic, to say nothing of violent political movements and a crippled economy? In January of 2020, I looked towards the coming year with anticipation and hope; in January of 2021, I look towards the coming year with anxiety and trepidation.

On Wednesday, President Joe Biden gave an inaugural address that helped ease my troubled mind. In it, he talked about unity and said something that really struck me. Biden spoke of the difficult times our nation has faced, times of hardship, conflict, and loss. Then he said, "In each of these moments, enough of us — enough of us — have come together to carry all of us forward, and we can do that now."

That got me thinking about the past year in a new way because even in the most difficult times, there were people in this church who stepped up and helped carry us forward. I want to thank Pastor Drew Filkins and Andy Mayville, who figured out how to put worship on-line in the course of 48 hours last March. Where other churches struggled, we moved seamlessly to streaming worship. I want to thank Haley Hansen, our summer pastoral intern, who stepped into leadership with the campus ministry and visitation. Haley found new and creative ways to reach our isolated church members and express our care and love. I give thanks to God that Rev. Penny Swartz agreed to come out of retirement and serve as our minister for pastoral care. Penny has brought a sense of peace and calm to a staff in transition. And what can I say about Judy Kabodian, our intrepid and unstoppable organist extraordinaire? Judy has single-handedly arranged things so we have inspiring music Sunday after Sunday.

Our preschool, which was closed for nearly four months, opened again on July 6th — earlier than many other programs. The teachers, students and families all had to learn new routines in order to maintain the highest levels of safety, but they did it. We ended the year with full enrollment and no cases of Covid-19 transmission in the school — something that few other programs achieved. I give special thanks for our preschool leadership team: Dana Johnson, Michelle Clingenpeel and Lindsey Bramlet. They did extraordinary work this year.

I also give special thanks for you, the members and friends of The Peoples Church. In the midst of a challenging time, you did not lose faith. Sunday after Sunday, you tuned in to join us for on-line worship. In fact, there have been more people viewing our services on-line than ever walked through the doors of the sanctuary. You did not stop making financial contributions to the church and many people even exceeded their pledges. This allowed us to continue to feed the hungry on Wednesday nights, buy Christmas gifts for Edgewood Village, and provide support for front-line service organizations. We were worried that no one would participate in Undie Sunday, you dropped off so many pairs of t-shirts, socks and underwear that it exceeded all expectations. When we thought no one would want to provide "virtual" food baskets for Thanksgiving and Christmas, you came through with donations that allowed us to feed everyone who asked for help. 2020 was a tough year, but your faith, compassion and generosity more than met the challenges.

What will we do in 2021? I cannot say for certain, but I know we will do some things. We will call a new associate pastor. We will deal with the on-going construction all around our building. We will eventually figure out how to return to the sanctuary after a prolonged absence. Besides that, I am not sure what the next year holds for us or what God calls us to do. What I do know is that this congregation is ready and able to meet any challenge. Somehow you all knew that the church is not really a building in which you worship; the church is a community – a family – that cares, serves, and loves in Christ's name. Our worship may be virtual, but our love is tangible. Thanks be to God

Minutes of the January 26, 2020 Congregational Meeting

Robert Cantrell, Chair, Council of Elders called the meeting to order on January 26, 2020 after the 10:30 a.m. service. Clerk Thad Morgan then declared there to be a quorum present of Church members sufficient to conduct the meeting. A motion was made and seconded to approve the agenda. The motion passed unanimously. Treasurer Ken Beall presented the proposed 2020 budget, as approved by the Council of Elders, and answered questions about the budget. A motion was made and seconded to adopt the proposed budget. The motion passed unanimously. No further business was conducted, and the meeting was adjourned with the sending hymn "Go to the World" and benediction.

Respectfully submitted,
Thad Morgan, Clerk

Minutes of the November 8, 2020 Congregational Meeting

Robert Cantrell, Chair, Council of Elders called the meeting to order following the 10:30 a.m. service. A quorum sufficient to conduct the meeting was declared. A motion was made to approve the agenda. The motion carried unanimously.

Chairperson Cantrell introduced the following slate of candidates who were unanimously elected after a motion, second and vote.

For Elders (3-year term, beginning Jan 2021):

Diane Shafer
Patty Brookover
Kim Schramm
Mary West
Mark Mellor

For Nominating Committee (2-year term, beginning Jan 2021):

Margaret Tassaró, Mary Anne Larzelere, Kay Ekye-Addai, Grimaldo Robles

For Denomination Representatives (term beginning Jan 2021):

Susan Kilmer - Methodist; Jim Dalley - UCC; Joan Wright - Presbyterian; Phyllis Grummon - American Baptist

Chairperson Cantrell thanked the outgoing Elders for their service to the Church. There were no questions, comments, or new business. A motion was made seconded to adjourn the meeting. The motion passed unanimously and the meeting was adjourned with a closing prayer.

Respectfully submitted,
Thad Morgan, Clerk

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Clerk's Statistical Report January 1, 2020 to December 31, 2020

Thaddeus Morgan, Clerk

Total Membership as of January 1, 2020			895
Letter of Transfer (In)	3		
Baptism/Profession of Faith	0		
Reaffirmation of Faith	15		
Confession of Faith/Confirmation	<u>7</u>		
TOTAL			25
Members removed by request	23		
Letter of Transfer (Out)	2		
Deceased	<u>18</u>		
TOTAL			-43

Total Membership as of December 31 **877**

Baptisms	5	
Marriages at The Peoples Church	1	
Funerals/Memorials at The Peoples Church	6	

Service to the Wider Community

Funerals/Memorials	1	
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We remember with deep appreciation and love the servants of God and members of The Peoples Church who died in 2020:

John Behrendt	January 20	Martha Simonds	June 25
Jean Draper	February 22	Jack Draper	July 7
JoAnn Hacker	March 28	Frances Kaneene	August 6
Robert Newbury	May 1	Jeanne Cargill	September 11
Thelma Hansen	June 8	Iola Zick	September 26
Audrey Martin	June 11	Sharon Dawson.	November 29
Martha Grambau.	June 12	Darold McCalla	December 9
John Wales	June 13	Bill Woolsey	December 9
Bill Townsend	June 23	Ron Mitchell	December 30

