

# **Annual Report 2022**



**January 29, 2023**  
**Congregational Meeting**

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## Annual Report of the Senior Pastor

Rev. Dr. Shawnthea Monroe, Senior Pastor

*For everything there is a season, and a time for every matter under heaven... (Ecclesiastes 3:1)*

One of the best things that happened in 2022 was the 115<sup>th</sup> Anniversary party at The Peoples Church on October 1st. The decorations were gorgeous, the church was spotless, and the food was incredible. People I hadn't seen in ages returned to the church for the party. After years of pandemic isolation, it felt like a miracle. We mingled, we laughed, we reconnected. The evening ended with a short performance in the sanctuary by our own Judy Kabodian, and I offered a few words about the remarkable history of the church and the bright future I foresaw. The whole event exceeded my expectations and made me excited for the Fall.

Then on Monday, October 3<sup>rd</sup>, Rev. Devon Herrell resigned. *For everything there is a season...*

These two moments capture the spirit of 2022, which was a year of losses and gains, worries and wonders. We mourned the loss of some long-time members of the church, including Jake and Maxine Ferris, John Lawton, Barb Scott and Pat Brogan. Yet we also celebrated the blessing of 30 new members, people who represent the future of the church. *A time to mourn, and a time to laugh...*

In September, we had a Fall Women's Retreat, which we haven't done in years. We prayed together, laughed together, and got to know one another at a deeper level. It was so successful that we are already putting plans in place for the Fall of 2023. Then in December, The Women of Peoples Church voted unanimously to disband the organization. While the circles will continue to meet, it was determined that the WPC model of ministry no longer met the needs of women in the church. *A time to break down, and a time to build up...*

By summer, the pandemic had receded enough to allow us to bring back some of our favorite events and ministries. In June, we had an outstanding VBS experience at Woldumar, led by our intrepid CE Director Kathi Mitchell. Kick-Off Sunday marked not only a return to an 8:30 Chapel Service, but it was also our first Chicken Dinner since 2019. And after a two-year hiatus, we had a live, in-person Children's Christmas pageant in December. Yet the pandemic impact can still be seen at The Peoples Church. Our in-person attendance has yet to return to pre-pandemic levels, and we have fewer children in Sunday School and Youth Group than we did in 2019. While our on-line congregation has grown, our financial giving is flat. I cannot say if these things will change in the coming year. I pray they do.

With all the ups and downs of this year, it is important to end with good news. After years of planning, study and prayerful consideration, the Council of Elders voted in December to bring a Capital Campaign to the full congregation. The campaign is the result of an exciting vision for the future of this church as a place of worship, learning, fellowship and service. Look for more information in January. The Elders also voted unanimously to call Rev. Haley Hansen to be our next Associate Pastor, a call she has accepted. Though I still miss Rev. Devon Herrell, I am excited to have Rev. Haley Hansen as a partner in ministry.

The writer of Ecclesiastes understood that life is full of highs and lows. Indeed, there is a time for every matter under heaven. The only thing we can be certain of is God's abiding love and guiding presence. I pray that God's love and guidance lead us into a bright and fulfilling future as Christ's disciples in the coming year.

## The Peoples Church Statistical Report

**Beth Lundy, Membership Coordinator**

January 1, 2022 – December 31, 2022

<b>Total Membership as of January 1, 2022</b>		<b>852</b>
<hr/>		
Letter of Transfer (In)	4	
Baptism/Profession of Faith	2	
Reaffirmation of Faith	18	
Confession of Faith/Confirmation	6	
<hr/>		
<b>TOTAL</b>		<b>+30</b>
<hr/>		
Members removed by Request	13	
Letter of Transfer (Out)	0	
Deceased	15	
<hr/>		
<b>TOTAL</b>		<b>-28</b>
<hr/>		
<b>Total Membership as of December 31, 2022</b>		<b>854</b>
<hr/>		
<b>Services Performed at The Peoples Church</b>		
Baptisms	2	
Marriages at The Peoples Church	2	
Funerals/Memorials at The Peoples Church	12	
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<b>Services for the Wider Community</b>		
Funerals/Memorials	1	
<hr/>		

***We remember with deep appreciation and love, the servants of God who died in 2021.***

Pat Brogan, December 30<sup>th</sup>  
 Gary Calkins, March 6<sup>th</sup>  
 Joanne DiFranco, February 2<sup>nd</sup>  
 Marilyn Down, July 28<sup>th</sup>  
 John Ferris, March 9<sup>th</sup>  
 Maxine Ferris, April 18<sup>th</sup>  
 Mazin Heiderson, January 31<sup>st</sup>

Vivienne Kreer, October 2<sup>nd</sup>  
 John Lawton, March 26<sup>th</sup>  
 Claire McCrae, June 2<sup>nd</sup>  
 James McIntosh, May 31<sup>st</sup>  
 Ernamarie Messenger, February 6<sup>th</sup>  
 Barbara Scott, August 27<sup>th</sup>  
 Stewart SirLouis, September 22<sup>nd</sup>  
 Audrey Wilson, January 18<sup>th</sup>

## The Peoples Church Proposed Budget for 2022 General Fund

### The Peoples Church 2023 Operating Budget

	2022 Budget	2022 Actual	Proposed 2023 Budget	Notes
Revenues and Support:				
Contributions:				
General Fund Pledges	\$ 610,000	612,240	\$ 612,000	
Other Giving	115,000	103,824	108,000	
<b>Total Unrestricted Giving</b>	<b>725,000</b>	<b>716,064</b>	<b>720,000</b>	
Endowment Distributions	108,601	54,301	102,840	A
Preschool Tuition Income	1,290,000	1,208,737	1,356,563	B
Preschool Grant Income	160,000	437,038	-	C
Other Income	13,300	18,758	34,600	
<b>Total Income</b>	<b>\$ 2,296,901</b>	<b>\$ 2,434,898</b>	<b>\$ 2,214,003</b>	
Expenses:				
Personnel (non-Preschool)	\$ 722,250	\$ 661,994	\$ 729,534	
Christian Education/Peoples Wed.	30,000	28,052	37,100	
Campus Ministry	12,000	6,375	15,000	
Community Engagement	72,500	72,500	72,000	D
Music & Worship	10,500	10,475	10,500	
Communications	5,000	2,684	4,000	
Welcome Ministry	1,000	1,150	1,736	
Administrative/Stewardship	63,000	60,216	64,000	
Building & Grounds	293,600	265,197	295,450	
Preschool Expense	1,150,200	1,214,655	1,190,798	E
Membership Development	61,500	54,821	-	
<b>Total expenses</b>	<b>\$ 2,421,550</b>	<b>\$ 2,378,119</b>	<b>\$ 2,420,118</b>	
<b>Revenues less Expenses</b>	<b>\$ (124,649)</b>	<b>\$ 56,779</b>	<b>\$ (206,115)</b>	F

Reserve from 2022 Round 3 Preschool Grant Proceeds

\$ 82,900

**Net Deficit**

\$ (123,215)

**Note A** - Revised distribution percentage of 4.00% set by Council. 2022 Actual Distributions were suspended in July due to stock market and ability to cover loss of revenue with state grants.

**Note B** - 2022 Actual tuition is down due to \$62,953 in state grant funded parental tuition relief and change in accounting procedures to book prepaid tuition rec'd in December as 2023 revenues.

**Note C** - It is unclear whether there will be more preschool grants. Therefore none are assumed for budget purposes although the State has a significant budget surplus with unspent Federal stimulus funds and another round of grants is a distinct possibility.

**Note D** - This line item is proposed at 10% of budgeted Unrestricted Giving.

**Note E** - 2022 Actual included over \$100,000 in state funded preschool staff bonuses.

**Note F** - The budget shortfall is covered in part by a set-aside of \$82,900 from the Round 3 Preschool Grant Proceeds received in 2022. In addition, the Church has \$77,331 in remaining funds saved as a result of the PPP One receipts and \$287,346 of funds as a result of PPP Two receipts, after netting out the reserve of \$82,900 in grant funds.