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The Peoples Church				
PROPOSED 2021 GENERAL FUND BUDGET				
	2020	2020	Proposed 2021	
	Budget	Actual	Budget	Notes
Revenues and Support:				
Contributions:				
1	\$ 700,000	720,111	\$ 635,000	
2	100,000	91,597	65,000	
3	800,000	\$ 811,708	700,000	
4	105,000	105,252	105,320	
5	1,275,000	965,714	1,275,000	
6	6,000	9,918	10,500	
7			323,300	A
8		82,068	-	
9	\$ 2,186,000	\$ 1,974,660	\$ 2,414,120	
Expenses:				
10	\$ 745,000	\$ 734,768	\$ 746,000	
11	30,000	21,424	30,000	
12	8,000	5,438	8,000	
13	60,000	55,264	65,000	
14	17,500	13,073	14,500	
15	7,000	6,085	7,000	
16	1,500	232	1,000	
17	61,000	62,357	63,000	
18	256,000	244,841	287,000	
19	1,000,000	977,021	1,014,000	
20			32,330	
21	\$ 2,186,000	\$ 2,120,503	\$ 2,267,830	
22	\$ -	\$ (145,843)	\$ 146,290	B

Note A - The Church applied for and received a PPP loan in the amount of \$323,300 in April, 2020 to help cover income lost from preschool operations during the pandemic. The church applied for forgiveness of the loan and on January 20th was advised the entire loan had been forgiven. It is proposed that 10% of the forgiven amount be reserved and repurposed for uses to be determined by

Note B - The 2021 budget surplus net of the 10% reserve and the 2020 actual shortfall is \$447.

Annual Report of the Elders

Chairperson of the Council of Elders, Bob Cantrell

January started with great expectations with our new senior pastor Dr. Shawnthea Monroe taking the call to serve The Peoples Church a few months earlier. She and family had settled in with the mission to continue God's work in our church and community. Unexpectedly, we had to immediately deal with adversity. The Council had met in January and February at the Church getting 2020 underway and then the pandemic brought restrictions and dramatic changes to be made quickly. With creativity and urgency our Church met the challenge and with dedication and commitment we adapted and found ways to continue Christ's work to the congregation and community. Our church service became an online event with a link to connect members and others across the nation. Our Ministries adapted and continued their important mission work with online virtual meetings. The Council of Elders also adapted to virtual meeting technology. It has worked smoothly and efficiently due to our responsive church staff and the Council's dedication to our Church's mission.

The Preschool program shut down due to Covid-19 restrictions. All safety guidelines were quickly implemented for church staff and operations. We can take pride in how the ministries, the church staff, and the congregation responded by making the adjustments necessary to continue the church's mission. With the closing of the church preschool, immediate action was taken to allow the church to participate in loan and grant programs available to help secure funding for the church staff and the preschool teachers to lessen the financial impact on them and their families. Special recognition goes to Dee Przybylski and Ken Beall who took those immediate steps to successfully apply for the grants. Also, Dana Johnson our preschool director, took the initiative to secure grants for the teaching staff; and she and her staff maintained contact with our school parents so that when we were allowed to reopen, it went smoothly and efficiently. The ministries will all summarize their efforts. It can be said the way the year progressed was a tribute to the leadership and commitment by a very dedicated church family. Our support from the congregation was second to none, as we all closed ranks in Christ's name and His love carried us through a hard time in the life of the church. Adaptability was the order of the day. The Peoples Church responded and in many ways became stronger.

Over the past several years, conscientious members of the church formed an ad hoc committee to monitor the commercial development near the church and to assure the interests of the church are being met. The Council of Elders formalized this ad hoc committee, and Dave Ledebuhr became the Chair of The Peoples Church Development Committee. The duties include working with and understanding the plans of commercial developers and the City of East Lansing. We have a historic place of worship, and we can feel secure that the interests of the congregation are being looked after with the formalization of the committee.

We long for the day when we can all meet again at The Peoples Church with gratitude and appreciation for the blessings with which we have been bestowed. We can patiently continue as we did this past year and build on the strengths we acquired. It has been an honor to serve The Peoples Church this past year as your Council of Elders Chair. We head into 2021 in the capable hands of Kari Naghtin taking over the Chair responsibilities. Blessings to all.

Members of the Council of Elders 2020: Robert Cantrell; (Chairperson), Kari Naghtin,(Vice Chair), Ken Beall (Treasurer), Cal Kerr (Personnel), Thad Morgan (Clerk), Robert Cantrell Stacy Gronowski, Kate Jones, Rob Privette, Diane Shafer (2020); John Lindley, Dottie Spousta, Brad Williams, Ken Beall, Nancy Wilson (2021); Carol Dooley, Bev Mason, Mary Nowak, Bob Watson, and Richard Comstock (2022).

Christian Education Ministry

Carol Dooley, Chairperson

Our ministry members include: Pastor Drew Filkins (Pastoral Leader/Adult Ed.), Michelle Clingenpeel (Preschool), Joe Kennedy (Jan.-July) and Elisha Smith (July-Dec.) (Youth), Kathi Mitchell (Children), Liz Reed (Music), Carol Jacobs (Library), Stacy Gronowski and Beth Lundy. The Christian Education (CE) program started the year with its usual busy activities, but due to the Covid-19 restrictions all in-person programs were cancelled in March. All programs continued virtually or with ZOOM meetings.

The preschool was closed at the end of March and reopened July 6 with many Covid-19 safety protocols in place. It has remained open successfully to date. Most Adult Ed. groups continued to meet virtually. Joe Kennedy finished his 3-year ministry with our youth in July. Our Ministry was able to hold an outdoor farewell gathering at our July meeting. At that meeting we also welcomed Elisha Smith as the new Youth Director. Elisha has done a fine job of engaging our Middle and High School youth groups both outdoors and virtually. Kathi Mitchell worked hard to keep the children and parents involved through virtual lessons and games, curriculum packets and personal contacts. Along with Pastor Drew and Liz Reed, Kathi put together an amazing virtual Christmas Pageant starring 10 of our talented children. "The Reluctant Innkeeper" was presented during the Dec. 13 worship service and brought the Christmas spirit to all who saw it. Liz also continues to work with the children and youth with other music activities. Unfortunately, any Library programs were discontinued for most of the year.