## Annual Report of the Elders

**Beverly Mason, Chairperson of the Council of Elders**

As 2022 began, we were still faced with the pandemic, but there was light on the horizon that the church could dream of filling the pews again. Rev. Dr. Shawnthea Monroe shared her goals for 2022 with the vision of building the community of the church by connecting through fellowship and increasing in-person activities. This would be the church's chance to sharpen its sense of mission, and spread the word of all the good that was coming out of Peoples Church.

Rev. Dr. Devon Herrell was busy at work building up the college students with 18-20 young people gathering often. Rev. Devon was full of ideas of reconnecting the church to MSU and instrumental in working to have the campus ministry as a student registered organization on campus. Devon was making regular visits with members of the congregation who needed pastoral care.

The Annual Meeting to approve the budget was held on January 30, 2022, and the budget was approved. A key component of the budget was a decision of the Finance Ministry to tithe 10% of the working budget. This money became the budget for the Community Engagement Ministry.

The chair of the Capital Campaign was our guest at the February meeting. Nancy Danhof had begun this work in February of 2020, and it was time to unite the vision of not only a new organ, but a revitalized Snider Social Hall, and an updated Sanctuary. The council approved a plan to revitalize the work of the Capital Campaign, "*A Tradition of Renewal and a Renewal of Tradition.*" Little did we know at the time that this exploratory look at a Capital Campaign would take up the entire year. The ministries were busy inventing the "new normal" of church. A new sign was bought and installed on Grand River. Parking or lack of parking was discussed with passion from some, and disdain from others. The church was now leasing parking spaces from Lot 8 directly behind the church. These spaces could be used by the pastors, and church vehicles. There was frustration with The Graduate Hotel next door because their valet service was using much of the parking around the church, thus forcing our members to seek parking further away.

In March, the war in Ukraine had begun, and the church had raised \$15,500, including \$5,000 from Community Engagement. This money was sent to Presbyterian Relief Project for refugees in Ukraine. Reverend Devon was creating videos on Facebook and Instagram sharing the Lenten Devotions that the congregation members had written. A new banner was hung on the front of the church with a new inclusive logo. Both pastors were holding Vesper services at Burcham, connecting with our members who reside there. The council started the work of recruiting the next Treasurer.

Easter Sunday had close to 400 in attendance with 8:30 and 10:00 combined! It was a glorious service. And yes, April brought back the need to continue talking about parking! Dave Ledebuhr joined the meeting after having met with E.L. city officials. East Lansing officials felt TPC had enough parking available to them on Sundays given the free parking ramps in the area, and the parking along Valley Court. The good news was that The Resource Management Co. across the street on Grand River was willing to share their parking spots on pre-arranged

Sundays. Dave Ledebuhr, owner of Musselman Realty also offered his 15 spaces on Sunday for members to use. A motion was passed to investigate the cost of gating the parking lot. Zoe Aho was hired as the new Communication Specialist for the church. The church's long time hospitality Coordinator had left, and there was a search for a new one.

The month of May truly brought a celebration of the work that Building and Grounds had accomplished on the northside of the church and memorial garden area. Peoples 101 had continued through the Pandemic, with little fanfare when new members joined the church. On May 15, new members and their family members had a delightful lunch at Dr. Monroe's house with 47 attending. May also brought Mother's Day, Confirmation Sunday, and the annual cake auction, raising \$3,000.00 toward a youth mission trip.

It's June, and we're still conducting council meetings with both in-person attendance, and ZOOM. It's challenging! John Lindley spoke to the continued need to use social media more to publicize the many activities at Peoples Church. Posts are created for Facebook and Instagram. Zoe Aho wrote a memo on the work she does to promote the good news coming out of the church. Jim McCoy and Lorie Barbieri were guests, seeking a new direction for Peoples Forum on Sunday mornings. Suggestions were shared including use of social media, reduction of sessions from weekly to monthly, a brochure announcing new speakers with bio info, and changing the name to "Voices of the Community". The council received a request from member, Susan Kilmer, regarding church safety, active shooter and hostile event policies. With further research, it was determined that the Preschool is state mandated to have security measures in place regarding evacuation, shelter in place, fire, lost child, etc. These policies cover the staff in the building during the week as well. A committee was formed including Susan Kilmer, Bev Mason, Duane LeRoy and Bill Nash that will continue to make recommendations of church safety for the congregation on Sundays and weeknights.

In July, a special meeting was created with one main agenda item, the Capital Campaign. Dr. Monroe opened the discussion with the history of Peoples Church, how bold the founders were in their purpose of creating the church with service to others. Nancy Danhof presented documents that included cost projections, questions by the members, and background information regarding proposals. The Council of Elders authorized the Capital Campaign Committee to begin a soft-ask to targeted members of the congregation.

August always seems exciting in the life of the church as it prepares for Kick-off Sunday in the fall with new programming and there was increased excitement as the number of cases of Covid were down to the point that facemasks could be removed, and people could come together safely. Coffee Fellowship was on the schedule for 9/18! The Portal was packed with information of upcoming events, and students were coming back on campus. The Graduate Hotel had come to the church with a proposal that was approved by council. On home game dates, the hotel would rent spots in our parking lot. They would pay \$45/spot from close of Preschool on Fridays through Sundays at 7:30 am. All cars would be removed by the valet service on Sunday morning. The revenue was used to support the same outreach areas that individual ministries had supported in the past. This plan has worked well, and it's the beginning of a positive working relation with our neighbor.

Council met in September in the Robertson Room with everyone in person. Hallelujah! The church was back to its more normal schedule of including Bible Studies, Wednesday Night Dinners, College groups, Sunday School, and choirs. A.C.H.E. (Adults Connecting & Having Events) and Pub Theology were well attended by the college students and their growing number in church was celebrated! The Nominating Committee was busy recruiting and securing new elders and committee members for 2023-2025.

October brought on Stewardship appeals from the pulpit, and John Lindley urging members to get their pledges made as soon as possible. Ken Beall reported that all ministries had submitted their initial budget requests. Dave Ledebuhr returned to the meeting to inform the council of a new development with Valley Court. The city had received grant money and were considering a new pavilion and other site improvements. Although the site plan includes more parking, the council did not take a stand on this development as the Preschool stands to lose coveted green space used daily by the children. This is ongoing discussion at the E.L. city council. with more meetings in the future. One more important decision was made regarding the Capital Campaign. The council approved an outreach component be added to Phase 1 of the Capital Campaign along with the renovation of the Snider Social Hall. This motion received a unanimous vote among the council. Sadly, the council received a letter of resignation from Dr. Devon Herrell. The church celebrated their time with her on October 30<sup>th</sup>.

November's meeting included the new elders elected for council, including David Brower, Treasurer, Sarah Dymond, Ben Eysselinck, Erik Mackey, Bob Steinkamp, Susan Nowicki, and Emily Anderson. Bev Mason recognized and warmly thanked outgoing elders, Ken Beall, Rick Comstock, Barb Free, Carol Dooley, Mary Nowack, Eric Tans, and Personnel Committee chair, Cal Kerr. New officers were elected for 2023 with Diane Shafer as Chair, John Lindley as Vice Chair, and Mary West as Secretary.

It was decided by the council of elders to dedicate a special meeting in December to the Capital Campaign "Faithful, Generation to Generation". The outcome of this round table discussion resulted in a unanimous secret ballot vote to take the Vision Statement to the congregation in the early months of 2023. Another very important piece of business was to receive and accept the search committee's recommendation to hire Haley Hansen to be the next Associate Pastor.

In closing, serving as the Chair of Elders took me out of my comfort zone more than once, and was a blessing to work with such dedicated members of the congregation. Monthly meetings with Shawnthea and Diane Shafer were extremely helpful in planning the meeting agenda. I greatly appreciated the support of all the ministry chairs. I know the council and church are in great hands as the torch is turned over to Diane Shafer, Chair of Council and John Lindley, Vice Chair.