Congratulations go to all our staff for keeping their ministries vital by innovative means. A special thank you to Pastor Drew for all his years of dedicated leadership. We wish him well with all his future endeavors and send our good thoughts and prayers with him and his family. Appreciation also goes to Stacy Gronowski and Beth Lundy for their faithful support. We are all hoping for a more normal 2021

Christian Education Ministry

Kathi Mitchell, Director

Sunday School

January through summer we used the Deep Blue Curriculum

In person classes January – March 8:

Class	Roster*	Regular Attenders	Average
Pre- Kindergarten	13	8	3
Kindergarten-1 st Grade	14	13	6
2 nd & 3 rd Grade	16	12	6
4 th and 5 th Grade	11	7	2

*This number includes children who attend worship with their family and children whose families have been involved sometime in the past.

March 15 – May

- CE director created craft videos for children to work along with.
- Curriculum available online – link sent to parents, packets available for pickup.

Summer

- Curriculum was available online – link was sent to parents, packets mailed or dropped off to interested families
- CE director did “Sunday School Fairy” visits with curriculum and goody bags.

New curriculum introduced – “Celebrate Wonder”

Fall - December 31

- In person Sunday School was attempted, in the Robertson Room with social distancing. Attendance was minimal – 1 child regularly attended, a 2nd child attended once.
- Curriculum packets including lessons, student and family activity books were mailed to over 30 children.
- CE director created online video lessons, including a Bible Story, craft, video, and discussion.

Christmas Pageant

Ten Children participated in weekly online rehearsals and created a virtual Christmas Pageant. This was shown during the service and available online.

Annual Report of the Campus Ministry

Kari Naghtin, Chairperson

Where does one begin when writing a 2020 annual report for any group or organization? As we all know 2020 did not progress as we would have predicted, yet as I write the 2020 annual report for Campus Ministry, I am proud of the work that we did and what was accomplished given the new challenges and unknowns that seemed to lurk around every corner. Leadership of our college students began with Joe Kennedy at the helm. We knew when he took over for Rev. Betsy Aho when she left in 2019 that Joe would only be available to lead the group through mid-July 2020 which coincided with his leaving to go to seminary. As the year started the plan was to begin the search for another Associate Pastor who would have a hand in leading our college students in their faith journey. With the arrival of the pandemic in early March, the search for an Associate Pastor was put on hold and plan B needed to be developed. Plan B brought seminarian Haley Hansen to us for the months of June-August. As part of her pastoral internship with the church, she helped to guide our college students who were still available to participate and who still had a desire to stay connected. Again, when we brought Haley on board, we knew that it was for the short term and that we still needed to identify someone to guide our college students through the end of the year and into 2021. Plan C brought Associate Pastor Drew Filkins and college student Elisha Smith to lead the group from August through December. Drew facilitated the faith-based components, while Elisha assisted with the “social” aspects of the group. As the year comes to a close, our college students will again see a change in who is leading them, but fortunately Plan D brings familiar faces with it. Starting in January Haley Hansen (summer intern) and Elisha Smith will lead the college students until an Associate Pastor can be hired. Haley will fill Drew’s role facilitating the faith based components of campus ministry from Boston, while Elisha will be the on-site facilitator of the day to day operations and social events of the group.

Despite the many leadership changes, Campus Ministry and 10-15 college students who were able to maintain a connection to the church during a pandemic had a successful year. Right before the pandemic hit in March, a small group of students and Joe Kennedy worked with Habitat for Humanity in North Carolina for their spring break work project. January through the first 13 days of March had Campus Ministry making plans for the future regarding recruitment of new students and the brainstorming of ideas for future activities. After the pandemic hit, students continued to meet virtually (or in person when it was allowed) for Sunday “Lunch and Lounge” and their weekly Bible Study. These activities ran from March-December. During the year, Campus Ministry supported the gathering of “gift baskets” for the students at the end of the summer and again right before Thanksgiving. They also provided food when the students gathered.

2020 Members of Campus Ministry – Kari Naghtin (Chair), Martha Bristor, Harold Cowherd, Erica Guthaus, Cindy Hales, Haley Hansen, Joe Kennedy, John Lawton, Elisha Smith, and Emma Turken

Annual Report of The Peoples Church Youth Group (PCYG)

Elisha Smith, Director

The Peoples Church Youth Group successfully and regularly served over thirty 6th through 12th graders in 2020. 2020 is my first year of employment in the position of Youth Ministry Director.

The PCYG annual winter retreat this year took us to Flint, MI where we worked with Crossover Downtown Outreach Ministries and the Saint Andrew's Soup Kitchen. Although we were unable to take our annual mission trip due to safety concerns with the Covid-19 pandemic, we were able to do a local mission weekend in early August. During this weekend we traveled to Hell, MI where we built a community garden that will serve the small community for years to come. We also put together over forty kits that were donated to a local homeless shelter and made over ten blankets and over forty facemasks that were donated to other local organizations. All of these projects were able to be done in ways that kept students safe and took into consideration the risks and safety of the community. Over the summer we had weekly lunches in the park, where attendance was consistent at about ten students. This year attendance has been high enough that I was able to split our PCYG group into both a middle school and high school group. Both groups have grown considerably since July, with the middle school group averaging about nine students weekly, and the high school group averaging about ten students weekly. Our high school group consists of all ninth graders, so I am looking forward to a strong high school youth group for many years to come. Since early November, PCYG has been meeting virtually for the safety of the students and community. Even with this transition to virtual meeting, attendance has been consistent, and the students are continuing to learn and grow together. We were unable to have the annual cake auction and fundraising due to Covid-19 but are looking forward to potentially having a fundraising event in the spring of next year.