Elders serving in 2022: Bob Watson, Eric Tans, Mary Nowack, Carol Dooley, Rick Comstock, Ken Beall, Cal Kerr, Bev Mason (2022), Mary West, Kim Schramm, Diane Shafer, Barb Free (2023), Brad Williams, Dottie Spousta, Rich Patterson, Kari Naghtin, John Lindley, Sandy Draggoo (2024)

Submitted by Beverly Mason

Chair of Elders, 2022

## Annual Report of the Building and Grounds Ministry

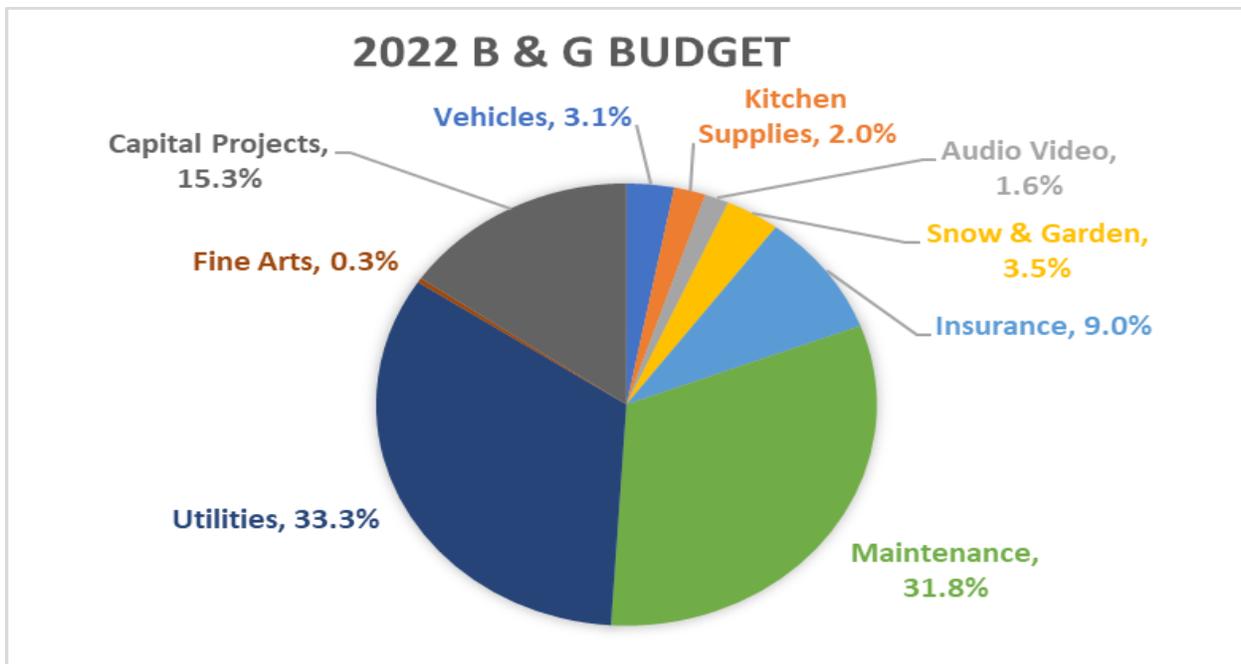
**Zack Matthews, Facility Director**

**Bob Watson, Chairperson of Building and Grounds Ministry**

The Building and Grounds (B&G) Ministry serves The Peoples Church by providing stewardship and guidance associated with the operation, maintenance, upkeep, safety and security of the church building, grounds, furnishings, and equipment of the church. It also supports and works in cooperation with the The Peoples Church Development Committee chaired by Dave Ledebuhr, Earth Stewardship Committee chaired by Bill Nash & Susan Kilmer and the Fine Arts Committee chaired by Susan Nowicki.

The 2022 B&G Ministry included Bill Cawood, Nancy Danhof, Matt Gosselin, Bill Nash, Jan Perron, Kim Schramm (Elder), Bob Watson (2022 Chair & Elder), with significant support from Dana Johnson (PreSchool Director), Zack Matthews (Facility Director) and Rev. Dr. Shawnthea Monroe.

The Ministry’s \$293,600, 2022 Budget was allocated as shown in the graph. Due to financial prudence related to uncertainties associated with the Covid-19 pandemic, Capital Projects funds were limited, but we were allowed to move the unspent money into 2023.



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## Annual Report of the Campus Ministry

Kari Naughtin, Chair of Campus Ministry

**Campus Ministry Members:** Rev. Dr. Devon Herrell, Associate Pastor; **Chair:** Kari Naughtin, Chair, Council of Elders; Phyllis Grummon, Secretary; Martha Bristor; Julie DeGraw; Erica Guthaus

**Mission Statement:** The Peoples Church Campus Ministry is an open-minded college-aged community group that is committed to local outreach, food, faith, and fellowship in a low-pressure, refreshing environment.

**Year in Review:** As we close out 2022 and look to 2023, Campus Ministry is reflecting on what was a successful year! After spending the last couple of months of 2021 getting acclimated, Rev. Dr. Herrell was ready to lead our college-aged students and young adults into the new year. She began the year with a group of 8-12 students regularly attending various events that were planned. Rev. Dr. Herrell was approved as a member of the Religious Advisor Association (RRA) at MSU, and she worked with student leaders in the Campus Ministry group to create an organization that could be recognized as a Registered Student Organization (RSO) at MSU. This approval was received in January - recognition as an RSO provided the gateway to being involved in various events on campus - Sparticipation; graduate student welcome events; ability to put a table up in the union to distribute succulents/exam packs, etc. Rev. Dr. Herrell worked with Elizabeth Price, the church's graphic artist, to create an "All Are Welcome" design based on visual images of these words. Rev. Dr. Herrell also increased the social media presence of Campus Ministry across a variety of platforms. From January to the end of the semester in May, the focus was on providing an evening Bible Study/gathering place for students on Wednesday evenings (dinner provided by the church), Lunch and Lounge on Sundays following the 11:00 a.m. service, and monthly social events. As the semester wound down, Rev. Dr. Herrell began planning events for graduate students/young professionals to participate in during the summer months and into the fall. This group became known as A.C.H.E. - Adult Connecting & Having Events. The programs that were planned included service projects, fun outings, and engaging contemporary topics as Christians. Pub Theology became an event hosted at local establishments by Rev. Dr. Herrell during the summer and fall that members of Campus Ministry, A.C.H.E., and the congregation participated. Campus Ministry committee members spent the summer months working with Rev. Dr. Herrell to plan for the return of students in August. We had a visible presence at Sparticipation and at a graduate welcome event in the union during "Welcome Back" week on campus. Prior to the students' return in August, Rev. Dr. Herrell and some students did a major cleaning and sprucing up of the lounge. The food pantry was continued to be stocked and a Keurig coffee maker and pods were provided. At the church's annual Chicken Dinner in September, the Campus Ministry committee put out "mini giving trees" for members of the congregation to donate needed items to the campus lounge. Lunch and Lounge on Sundays continued to draw in a small group of regular attendees throughout the fall semester. Rev. Dr. Herrell and/or Campus Ministry committee members rotated providing the meals - sometimes it was a meal out at a local restaurant, a home-cooked meal by committee members, a catered meal, or a meal provided for a church-wide event (annual Chicken Dinner; Advent Tea). In early October, we learned that Rev. Dr. Herrell would

be leaving The Peoples Church at the end of October to take a position with Tyson Foods on the west side of the state. At this time, the committee switched its focus to sustaining the group of current student attendees through the end of the year and into January. This included making sure that there was a meal each Sunday in November and December (except for Thanksgiving and between Christmas and New Year's). A fun cookie decorating event was hosted in December and exam packs were provided for the students. Prior to her leaving, Rev. Dr. Herrell worked with Rev. Dr. Monroe and Julie DeGraw to make sure we continued to have a pastor on the RRA and that our RSO status would be maintained until the new Associate Pastor is in place. As 2022 comes to a close, we are looking forward to welcoming Rev. Haley Hansen back to The Peoples Church as our new Associate Pastor. Rev. Hansen was a pastoral intern at The Peoples Church prior to Rev. Dr. Herrell's arrival in the fall of 2021. The Campus Ministry committee looks forward to carrying forth the good work of Rev. Dr. Herrell and creating new paths with Rev. Hansen!!

## Annual Report of the Christian Education Ministry

### Carol Dooley, Chairperson of Christian Education Ministry

Our Ministry members included: Michelle Clingenpeel (Preschool), Elisha Smith (Youth), Kathi Mitchell (Children), Liz Reed (Music), Carol Jacobs/Susan Godfrey (Library), Jen Hunter, Carol Dooley and Pastor Devon Herrell.

The Library Committee held their annual book sale in May. We had a profit of \$640 in book sales and \$360 in parking fees. Left over books were donated to the Literacy Coalition or taken to recycling at MSU. There was no high school senior active in the Youth Program, so we were unable to award our annual book scholarship. This fall we supported the HAL event by selling 35 John Pavlovitz books. We are doing some strategic planning this fall to revitalize the library. A free library has been set up in the hallway by the library, so stop by and pick up a free book. Thank you, Carol Jacob, for your leadership as the outgoing chairperson.

Children's Ed has seen growth in attendance as more families are feeling more comfortable with Covid and coming back to Church. New people are trying us out! Our Pre-K to 1st grade has seen the biggest increase. We have only 3 classes available due to the continuing shortage of teachers. We did a few outreach projects to keep children connected with the Church. Our Valentine Day cookies and card deliveries were a huge success. We had a very successful VBS with 50 campers and counselors. We did a virtual spring pageant for Mother's Day and are rehearsing for our live Christmas pageant. Acolytes are back live at the 10:30 service and our 2 recent family events were well attended and appreciated.

PCYG had an excellent year as we adjusted from Covid 19. Although we were not able to take our mission trip, the deposit was carried over to 2023 when we will travel to Milwaukee. PCYG had on average 10 students each week and up to 22 students for special events. We have held our own during the pandemic and welcomed many new students. We had many fun events some of which were a trip to Michigan's Adventure pumpkin carving, a lock-in, sledding, bowling, an escape room, and a musical. We built garden boxes for local neighbors and put together homeless kits for those struggling with the pandemic. We had a successful cake auction and a great Youth Sunday. 12 student participated in the service and did a fabulous job in presentation and preparation. On Confirmation Sunday, May 16<sup>th</sup>, 6 PCYG students joined the Church.

Preschool returned to normalcy in 2022. Every class, except the infant room, no longer has a mask wearing requirement. Families are allowed in the classrooms and children can mingle. Families again were invited to outside events, and we gathered in Patriarche Park for the traditional Potluck Picnic. We also enjoyed Fall Family Fun Night in October This open house includes dressing up in costumes, visiting classrooms, games and treats. The Preschool also received government funding through the Childcare Stabilization Grant. There were 3 separate grants. With this money we were able to make improvements in the classrooms, update our technology, make ourselves a competitive employer and maintain our wonderful teaching staff as well as fill open positions. Some of our improvements included new carpets and rugs, painting, new AC, added air purifiers, repaired walls, replaced old tables and chairs, and got

new dramatic play kitchens. Teachers got new iPads and laptops. 12 new walkie talkies were added for improved safety. More cameras were installed, a new access gate was installed in the outdoor classroom. Fence repairs were made, and the safety surface was replaced. Our Preschool is state of the art!

The Carol Choir consists of children in grades 1 through 5 and is directed by Elizabeth Reed. January -March 2022 practices were held via Zoom due to Covid and attendance was excellent. 12 children participated in the Mother's Day service. It was recorded by our great AV team. Carol Choir started live on September 18. We have 12 K-5<sup>th</sup> graders rehearsing to sing October 30<sup>th</sup> and for the Christmas Pageant December 11, 2022. We have 4 PCYG members are playing shepherds. The Pageant is called "Outstanding In Their Field". The Youth Choir started rehearsing in masks in the winter and sang 2 services in the spring. They prepared an anthem and prayer response for Youth Sunday in November. They will also sing on Christmas Eve at the 6 PM service. The Coppertone Ringers are back after 2 years and started rehearsing in October. There are 7 members, and they are terrific. They plan to ring on November 20, December 11, and Christmas EVE.

It has been a pleasure with our dedicated staff for the last 3 years. It is exciting to see post-Covid growth in all our programs.

## Annual Report for Children’s Ministries

Kathi Mitchell, Children’s Christian Education Director

### Sunday School

We used the Celebrate Wonder curriculum in the Spring & Summer, switched “Deep Blue Kids” for the fall. Due to shortage of teacher volunteers, we switched to having 3 classes, Pre-K to 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup>.

Sunday school didn’t return in person until February, 2022 due to Omicron variant of COVID.

#### In person classes Winter/Spring 2022\*:

<i>Class</i>	<i>Roster*</i>	<i>Regular Attendees</i>	<i>Average</i>
Pre- K to 1 <sup>st</sup> Grade	20	6	2
2 <sup>nd</sup> & 3 <sup>rd</sup> Grade	15	9	4
4 <sup>th</sup> and 5 <sup>th</sup> Grade	15	4	2

Summer 2022 was one room Sunday School with an average attendance of 6.

#### In person classes Fall 2022\*\*:

<i>Class</i>	<i>Roster*</i>	<i>Regular Attendees</i>	<i>Average</i>
Pre- K to 1 <sup>st</sup> Grade	17	10	8
2 <sup>nd</sup> & 3 <sup>rd</sup> Grade	10	11	6
4 <sup>th</sup> and 5 <sup>th</sup> Grade	11	5	3

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

\*\*Children’s CE Director and Membership Coordinator audited the rosters and removed families that haven’t attended or been connected to the church in 3 years.

### Vacation Bible School

Theme was “Discovery on Adventure Island”, held at Woldumar Nature Center Monday – Thursday with VBS in the morning and Woldumar programming in the afternoon. Friday was at The Peoples Church with a naturalist visit and scavenger hunt. Still a challenge to find volunteers for both counselor and volunteer positions.

Total Registrations: 50

Scholarship Applications: 0

### Pageants

Spring – 12 children created a virtual program that was shown on Mother’s Day, “What is Love”

Christmas - 13 children and 3 youth are rehearsing during Carol Choir for an in-person Christmas pageant, “Out Standing in their Field” on December 11, 2022.

### **Acolytes**

We began having acolytes again in the Fall of 2022, there are currently 8 children on the rotation.

### **Family Events**

October, 2022 Trunk or Treat held on a Sunday evening brought about 10 vehicles, 10 children and 25 people.

November, 2022 All Church Game Night on a Saturday evening. 28 people came to play games. Pizza provided.

### **Outreach Projects**

Valentine's Day cookies and children's cards were delivered or shipped to 43 people.

At Easter time, several children came in for an afternoon to create tissue paper Easter crosses that were mailed to 16 people.

Children have created designs for greeting cards to be sold by the Fine Arts committee as a fundraiser for Ele's Place and the Nyaka Aids Orphan project.

## Annual Report of the Community Engagement Ministry

### Kim Gools, Chairperson of the Community Engagement Ministry

The Community Engagement Ministry continued to be blessed by the giving of the people of The Peoples Church and the loving generosity of TPC was felt in our own community, the nation, and our faith neighbors around the world. As always, CEM is grateful to the congregation for its support and faith in us to distribute the church funds. We hope to establish more volunteer opportunities in the coming year and expand outreach to those in need.

Four members of our congregation serve as denomination representatives, Jim Dalley (UCC), Susan Kilmer (UMC), Joan Wright (Presbyterian), and Phyllis Grummon (American Baptist). There are thirteen active members on the roster this year.

#### **2022 Ministry Transitions**

We lost a true advocate for Edgewood Village Network with the passing of Barbara Scott. She alone galvanized The Peoples Church into action, and we are all better for it. Aram Kabodian and Lorie Barbieri resigned from our ministry, and we welcomed Stepanie Ware to the Ministry in September.