Annual Report of the Building and Grounds Ministry

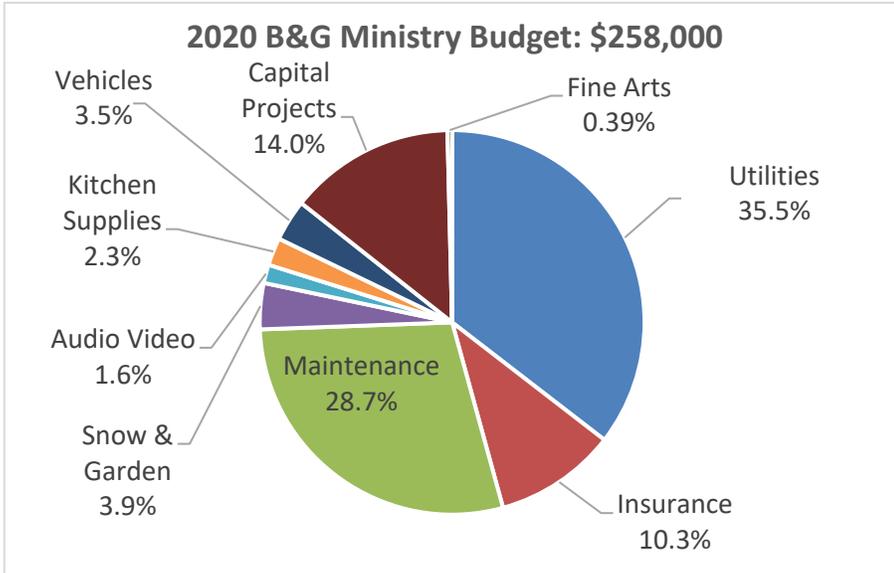
Rob Privette, Chairperson

The Building and Grounds (B&G) Ministry serves The Peoples Church by providing stewardship and guidance associated with the operation, maintenance and upkeep, safety and security of the church building, grounds, furnishings, and equipment of the church. It also supports and works in cooperation with The Peoples Church Development Committee (New in 2020) chaired by Dave Ledebuhr, Earth Stewardship Committee chaired by Bill Nash & Susan Kilmer and the Fine Arts Committee chaired by Sue Mills. 2020 B&G Ministry included Michael Benninger, Bill Cawood, Nancy Danhof, Matt Gosselin, Greg Houghtaling, Jeff Mason, Bill Nash, Jan Perron, Rob Privette (2020 Chair), Bob Watson (Elder), Nancy Wilson (Elder) with significant support from Dana Johnson Ex-Officio (Preschool Director), Andy Mayville (Facility Director) and Rev. Dr. Shawnthea Monroe.

The Ministry's \$258,000 2020 Budget was allocated as shown in the graph below. Due to financial prudence related to uncertainties associated with the Covid-19 pandemic, Capital Projects were limited to the installation of a backup generator to serve the church in the case of power outages.

Covid-19 played a significant role in the activities of the church Facilities staff during 2020. Starting in March, access to the building was restricted to essential staff who, upon arrival, were required to fill out a health appraisal form provided by the Ingham County Health Department and document their temperature. Even with the limited use of the building, maintenance staff regularly disinfected contact surfaces and observed social distancing practices outlined by the CDC. Enhanced safety elements included: hygiene stations (containing masks, gloves,

tissue and sanitizer) at building entrances, procedure changes, signage, plexiglass dividers, and frequent disinfection. On July 5 we resumed holding worship with safety procedures in place. The preschool opened on July 6 with enhanced cleaning routines.



Various building maintenance and upgrade activities were completed during 2020 including the Senior Pastor Office Renovation, Office roof replacement, replacement of the preschool playground fence and the repair of lights in the Grand River Ave. entrance of the church. Other significant 2020 Facility accomplishments included:

- Installation of a sanctuary video system for simultaneous multiple-platform streaming,
- Gymnasium lights retrofitted with LED lighting,
- Clorox Total 360 electrostatic disinfectant sprayer implemented as part

of a building disinfectant system,

- Replacement of several sinks and the installation of touchless faucets with anti-scald valves,
- Repairs to several leaded windows by a church artisan.

The B&G Ministry wishes to recognize the tireless work and important contributions made by Andy Mayville and the Facilities staff in the upkeep of our beautiful church home. The ministry would like to call special attention and thanks to Andy Mayville, who resigned as Facility Director after nearly 20 years, Greg Houghtaling who retired from the B&G Ministry after many years of service including as Chairperson, and special thanks to Rev. Dr. Shawnthea Monroe who served in the role of interim Facility Directory. We are also excited to welcome our new Facility Director, Zack Matthews to The Peoples Church!

Annual Report of the Community Engagement Ministry

Beverly Mason, Chairperson

(see Comm. Eng. budget report below)

Community Engagement Ministry continues to be blessed by the generous giving of members and regular attendees of The Peoples Church, and this year that generosity, in the midst of a worldwide pandemic, created a stronger than ever purpose driven cause to make sure each dollar was utilized and was most appreciated. With the help of loyal and gifted volunteers we have programs of support in place throughout the community as well as national and international organizations. Four members of our congregation serve as denomination representatives, Jim Dalley (UCC), Susan Kilmer (UMC), Joan Wright (Presbyterian), Phyllis Grummon (Baptist). We began the year meeting the second Tuesday of each month in the Robertson Room at 7:00 p.m., and continued in March until year end, via ZOOM meetings.

2020 Transitions

Flo Baerren resigned from the ministry in August. Flo was instrumental in our introduction to F.A.M.E. (Fostering Academics Mentoring Excellence), a resource center for MSU students who have been in the foster care system

or other out of home placements. She also kept us up to date on events and needs at City Rescue of Lansing. Lori Barbieri joined the ministry in October. Gretchen Rosenbrook will resign as the coordinator of the Visitation Team. We will be looking for a new coordinator to keep this vital ministry of engagement alive.

Giving and Engagement

The ministry continued to honor and carefully distribute The Peoples Church funds to local, national, and international organizations. Giving opportunities in goods, donations, and time continued throughout the year.

Local

Local funds were distributed and made up the largest percentage of our giving, approximately 45% of the \$60,000.00 budget.

In addition to the budget, we were honored with Donor Designated funds of \$4,000 to gift local organizations concerned with racial relations and Covid-19. We gave to Christian Services, 1st Presbyterian Church (Lansing) food bank, and The Boys and Girls Club of Lansing. Education Scholarship Funds were given to Alma College, Albion College, Adrian College, and Olivet College. We reduced our giving of camp scholarships to just one, Camp Westminster in the Detroit Presbytery, which was holding family camp at the time. Other denomination camps were closed due to Covid-19 concerns.