#### **Budget**

The 2022 yearly budget approved by the congregation was \$72,500.00. This was a very generous increase of \$7,500 over last year. In March we received a message from the Finance ministry that the Paycheck Protection Plan loan the church had received was again fully forgiven and would not have to be repaid. The Finance Ministry felt that this was an opportunity to tithe 10% of the total, and \$30,261 was given to Community Engagement to find an opportunity of giving in our community.

#### **Giving and Engagement**

The ministry concentrated on carefully dispersing The Peoples Church funds to local, national and international organizations. Giving opportunities in monetary, goods and time donations continued to increase and be embraced by the congregation.

A detailed report is attached. Below are some highlights from 2022.

#### **PPE Grant**

Community Engagement members spent time in prayer and discernment, researching local organizations that needed a significant donation to continue their mission to feed, shelter, clothe, and educate. Two organizations were chosen that have a long history of caring for the most vulnerable population in our community:

The **Lansing City Rescue Mission** was gifted with \$15,000 to aid in their Mission Expansion Project. The need is growing, and their goal is to increase their capacity to serve, with expanded dining room, sleeping areas, classroom space, chapel, and more. Current options include

renovation at their Michigan Avenue location, the historic 600 block, or at another more suitable site.

**Child and Family Charities** was gifted with \$15,000 towards their goal of renovating the old McLaren Hospital – Greenlawn Campus, into the creation of a campus of services for children, youth, and families at a comprehensive, centralized location in mid-Michigan.

The remaining \$261 from the PPE monies was given to Women Helping Period to supplement the donation from our budget.

### **Local**

Local funds were distributed to many area organizations, some traditional giving and others as new projects:

- Our partnership with Edgewood Village has continued to flourish. We provided our annual contribution of \$3,500 for programming needs. Educational needs of the children continue thru the CACS Head-start program that is housed at Edgewood, after school tutoring, Scholar program for grades 6-12 to assist in successful admission to colleges, field trips to Wharton Center, Piston games, nature centers, MSU to name a few. in lieu of a hosting a Scholars Banquet (due to Covid), we purchased laptop computers for the two graduating seniors.
- We increased our support of MSU's FAME department (Fostering Academics Mentoring Excellence) with a \$1,000 gift and we hosted their annual Harvest Dinner. FAME supports MSU students who have aged out the foster care system and/or are homeless.
- At the request of The Peoples Church Youth Group, Community Engagement contributed \$5,000 to the Willow Health Center in Lansing. The group focused this year on choosing a social justice cause to support in both time and money and decided as a group to advocate for safe and accessible reproductive healthcare and rights for all people.
- Distribution of funds to the local area was the largest percentage of giving, approximately 55% of the budget. In addition to the four organizations highlighted above, The Peoples Church was able to provide support to the Greater Lansing Food Bank, Advent House, Boys and Girls Club of Lansing, Helping Women Period, Christian Services, Haven House, St. Vincent's Refugee Services, Loaves and Fishes, Southside Community Kitchen and denominational summer camps.

### **National**

Distribution of funds to national organizations included support to Re-Member which supports the Oglala Lakota Nation in South Dakota. Pine Ridge Reservation was hard hit with COVID-19 and impacted by the high cost of lumber and supplies. In addition, the majority of our national funds were dispersed to the national Presbyterian, UCC and Methodist denominations to provide disaster relief to victims of the Kentucky flood disaster, hurricanes and the war in Ukraine. With respect to disaster relief, our congregation went above and beyond with their personal contributions to these organizations.

## International

Community Engagement continued to support our denominational missionaries each with a \$3,000 donation:

- Rick and Anita Gutierrez in South Africa (American Baptist), working to train and equip Health Builders to combat issues such as HIV/AIDs, high blood pressure, diabetes, and malaria. Also training others to farm and hold bible studies
- Tracy King-Ortega in Nicaragua (Presbytery)
- Jefferson Knight in Liberia, Africa (Methodist), coordinating the Water for Life program
- Jeffrey Mensendiek in Japan (UCC), focusing on Global Ministries with focus on dignity education, conflict resolution and the Aizu Radiation Center

Distribution of funds to international organizations also included support of:

- NYAKA – Claire Worthington, NYAKA’s Director of Development, attended our April meeting and provided a summary of the work being done there. TPC has supported NYAKA since 2010.
- The Haiti Nursing School for scholarships which continue to be greatly appreciated in this country devastated with natural disasters, disease, and poverty.
- Doctors Without Borders
- Heifer International – a global nonprofit working to eradicate poverty and hunger through sustainable, values-based holistic community development
- Living Water International – working globally to bring clean water to communities
- CROP Walk

## Additional Funds

The congregation was extremely generous throughout the year by contributing money for the Holiday Food Baskets, CROP walk, disaster relief and St. Vincent’s Refugee Services.

We were also honored with Donor Designated Funds from members of the congregation, and these funds were given to St. Vincent’s Refugee Services and to MSU’s *Support our Students* (SOS) fund. The donated money has been earmarked for students who request funding for COVID related needs that are mental health focused.

## Donated Time

Many members of our congregation volunteered for Community Engagement projects. These included shopping and delivering Holiday Food Baskets at Christmas, Thanksgiving and Easter for both the Lansing area and Edgewood Village families, Southside Community Kitchen, CROP Walk, Personal Needs Bank and the Visitation Team.

Additionally, there was an outpouring of support for Edgewood Village families. Many have volunteered and tutored their elementary, middle school and high school students and shopped for Christmas gifts for the children.

## Donated Goods

There was an outpouring of support from the congregation to Community Engagement’s request to purchase needed donations for various organizations. These donations included

Christmas gifts for Edgewood Village children, Meijer gift cards to support refugees relocating in our community, snowpants and children’s outerwear to Judson Memorial Baptist Church, items for the Personal Needs Bank, Undie Sunday, back-to-school supplies for Edgewood kids and items for FAME’s Caring Closet.

Much appreciation and heartfelt thanks goes to those serving on this ministry this year; Charles Blackman, Mimi Burpee, Jim Dalley, Barbara Dunlap, Phyllis Grummon, Emily Anderson, Lary Hill, Susan Kilmer, Eric Tans, Ruth Worthington, Lorie Barbieri, Joan Wright, Stephanie Ware, Kim Gools, chair.

**COMMUNITY ENGAGEMENT MINISTRY  
2022 CATEGORIZED GIVING  
Annual Budget \$72,500**

<b>2022 Year</b>	<b>LOCAL</b>	<b>NATIONAL</b>	<b>INTERNATIONAL</b>
<b><u>ALLOCATED:</u></b>	<b><u>\$43,100: Local \$38,900 +</u></b>	<b><u>\$10,000</u></b>	<b><u>\$19,400</u></b>
<b><u>SPENT:</u></b>	<b><u>Caring - \$4,200</u></b> <b><u>\$34,700</u></b>	<b><u>\$7,500</u></b>	<b><u>\$30,300</u></b>
<b>EDUCATION</b> Scholarships	One Love Global \$5000 PCYG \$5000		Haiti Nursing Scholar \$4000
<b>FOOD</b> <b>CLOTHING</b> <b>SHELTER</b> <b>TRANSPORT</b>	Edgewood \$3500 Southside Kitchen \$1556 Haven House \$799.60 Help Women Pe. \$239* Edgewood Laptops \$1,899.98 St.Vincent's - Socks \$498.91 FAME \$1000 Advent House \$2000 Lans. Food Bank \$800 Christ. Service \$800 Loaves & Fishes \$800 Boys & Girls Club \$800 St.Vincent's (shoes/boots) \$2000	Re Member Feather II \$2,000	Nyaka \$5000 Drs. W/O Borders \$2500 Crop Walk \$500 Heifer Intl. \$800 Living Water Intl. \$500
<b>MISSIONS</b> Camps Missions	Baptist \$500 Methodist \$500 Presby (LMP) \$250 Presby (Det) \$250 UCC \$500		Baptist \$3000 Methodist \$3000 Presbytery \$3000 UCC \$3000
<b>DISASTER RELIEF</b>	Knob Hill (fire) \$3418.93	UMCOR -\$2,500 UCC - \$3,000	Presbyterian - \$5,000

<p><b>CARING</b>  <b>\$4,200</b>                  Personal Needs                  Pastoral Fund</p>	<p><b>Total Spent: 2,587.68</b></p> <p><b>Personal                  Needs Bank -(\$996.74)                  FAME Harvest Dinner (\$590.94)                  Global Inst. Of Lansing (\$1,000)</b></p>		
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**\*\$30,261 = ONE TIME GRANT 2022**

**Outside of 2022 Budget**

**(Restrict-gift)**

- **Lansing City Rescue.....\$15,000**
- **Child & Family Charities...\$15,000**
- **Help Women Period ..... \$261\***

- MSU – SOS (pandemic relief) \$4000**
- St. Vincents (Afghan Refugee) \$4000**

## Annual Report of the Finance Ministry

John Lindley, Chairperson of the Finance Ministry

The Finance Ministry was very pleased to add two new members in 2022. Members now include John Lindley (Chair), Ken Beall (Treasurer), Jack Branta, Dave Brower, Richard Comstock, Ron Dooley, Jen Hunter, Jon Lundy, and Greg Ware. Rev. Dr. Shawnthea Monroe, Jess Beurkens, and Lindsey Bramlet from the Church staff participated in most meetings. The 2022 focus of the Finance Ministry was to continue work to ensure both the short and long-term financial health of The Peoples Church through intentional budgeting, attention to revenue sources and expenses, and process and system improvements where appropriate.

Since the onset of the COVID-19 pandemic (nearly three years) and the implementation of governmental programs designed to provide financial assistance (Federal Paycheck Protection Program or “PPP” loans and State early childhood program grants), The Peoples Church has benefited from roughly \$1.2 million in non-traditional, unsustainable sources. This, coupled with lower than budgeted expenses, has kept the Church in a healthy short-term position. Further, despite the fact that the governmental revenue sources are undoubtedly ceasing, there is reason for cautious optimism relative to ongoing balance of sustainable revenue and operational expenses due to positive trending in contributions.

The Peoples Church and The Peoples Church Preschool are not immune to wage and benefit cost pressures. The Finance Ministry with Church staff leadership and the Personnel Committee addressed numerous issues of staff compensation and retention through 2022. Further, members of the Finance Ministry have served in supportive roles as the Council of Elders and the Church congregation undergo research and preparations for a potential capital campaign in coming years.

### ***Worship Service/Offertory and Giving***

In-person worship continued to be impacted by COVID-19 into 2022. While capacity restrictions were not in effect, the availability of online streamed worship services and the caution practiced by many resulted in lower Sunday in-person worship numbers. Attendance numbers appeared to be returning to near-normal in late Fall.

The generosity of the People Church congregation was again reflected in roughly \$715,865 in giving this year. While this number is a bit short of the \$725,000 goal for 2022, it does represent a promising increase over 2021 giving.

### ***The Peoples Church Insurance Review***

Over several weeks, the Finance Ministry undertook an analysis of the Church’s existing insurance policies in an effort to determine if adjustments were needed. This initiative included in-depth involvement by Finance Ministry members and also included input from the Personnel Committee, Church staff leadership, and members of the congregation at-large.

Following this analysis, the Finance Ministry recommended, and the Council of Elders approved, 1.) the addition of a \$5,000,000 Umbrella Liability policy for a \$2,500 annual premium; and 2.) an increase in the Employment Practices Liability (wrongful termination, discrimination, sexual harassment in the workplace) from \$250,000 to \$1,000,000 for an additional premium of approximately \$2,000. The prior annual total premium for the Church was \$27,566. The approved changes increased the annual premium to approximately to \$32,066.

### ***The Peoples Church Preschool***

The Peoples Church Preschool was fortunate not to have full shutdowns in 2022 that impacted tuition revenue, and through the hard work of staff remained full and near fully staffed throughout the year. Further, operations continue to maintain the Preschool's regional reputation and result in waiting lists for families to enroll at many levels. Revenues for the Preschool (\$1,208,737) were approximately one percent less than budgeted after adjusting for approximately \$63,000 in tuition relief awarded from State preschool grants and a change in accounting policy relative to 2023 prepaid tuition. Expenses for the Preschool (adjusted to eliminate State-funded bonuses and related FICA) were \$1,106,736, versus the budgeted amount of \$1,109,831 (after similarly excluding anticipated State funded bonuses and related FICA).

### ***Preschool Grants***

The Peoples Church, through the tireless efforts of both lay and staff leadership, secured multiple State of Michigan childhood development grants totaling \$437,038 in operating funds and another \$153,460 in funds restricted for capital items in 2022. These largely unexpected funds (the 2022 budget included \$160,000 in projected grant revenue in addition to \$100,000 originally expected for capital items) provided opportunity for significant capital improvement projects in the preschool area of the Church building and significant tuition relief to Preschool families.

### ***Endowment Fund***

The Finance Ministry and Endowment Fund Committee have continued on the path to reduce the Fund's distribution rate from 5.0% to 4.0%. In 2022, the distribution rate of 4.25% provided for an overall distribution amount of \$126,320 with a planned distribution to the Church's General Fund of \$108,601, a slight increase over the previous year. However, with equity and bond markets steadily declining over the year, the Endowment Fund balance fell and the Finance Ministry decided to stop taking monthly distributions after June, resulting in full year distributions being only \$72,020 instead of the planned \$126,320.

The investment portfolio under the management of Merrill Lynch generated \$63,305 in interest and dividends and \$161,457 in realized capital gains (total income \$224,762). Global equity markets were down nearly 20% and bond markets also decreased due to higher interest rates which drove market depreciation (i.e., unrealized losses). The Endowment Fund began the year with a balance of \$3,277,956 and declined after distributions and market performance to the year-end balance of \$2,973,500.

The Committee will continue to oversee the prudent management of the Endowment Fund's assets, which are invested in accordance with our guidelines in primarily conventional domestic

and foreign equities and fixed income securities. A reduction in the distribution rate will likely occur for the 2023 year reaching our goal of a target 4% annual distribution rate.

### ***2023 Stewardship***

The Stewardship Committee continued its efforts to reach members through both innovative and traditional means. Many Peoples Church members participated in this year's pledge campaign through sharing their "story" and communicating with members.

The 2023 pledge campaign again showed the generosity of Church members, resulting in 192 pledging households for just over \$610,000. This total pledged amount holds relatively consistent to 2020 and 2021 but includes an average 5.5% increase for returning contributors and 11 new pledges for \$15,000.

## Annual Report of the Personnel Committee

### Calvin Kerr, Chairperson of the Personnel Committee

The Personnel Committee of The Peoples Church is comprised of six members all of whom must be a current or previous member 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 2022 Personnel Committee are Phyllis Grummon, Sandy Dragoo, Alan Canady, Brad Williams, Jeff Mason, 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.

2022 continued the challenges presented by the pandemic, especially for our preschool staff. Staffing continued to be a strong focus in this area and new methods of recruiting and retaining teachers were implemented during the year. Again this year we were able to manage through the ups and downs with great energy and resilience. The non-preschool staff continued to grow and excel. We have a strong, experienced staff in place and the administrative operations of the Church are solid in every area. The Personnel Committee recommended to the Council of Elders to add a new Parental Leave policy and a new Short-term Disability policy to our benefits. This recommendation was approved and will be introduced on January 1, 2023. Currently we are in the midst of searching for a new Associate Pastor as Dr. Herrell's last day with us was October 30. We are working diligently to call this position as quickly as possible.

We continue to be able to provide our staff with a competitive 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 October 16. We take 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. Special honorees this year were Judy Kabodian, Liz Reed, and Johnathan Reed as we celebrated their combined 90 years of service to the music ministry at our Church. Other areas of focus for the Personnel Committee during 2022 included providing support for the Red Cross blood drives now being held on a regular basis in our Church.

## Annual Report of the Peoples Church Preschool

Dana Johnson, Peoples Church Preschool Director

### **Getting Back to Normal**

2022 was a great year due to so many aspects of programming making their long-awaited returns.