Funds for food, clothing, and shelter were shared with FAME, City Rescue Mission of Lansing, Greater Lansing Food Bank, Edgewood Towers, Helping Women Period, Christian Services, One Love Global, Haven House, Refugee Services, Southside Kitchen, and Advent House.

Edgewood Village Programming continued through the year although it took on a different look of distancing and safety measures for all of its residents. Personal needs items that were difficult to purchase were donated from our Personal Needs Closet at the church. Tutoring continued at the center, as did the Scholarship program. The community garden was a huge resource of fresh food for the residents and under the guidance of the staff at Edgewood, the residents were able to benefit from using a CSA (Community Sustained Agriculture) program of participation. We were not able to hold the Scholars Graduation dinner as in the past, but look forward to hosting that again in the future. Barb Dunlap organized 20 personal shoppers to provide fresh food safely delivered to 20 family units for the holidays of Thanksgiving and Christmas. Emily Anderson organized the giving tree for clothing and gifts for the children at Christmas. The church responded with wrapped gifts that Emily delivered.

Holiday Baskets were accomplished again because of the generous donations from the congregation. In order to safely provide food without social contact for Easter, Thanksgiving and Christmas, families were selected by Christian Services and gift cards to Great Giant Market in South Lansing were provided to buy their own food for these holidays. This provided a holiday meal for thirty household units for each of these holidays. Much gratitude to Joan Wright and Jess Eysselinck for the coordination of this service.

During the month of December, we asked for gift cards for Target and Meijer to be given to Refugee Services for individuals to purchase socks and shoes. Again, the congregation was so generous, contributing \$1,030.00 dollars to be gifted. This program is very special as the director takes the family members personally and shops alongside them.

We turned to Alan Canady, a member of our church, and past Chair of Elders for a dialogue about Racial Relations in our area. We were looking for a way to support a local organization that not only could use funds to grow its efforts, but also would be interested in a community engagement with our church. Alan led us to One Love Global, a local organization with a goal of breaking trans-generational cycles of poverty and trauma in the Black community through social entrepreneurship and leadership development. We had the opportunity to give monetarily to One Love Global and will be asking them to participate in a FORUM in the coming year. Please

check out <http://oneloveglobal.org> to see the amazing accomplishments of unity, love, and reconciliation. There are excellent ways of becoming involved.

Stephen Ministry

Community Engagement supported a re-start of our Stephen Ministry program by helping to finance the training of a Stephen Leader from our congregation, Aram Kabodian. Stephen Ministry is a lay ministry that we had in the church previously. Stephen Ministers provide Christian caregiving to church members going through difficult times. Our Stephen Leader facilitated the first half of the training (CE also financed most of the training materials), primarily through online, ZOOM meetings this year (the training will finish in March, 2021). After completing the training, the six trainees will be equipped with essential skills to offer this Christ-centered care to our congregation; in addition, they will understand their roles as caregivers, while Christ is the “cure-giver.” Congregation members going through grief, job loss, divorce, or other difficult times will be referred to the Stephen Leaders who will match them with Stephen Ministers for weekly, confidential meetings.

National

Re-Member which supports the Oglala Lakota Nation continues to be supported on an annual basis. The donation was given in April when we were made award of supplies needed due to Covid-19 at Pine Ridge Reservation. Disaster Relief was sent to the Midland Methodist Church for flood relief in June and American Baptist, UCC and the Presbytery conferences received disaster relief funds in October.

International

Our regular annual commitment to NYAKA was given in September as they celebrate their 19 years of dedication to children orphaned by AIDS. From notes that we receive, “Nyaka students and their families remain safe in Uganda during this pandemic and though some lockdown restrictions have been eased, schools still remain closed.” We also sponsor two students, Peter is 10, and Ahitah is 17. Our funds cover one year of their schooling.

Haiti Nursing School Scholarships were funded for young women attending nursing school. the school was started by a Presbyterian group. After graduation the nurses stay and work in Haiti for a five-year commitment.

We continue to give to our four denominational missionaries, as well as Doctors Without Borders and Heifer International.

Caring Ministry

Mimi Burpee and many volunteers began the year keeping the Personal Needs Closet full and ready to distribute in collaboration with All Saints Episcopal supplies to people in need.

Additional Giving

Whenever we asked for donations of money or items the congregation came through and answered the need. Community Engagement Ministry is grateful for the donations of funds to buy Holiday Food Baskets, gift cards for Refugee Services, Socks, Snow Pants, and undies for children.

An important mission of the Community Engagement is one that needs no funds, with many dedicated people willing to visit once a month with a member of The Peoples Church who can no longer attend church on a regular basis. This mission has taken on a different look in 2020 with more phone calls, letters and cards. Many of those who were being visited have passed away. If you yourself need a visitor, or know of someone else who does, please let Bev Mason know. 517-256-3755 or masonbj2790@gmail.com

Ministry Members

Much appreciation and heartfelt thanks goes to those serving on this ministry this year: Flo Baerren, Charles Blackman, Mimi Burpee, Jim Dalley, Barbara Dunlap, Kim Gools, Phyllis Grummon, Lary Hill, Susan Kilmer, Gretchen Rosenbrook, Barbara Scott, Ruth Worthington, Lorie Barbieri, Beverly Mason, chair.