### **Goodbye to Most Extra Pandemic Precautions**

Over the course of the year, we were able to stop taking everyone's temperature before they entered the building and individuals are no longer asked to provide self-certifying statements about their health. Families are again allowed to enter classrooms, and classrooms no longer shut down if there is an exposure. Children can again mingle with other classrooms, and best of all, due to the vaccine for children 6 months and older, every class except the Infant Room no longer has a mask-wearing requirement.

### **Program Enhancements Are Back!**

Family events are what was missed most. In September all families gathered at Patriarch Park for the traditional International Potluck Picnic. For this event, families bring a dish to pass that represents their family's culture. We also enjoyed Fall Family Fun Night in October. This Open House includes dressing up in costume and visiting classrooms, games, and treats in each classroom.

Other practices that returned this year include staff participation in in-person professional development. In November six teachers traveled to Washington DC, for the first-since-Covid, to attend an in-person NAEYC Conference. NAEYC is an acronym for the National Association for the Education of Young Children.

Regarding Extra-curricular classes – Soccer returned after two years without it. Creative Movement Class returned to being able to mix classes. For the first time we have Spanish Instruction available to four and five-year-olds.

We were fortunate to be able to keep our senior volunteers from the Foster Grandparent program in the classroom throughout the pandemic. We rejoined our partnership with Michigan State University by returning to hosting the twice-yearly Pre-Finals Childcare in December as well as incorporating reserved Spartan Spaces in our enrollment.

Another practice that we were able to add back into our usual routines are tours for prospective parents. During the pandemic, families enrolled their children, having not previously entered the building. Starting this summer with our Peoples Church Summer Campers, we have returned to taking the children on field trips. Nearly all classes visited Mrs. Johnson's farm this summer to hold baby chicks, feed Nigerian dwarf pigmy goats, observe butterflies, and to collect nature items during our pasture and woods hike.

### **Grant Funding Received**

Early Childhood Stabilization Grant funding was received through three separate grants. With this money the Preschool was able to make several improvements to classroom environments, both indoor and outdoor. Examples include being able to update our technology; to make ourselves a competitive employer, able to hire and retain the best teachers; and to improve safety. In addition. The Preschool was able to give over \$50,000 back to families.

For environment improvements we replaced tile flooring with wood-plank flooring in Preschool 2 and Jr. Kindergarten. We also replaced area rugs, painted, added 6 new air conditioners, added air purifiers to each classroom, repaired walls; and replaced tables, chairs, and dramatic play kitchens. Regarding technology, the teachers' classroom iPads and laptops were replaced. In the area of safety, doors to the preschool level and stairwell-adjacent classrooms have had key pad access installed. In addition, 12 new walkie talkies were added for increased safety when groups are in more than one location. More cameras were installed; a new access gate was installed in the Outdoor Classroom fence, fence repairs were made, and the safety surface was replaced.

### **Classroom Education Animals**

Baryshnikov, our Russian Tortoise, and Blue, our Green Iguana, both received new habitats this year to accommodate their growing size and needs. Staff and family volunteers worked together to create new homes for beloved curriculum animals. In addition, the three-year olds in Preschool 1 now have a tree frog habitat with three Australian Tree Frogs.

### **Outdoor Classroom**

In addition to the new fencing, gate and safety surface, the Outdoor Classroom was re-landscaped to help direct water away from the building and to flatten areas where water was collecting in the spring. We added four new child-sized picnic tables to enhance outdoor learning. We also added two tall grass planters with chalkboards on the sides, a toddler slide, a pagoda, an arch over the entrance, and a large tire climber.

### **Accreditations, Certifications, Renewed Licensure, and Community Involvement**

The Preschool received Nature Explore Re-Certification in September for our 7<sup>th</sup> year. We were the third preschool in the state to achieve this certification, and are still one of a small group to achieve this distinction. The NAEYC Fourth Annual Report was submitted in October. We have updated both classroom and program portfolios and are awaiting a validation visit for Re-Accreditation in 2023. In the summer we had our first licensing inspection with our summer campers in session.

The World Wildlife Federation and Nottingham Nature Nook remain our favorite organizations to support. The Preschool symbolically adopted a tiger beginning nearly 10 years ago from the WWF. We were able to again raise \$500 through our annual Penny War to support local orphaned and injured animals at the Nook.

### **Preschool Advisory Committee:**

Special Thanks to this year's advisory committee volunteers: Lauren Azevedo, Katie DeYoung, Phyllis Grummon (Elder), Lauren Glass, Jenny Harvey, Morgan Piper and Rita Subhedar. More

thanks go to Noah Durst for his leadership, project foreman abilities, and for his project design skills for the new iguana habitat.

### **The Staff**

***Full time Lead Teachers:*** Thomas Bond, Laura Corr, Jessica Dack, Taurie Davis, Jessica Derby, Beth Detzler, Molly Lemke, Julie Pitsonis, Hannah Stephon, Alison Wieland, Mikayla Williams, and Katie Reinecke.

***Full Time Lead Assistants:*** Alaa Bairm, Salma Bairm, and Wenlin Lao.

***Administrators:*** Director, Dana Johnson (28 years), Assistant Director, Michelle Clingenpeel (19 years), and Office Administrator, Lindsey Bramlet (9 years).

## Annual Report of the Peoples Church Youth Group

**Elisha Smith, Youth Ministry Director**

In 2022, the Peoples Church Youth Group successfully served over 20 students, 6th through 12th grade. This is my third year of employment in this position. Weekly attendance at PCYG has been consistent, with between 8 and 10 students attending regular youth group. During special events we have up to 20 students in attendance.

Due to the COVID-19 Pandemic, we were unable to take a ski trip in January of 2022, but have one scheduled for January of 2023. PCYG has met weekly in person since March of 2022.

PCYG held a very successful Cake Auction, making over \$1500 dollars. There were 20 cakes for sale, and great participation from the congregation. Due to a COVID-19 outbreak, we were unable to travel to Milwaukee for a mission trip but are scheduled to go to Milwaukee in the summer of 2023. The SLC organization was kind enough to hold our deposit, so we did not lose any money on this cancelation.

Over the summer, many PCYG students participated in Vacation Bible School as counselors. They were exceptional leaders and role models for the children, and a great help to the leaders. PCYG held annual events through the summer such as laser tag, hiking, and lunch in the park. PCYG was able to serve the community by working with the Allen Neighborhood Center building garden boxes for local people to grow food. This was also an excellent opportunity for the youth to learn about gardening, upkeep of a garden, and sustainable food options for lower income families.

PCYG had a very successful Youth Sunday. Fifteen students participated in the planning of Youth Sunday, and 12 actively participated in the service. Students sang in the youth choir, played bells, wrote prayers and the benediction, presented a children's message, and more. They were very involved and enjoyed participating in the planning of Youth Sunday under the direction of Rev. Penny Swartz.

In the plans for 2023 are a Dungeons and Dragons club, cooking classes with our hospitality director, art classes with local artists, and more community service opportunities.

## Annual Report of the Welcome Ministry

**Diane Shafer, Co-Chair of Welcome Ministry**

Welcome Ministry was thrilled to see many people return to church after two years of low in-person attendance due to the presence of the Covid-19 Virus. We received visitors, regular worshippers and members; held one all-church gathering; orchestrated two New Members Classes and Inductions; and facilitated the Welcome Desk, Greeters, Coffee Fellowship and Parking Attendants. Ministry members included Diane Shafer (Co-Chair), Robin Matheson (Co-Chair), Paul Babbitt, Jessica Eysselinck, Barb Free, Martha Hibbs, Jane Ledebuhr, Julie Pierce, Nancy Seymour and Bob Steinkamp. Bob Ference is an honorary member who lives at Burcham and keeps our TPC members who reside there informed on what's happening at Peoples. Beth Lundy attends our meetings in her role as Membership Coordinator.