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COMMUNITY GIVING FOR 2020 CATEGORIZED GIVING							
	LOCAL			NATIONAL			INTERNATIONAL
		Budget	Actual		Budget/	Budget/	
Education	Alma	1,600	1,600				Haiti Nursing Scholar 3,500
	Albion	800	800				NYAKA Scholars 1,000
	Adrian	800	800				
	Olivet	1,600	1,600				
	UMH Edu. Scholarship	1,000	1,000				
	Stephen Ministry	592	592				
Food	Edgewood Program	3,500	3,500				NYAKA 5,000
Clothing	Edgewood Tower	1,000	1,000				Drs. w/o Borders 1,000
Shelter	Lansing Food Bank	2,500	2,500				Heifer International 500
Transport	Mother Theresa House	1,000	1,000				
	Haven House	700	636				
	St. Vincent Refugee	500	458				
	F.A.M.E.	1,200	1200				
	CACS	100	100				
	Lansing City Rescue	1500	1500				
	Advent House	1,850	1,850				
	Christian Services	250	250				
	Southside Kitchen	1,000	1,000				
	Helping Women Period	600	600				
	One Love Global	2,000	2,000				
	CROP	1,000	1,000				
	Food Cards Hunger	200	200				
Donor	Christian Services	0	2,000				
Designated	Boys & Girls Club	0	1,000				
Funds	Southside Kitchen	0	500				
	Lans Pres. Pers.Need	0	1,000				
Missions	Methodist Camp	0	0				Am.Baptist Missions 2,500
	Presbytery (LM)	0	0				Methodist Missions 2,500
	Presbytery (D)	500	500	Re-Member	1500		Presbytery Missions 2,500
	UCC Camp	0	0				UCC Missions 2,500
Disaster Relief				UMCOR Dis. Relief	1,500		
				UCC Dis. Relief	1,500		
				Presby. Dis. Relief	1,500		
				Am. Baptist Dis. Relief	1,500		
Caring							
Personal Needs		1,500	1500				
Pastoral Fund		2500	2500				
Unknown		200	200				
Sub Total		29,992	34,386		7,500		21,000
	*Holiday Food Baskets	1,500	1,500				
Total		31,492	35,886		7500		21,000
*Note: Holiday Food Baskets is a separate account. With donations from congregation we served 20 families at Easter, Thanksgiving, Christmas. Over \$3,000 donated by congregation							
Note: Total of \$35,886 includes \$4,500 from Donor Designated Funds to be distributed to community for COVID-relief.							

Annual Report of the Finance Ministry

John Lindley, Chairperson

Members of the Finance Ministry in 2020 included: John Lindley (Chair), Ken Beall (Treasurer), Dave Ronk Jr., Ron Dooley, Richard Comstock, Bob Cantrell, Jack Branta, and Dave Brower. Rev Dr. Shawnthea Monroe, Dee Przybylski, and Lindsey Bramlet from the Church staff participated in most meetings.

As with all years, 2020 started with the Finance Ministry focused on achieving, at a minimum, a balanced operating budget for our General Operating Fund while making improvements in accounting procedures and the documentation of such procedures. With a relatively new Senior Pastor, new Treasurer, and new Finance Ministry Chair, there was much to learn by all. While making improvements upon the healthy fiscal foundation of The Peoples Church is always a goal of the Finance Ministry, maintaining the status-quo was priority one with new staff and lay leadership. Detailed numbers are available in the statements included in this annual report to expand upon the explanations provided below.

Covid-19 Impact

Priorities quickly changed before even the first quarter of 2020 concluded as the Covid-19 global health pandemic took its grip on Peoples Church operations. The Church's top concern as members of God's family is the health and well-being of our congregation, our community, and the world at-large. Despite the challenges, as described below, and because of the ongoing blessings of a generous congregation, the Peoples Church remains in a healthy financial position. Through 2020, the Peoples Church prioritized paying full salary, wage, and benefits to all fulltime employees and maintaining our community impact – both priorities were realized.

Worship Service/Offertory and Giving

In-person worship was suspended in March, only to return in a largely limited fashion in July. While unplanned and not ideal, the move to virtual worship provided the means for the Church's message to reach hundreds, if not thousands, of individuals that otherwise may not have heard the Word of God. The move to virtual worship largely did not impact overall giving. While unpledged gifts (those historically placed in the collection plate by guests and others, for example) were slightly down – the impact was only roughly 10% below budget, far better than expected. Further, increased giving among members that had made pledges, by exceeding pledged amounts, outpaced decreases in other areas. The 2020 budget called for approximately \$700,000 in pledged contributions and \$100,000 in unpledged. Realized gifts were approximately \$720,000 in pledged contributions and \$91,000 in unpledged. This is truly remarkable, and something the Finance Ministry and Stewardship Committee will work to leverage and continue into 2021.

The Peoples Church Preschool

The award-winning preschool at the Peoples Church also ceased operations in March; however, welcomed families back in July. Through constant communication, knowledge of industry trends, and visionary management, the Preschool was able to maintain a relatively high-level of enrollment and even secured in excess of \$80,000 in state-awarded grants to ease the revenue impact. At year-end, revenue from Preschool tuition fell behind budget projections by more than \$300,000.

Paycheck Protection Program (PPP)

The Peoples Church, through the tireless efforts of both lay and staff leadership, was able to secure a federal Paycheck Protection Program (PPP) loan as offered through Congress's pandemic response packages to businesses and nonprofits impacted by the pandemic. The Church was awarded (\$323,300). While the final forgiveness amount has not-yet been finalized, the Finance Ministry anticipates the Church's repayment obligation to be between \$0 (the entire loan was forgiven) and \$33,000 (essentially equating to a potential federal grant of more than \$290,000).

Endowment Fund

Entering 2020, the Finance Ministry and Endowment Fund Committee decided to reduce the Fund's distribution rate from 5.0% to 4.65%. By doing so, the overall distribution amount became \$122,513 with the Church's General Fund receiving \$105,252. The Endowment Fund began the year with a balance of \$2,975,883. Due largely to the economic impact of the Covid-19 pandemic, the equity portion of the Fund's investments declined sharply in early 2020. As a result, the Fund's balance had dropped to slightly less than \$2.3 million by late March.

The Committee's patience was rewarded when the global and domestic equity markets steadily rebounded during the final nine months. While the investment portfolio under the management of Merrill Lynch was generating \$63,877 in interest and dividends and \$29,923 in net capital gains (total income \$93,800), additional market appreciation resulted in a year-end fund balance of \$3,125,849. As a result, annual overall growth of 5% was achieved. One gift of \$12,222 was added to the fund during the year.

The Committee will continue to oversee the prudent management of the fund's assets which primarily are invested in accordance with our guidelines in conventional domestic and foreign equities and fixed income securities. A reduction in the distribution rate will likely occur for the 2021 year as we progress toward our goal of a 4% annual distribution rate.

Stewardship

The health pandemic and lack of robust in-person worship presented challenges to the 2020 Stewardship campaign (for 2021 pledges); however, this resulted in a creativity from the Stewardship Committee in launching the campaign through a series of short video clips. These clips are available still on the Peoples Church website and will be a great foundation for messaging in future Stewardship efforts.

2021 pledges were predictably down compared to 2020. The Stewardship Committee will be focusing efforts in 2021 on plans for growth in 2022.

Annual Report of the Personnel Ministry

Cal Kerr, Chairperson

The Personnel Committee is comprised of six members all of whom must be current or previous members of the Council of Elders. All members are appointed by the Chair of the Council of Elders and confirmed by a vote of the Council. Each member serves a three year term – two new members being appointed each January. The members of the Personnel Committee during 2020 were Emily Anderson, Kate Jones, Alan Canady, Wayne Budde, Brad Williams and Calvin Kerr.

It is the responsibility of the Personnel Committee to provide a direct channel of communication between the Council of Elders, the congregation and the Church staff regarding personnel matters. We consult with the Senior Pastor and then recommend to the Council of Elders any changes or additions to the personnel policies of the Church. We consider such matters as staffing, annual compensation, benefits, position descriptions and performance reviews for ministerial staff as well as other concerns.

2020 provided many challenges for the staff of The Peoples Church, but these challenges were met and in many ways we finished the year stronger than ever. Thanks to the diligent work of our Finance Ministry we were able to keep the entire staff at full pay for the entire year. We managed through the closure of the Preschool for three months and embraced new ways of operating that kept the staff and the children in the Preschool safe in a clean environment. New staff members were added in key positions and the Church and our staff are looking forward to the opportunities 2021 offers.

Again this year we were able to provide our staff with a strong benefits package which includes health care, dental care, life insurance and long term disability coverage. We continued our tradition of recognizing our staff on Staff Appreciation Sunday which was held on November 29. We took this time to show our thanks for all they do to keep our building and Preschool a safe and enjoyable place to work and visit. Other areas of focus for the Personnel Committee during 2020 included developing a solid relationship with the new Senior Pastor, updating staff position descriptions, organizing the search team for the new Associate Pastor, conducting another flu shot clinic and providing staff support for the regular Red Cross blood drives now being held in our building.

Annual Report of the Preschool

Dana Johnson, Director

Pandemic Challenges

During the months of March through June, the Preschool staff was in the first-time circumstance of having to provide our curriculum to our children online. Our talented teachers were up to the task and demonstrated their creativity in delivering videos, songs, instrumental performances, cooking projects, yoga and more. The Preschool returned to in-person teaching and care in July with full Covid-19 safety policies in place. We did not have a single case of Covid-19 transmitted in our environment.

New Health and Safety Protocols

Once back in the building, it was determined that only preschool staff members and children would be permitted on the second floor. Since then the preschools administrators have met families at the door, escorting our 121 children in and out of the building for 4+ hours each day.

A New Service

Because our School-Age children were not able to start school in person, we continued the summer School Age program into the fall and winter. This program is for students in kindergarten through third grade, allowing them to attend their individual online schools from the church.

Grants Secured

The Preschool applied for and was awarded over \$87,000 in program funding through the Child Care Relief Grant from the state of Michigan. In addition, the Preschool was able to secure \$83,000 in funding to return to families for tuition paid when their children were not able to attend the program in person.

Going Strong

During this difficult time, Peoples Church Preschool was one of the only preschool programs in the area that was able to stay open for families without reducing hours, and we were able to maintain full enrollment.

Building and Grounds News

The Outdoor classroom got a new and improved fence between the two sides of the outdoor playspace and significant progress was made on the safety doors project.

Quality Assurance

The Preschool maintained its license in good status with LARA (Licensing and Regulatory Affairs) via onsite inspection through the State of Michigan. This summer we were recertified for our fourth year via annual report, for a Nature Explore Outdoor Classroom through the Natural Start Alliance. Finally, 2020 marked the 22nd year of national accreditation via annual report from the National Association for the Education of Young Children.

Staff

The Preschool is directed by Dana Johnson. 2020 was Dana's 26th year as director of the preschool. Michelle Clingenpeel is the assistant director and she has been with the program for 17 years. Lindsey Bramlet is in her 7th year in the role of Office Administrator. The preschool employs 19 full-time teaching staff and nearly 30 part-time staff members.

Annual Report of the Welcome Ministry

Robin Matheson and Diane Shafer, Co-chairpersons

Welcome Ministry had a very strange year due to the presence of the Covid-19 virus. We did our best to receive visitors, regular worshippers and members; held one all-church gathering, orchestrated New Members Classes and Inductions; and facilitated the Welcome Desk, greeters and coffee fellowship (through mid-March). Ministry members Diane Shafer (Co-Chair), Robin Matheson (Co-Chair), Paul Babbitt, Jessica Eysseleinck, Phyllis Gaulden, Phyllis Grummon, Martha Hibbs, Julie Pierce, Mary Nowack and Nancy Seymour Martindill all played key roles in making this year successful. Additionally, since we met via ZOOM from April through November, Bob Ference was also able to join us for some of our meetings. Until the church shut down in March, many other volunteers helped at the Welcome Desk, served as Greeters, made coffee and helped at the Chili cook-off in February.

Welcome Desk

Diane Shafer coordinated 2-3 volunteers to staff The Peoples Church Welcome Desk on Sunday mornings from 9:15-10:30 a.m. and 11:30 a.m. to 12:00 p.m. through March 15. When the church re-opened on July 5 we focused on having one person at the Welcome Desk from 10:00-10:30 a.m. and 11:30 a.m. to 12:00 p.m. through the end of the year. Paul Babbitt (also head Usher) faithfully arrived earlier most Sundays to welcome those who arrived before the Welcome Desk volunteers. Paul made the decision late in the year to stay home as he is in a high-risk group for Covid-19. Our goal is to make sure everyone receives a smile, hello, elbow bump or virtual hug every service they attend. Since July 5 we've welcomed 20-50 church goers each week.

Church-wide Events

This year the Welcome Ministry facilitated and participated in the EMPTY BOWLS Chili Cook-off on February 9. The Empty Bowls Chili Cook-off, chaired by Diane Shafer, had approximately 160 people in attendance. There were 12 chili entries (10 adult and 2 children) and 1st, 2nd and 3rd place prizes were awarded to chefs in the adult group and 1st and 2nd prizes were awarded to chefs in the children's group. The Welcome Ministry purchased bowls as prizes this year. Abraham Barton was both the children's and overall vote winner of the cook-off. Abby Barr won the adult category. In addition to the chefs, there were 26 volunteers and event-goers donated \$932. Lots of hand-made bowls were provided by Margie Steinkamp and the Lansing Pottery Guild at the event. Bowl sales raised \$660 and that was donated to the Southside Kitchen. Brad Williams did an extremely entertaining job as our MC.

Peoples 101, New Members Classes and New Members Gatherings

Peoples 101 was offered January 5, February 2 and March 1 and was discontinued for the year due to Covid-19. Ministry members and pastors met with anyone seeking more information about The Peoples Church. The setting was informal, and discussions were generated around attendees' questions and tailored to those who

attended. Three people attended on January 5, three people attended on February 2 and five people attended on March 1.

New Members classes were held for 16 potential new members on June 28 and 6 potential new members on October 11. Ministry members and pastors met virtually with those considering membership for 60-90 minutes via ZOOM. New Member inductions took place on August 2, August 16 and November 15. Those who joined Peoples Church in 2020 are: Shawnthea Monroe, Neil Mueller, Angela Biedenbender, David Biedenbender, Courtney Chambers, James Chambers, Stephanie Ware, Greg Ware, Sarah Dymond, Kyle Dymond, Sharon Tuma, Michael Laney, Kristen Mapes, Chuck McNeil, Connie McNeil, Darlene Nikoloff, Elisha Smith, BJ Stone and Marla Stone. Nora Robles, Carmen Robles, Kailynn Guthaus, Cooper Mellor, Luke Nuñez, Haley Phillips and Denali Pomerville also became members by Confirmation.

Greeters

Julie Pierce led a group of volunteers on Sunday mornings to greet people as they enter for worship. The Northwest and Northeast doors were staffed by 1-2 people through March 15. When the church reopened on July 5, the focus turned to 1-2 volunteers at the Northwest door only. A large number of our volunteer greeters fall in a higher-risk category for Covid-19. Therefore, Julie staffed this position most Sundays through the end of the year but got some help from faithful volunteers Jon and Greta McCormick. Greeters elbow bump and say hello from 10:00-10:30 a.m. and are encouraged to volunteer as many Sundays as they like.

Coffee Fellowship

Mary Nowack coordinated volunteers to provide coffee and treats on Sunday mornings through March 15. Two shifts of one to two people from 8:00-10:00 a.m. and 10:00-Noon made coffee, set up the table in Friendship Hall, kept coffee and treats stocked and cleaned it all up at the end. Many of our volunteers also contributed finger foods for our congregation. Coffee Fellowship was discontinued for the remainder of the year due to Covid-19.

Connections

Last but possibly most important, one of our biggest goals is to inspire involvement in The Peoples Church. For January-March, Welcome Ministry Member Nancy Seymour scoured the Portals, Bulletins, website and emails to create "Nancy's Notes" from her home in Mt. Vernon, Washington. Nancy's Notes are a branded monthly comprehensive listing of everything going on at The Peoples Church. Nancy also sends birthday and anniversary cards to new members. Robin Matheson and the pastors make the first contact with new visitors and worshippers at The Peoples Church. Candy was offered at the Welcome Desk through March 15 and Kathi Mitchell, Children's Director provided coloring pages and crayons for children year-round. Welcome Ministry also keeps New Baby gifts and brochures well-stocked at the Welcome Desk.

Annual Report of the Worship Ministry

Dottie Spousta, Chairperson

The year began with great anticipation and enthusiasm, as our ministry began working with our new Senior Pastor, Dr. Shawnthea Monroe. Under her leadership we felt her viewpoint, that Worship Ministry is the very heart of our church mission. She was hoping to help us enlarge and grow our role within the church. Dr. Monroe appointed Pastor Drew Filkins to attend our Ministry Meetings and act as liaison.

The Worship Ministry is tasked with the order of public worship; including sacraments, liturgy, music, ushers, flowers, paraments, banners, and other sanctuary decorations. Our ministry included Head Usher, Paul Babbitt,

Head of Communion Preparation\Volunteers, Dan Taylor, Jonathan Reed, representing all music, the choirs, the organist & pianist, and special programming. We had productive meetings in January, and February, until the Covid-19 Pandemic struck and changed everything. Our church had to rethink sanctuary services, eliminating the 8:30 Chapel service, the communion services, and the choirs. A study of the science allowed for health and safety procedures to be put in place and resilience shown by all, especially our pastors and staff meant that sanctuary service at 10:30 was live streamed virtually. Our ASL ministry continued as did our organist Judy Kabodian. Most members chose to attend virtual services with actual attendance from a low of 18-40, with no children, and thus none in the church Sunday School classes.

Through these many months of challenge and worry, our volunteers, members, and staff have continued to support The Peoples Church, with their pledged financial gifts and more. Our prayers never ceased, and we are praying and working for the Lord's Grace to guide, protect and bless us everyone.

Annual Report of the Women of Peoples Church

Lorie Barbieri, Chairperson

In Happy moments, Praise God
In Difficult moments, Seek God
In Quiet moments, Worship God
In Painful moments, Trust God
In Every moment, Thank God

This is the Introduction our Friend, Ruth Ann Ference, began one of our older Directories with...a true motto to live our lives by!

Our Fall Year began with an Organizing Brunch at the home of Lorie Barbieri.

Susan Nowicki, Vice President, Chaired our lovely Advent Celebration.

From Advent we went to ZOOM! However, our work continued. At our Annual meeting we finalized revisions to our Constitution and ByLaws. Streamlining both to better fit our Group today. Thank you to Marty Ewing who spearheaded this process for the past two years.

At our ZOOM Strawberry Breakfast and Annual Meeting we bid farewell to: Mary West, Barb Honhart, Katie Slabaugh and Marty Ewing. Thanking them for their years of dedication and service to the WPC.

Our newly elected Officers are: Susan Nowicki – President, Cheryl Leece – Vice President, Linda Smith – Secretary, Darlene Nikoloff – Treasurer, Phyllis Grummon – Historian & Hospitality, Joan Wright – Denominational Representative, Lorie Barbieri – Past President.

As 2021 begins we remain encouraged and positive for the good works of the WPC to continue!

Blessings,
Lorie Barbieri
2019/2020 President