### Welcome Desk

Diane Shafer coordinated one-to-two people to staff the Welcome Desk on Sunday mornings from 10:00-10:30 AM and for 15-20 minutes following worship. All ministry members have pitched in and taken turns welcoming everyone who walks through the doors of The Peoples Church. Our goal is to make sure everyone receives a smile, hello, hand shake, hug or fist bump every service they attend. Attendance has been steadily increasing.

### Church-wide Events

This year the Welcome Ministry facilitated and participated in the Chicken Dinner and Ministry Fair on September 11. Robin Matheson coordinated volunteers for the event and served as point person. Diane Shafer handled getting Welcome Ministry materials ready and staffed the Ministry table. Other volunteers included Bob & Margie Steinkamp; Angela, David, Izaak & Declan Biedenbender; Bobbi Kilty; Barb Free; Amy Moore; Lexa Bell; Julie Pierce; Martha Hibbs and Jessica & Ben Eysselinck. Newly promoted Event Coordinator Vince Watson prepared an excellent meal, 180 people attended and \$600 was collected in food donations.

Welcome also tried to get a Talent Show going on February 13 but there was not enough interest.

### Peoples 101, New Members Classes and New Member Inductions

Peoples 101 was offered on January 2, February 6, April 3, May 1, June 5, August 7, November 6 and December 4. 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.

New Members Classes took place on March 6 and October 2. Ministry members and pastors met with those considering membership for 60-90 minutes in the Centennial Room. Ben Drobney, Liz Raduazo, Bobbi Kilty, Win Stebbins, Lexa & James Bell, Liz Burpee and Stephanie

Klein were inducted into membership on May 15. Jill Bartz, Christine Bilfinger, Judy Hardies, Alexa Hayes-Murray, Paulette Lovell, Jean & Marc Lyon and David Stowe were inducted into membership on November 13.

Robin Matheson maintains a spreadsheet of those who attend Peoples 101 and New Members Classes and she stays in touch with them to see if they'd like to come to New Members Classes and become inducted as New Members of The Peoples Church.

New Member Gatherings were held at Dr. Monore's home on May 15 and November 13. Both were well attended and a huge success. Welcome Ministry members supplied lunch and desserts and feedback was gathered from new members about their experience with The Peoples Church.

### Greeters

Julie Pierce led a group of volunteers on Sunday mornings to greet people at the Northwest Entrance as they enter for worship. Greeters say hello from 10:00-10:30 AM and are encouraged to volunteer as many Sundays as they like. We experimented adding an additional greeter at the Northeast entrance but there is still very little traffic at that door.

### Coffee Fellowship

Diane Shafer coordinated volunteers to provide coffee and treats on Sunday mornings beginning September 19 after a 16-month break. Two shifts of one-to-two people from 8:30-10:30 AM and 11:15 AM-12:45 PM make coffee, set up the tables in Friendship Hall, keep coffee and treats stocked and clean it all up at the end. Many of our volunteers also contributed finger foods for our congregation. The Council of Elders is encouraged to provide volunteers to serve the Sunday following their monthly meetings.

### Parking Attendants

New construction surrounding The Peoples Church has hindered our congregation's ability to park close to the church. We've lost spaces in our lot, lot 8 has been converted to permit parking and many of our overflow spaces in Valley Court are no longer available. This issue came to a head as families started returning to church, choir and bells became active again and pre- and post- church activities started up. Parking was especially problematic when the East Lansing Farmers market was in session. For this reason, Bob Steinkamp, PPC, took over finding volunteers to staff the parking lot in two shifts from 8:30-9:30 AM and 9:30-10:30 AM during September and October. PPC stands for Peoples Parking Commander. Bob also ordered umbrellas for Parking Volunteers that will be kept at the Welcome Desk.

### Connections and Ministry Recruitment

Robin Matheson and the pastors make the first contact with new visitors and worshippers at The Peoples Church. Nancy Seymour continues to send birthday and anniversary cards to new members from her home in Mt. Vernon, Washington. Welcome Ministry provided candy and Kathi Mitchell, Children's Director provided coloring pages and crayons for children at the Welcome Desk year round. Welcome Ministry also keeps New Baby gifts and brochures well-stocked at the Welcome Desk. New this year was a Sensory Kit. Children are welcome to use the items in this kit during worship for comfort and keeping their hands busy.

Respectfully submitted by Diane Shafer, Welcome Ministry Co-Chair

## Annual Report of the Worship Ministry

Mary Nowack, Chairperson of the Worship Ministry

The Worship Ministry goals at the beginning of 2022 were to improve the virtual look of our worship service. Because of the pandemic and in an effort to keep members safe, our church service had been made available to virtually be seen on YouTube. A number of things were interfering with the look of the service, and we wanted to improve them to not detract. Some of the improvements made included getting the choir to wear their robes and to be concerned about the choir appearance. We cleared out the choir room, got the path to the balcony opened up so that the choir could easily move from the sanctuary to the bell choir loft. The ministers were encouraged to stay in view of the camera so that someone was always in view of the virtual audience. The sanctuary and chapel paraments were inspected and new ones were purchased for the chapel. Many of the staging aspects of the service were examined and improved where possible.

Then we moved to other areas of the worship service. Our goal became figuring out what aspects of the service could be improved or added onto to encourage an aliveness of the service. We joined the Worship Design Studio, an organization specifically to work with churches to find a unified theme and be more innovative. A Taize service was started once a month. Protocols for the communion service in both the sanctuary and the chapel were worked on to make the service more solemn and consistent service to service. With two church services on Christmas Eve, we decided to not have church services on Christmas Day to give our minister a break.

The Worship Ministry was very active this year. Each member did their part and our work came together well. The areas we covered were ushers, communion, music, minister and the sanctuary decorations.

Next year, Rev. Penny Swartz, our retired minister will be the chair of the Worship Ministry. A focus of hers is to continue to update the service and work to grow our membership.

## Annual Report of the Women of Peoples Church

Cheryl Leece, President of the Women of Peoples Church

The Women of Peoples Church has supported women in our congregation since its inception in 1908 as the Women's Society. As women who share a common faith in the Lord, the Women of Peoples Church have come together for 114 years to demonstrate His love in all areas of life, to grow in Christian faith and responsibility through study, prayer and service. Since its beginning, WPC has built a wonderful legacy of fellowship, community service and spiritual growth. We continued that commitment throughout 2022 offering the following:

- Strawberry Breakfast – Featured speaker was Sherry Wohlfert, a Christian humorist from Grands Rapids. She spoke on the topic “Living Joyfully as a Daughter of God,” touching upon the simple ways we can all find God doing joyful, blessed, amazing things smack dab in the middle of the laundry, ball games, farm chores and the hundred other things we manage to cram into a day. We welcomed 62 participants.
- Jewelry Sale and More – Held May 20-21 and though attendance was a bit down post Covid, the event still raised more than \$4,000.
- Ice Cream Social – On June 19, WPC treated members of the congregation to an ice cream social following the morning worship service.
- Circles: Rebekha-Hannah, Dorcas Circle and Phoebe Circle held regular meetings; some were social get-togethers while others featured guided discussions.
- Denominational Women's Groups: We maintained active liaisons with women's groups of the denominations within The Peoples Church as well as Church Women United. They include American Baptist Women's Ministries of Holt, Methodist Women East Lansing (now known as United Methodist Women), First Presbyterian Women of Mason Ministries and United Church of Christ of Haslett Women's Group.
- Advent Celebration – This family favorite program hosted 75 attendees on December 11. The featured speaker was Mary West, speech pathologist, mentor to more than 100 graduate students at MSU, Sunday school teacher, writer and current member of the TPC Council of Elders. Mary's presentation – “A Word to the Wise” – focused on “practical wisdom,” primarily wisdom that comes with age. The gathering included the annual meeting of The Women of Peoples Church. The event closed with a Christmas Carol Sing-along and a holiday musical video provided by the student musicians of the MSU College of Music.

Though we worked hard to maintain a full schedule of events and program offerings, as the year progressed, it became increasingly difficult to fulfill our mission. The Covid pandemic left lasting scars and the changing needs and lives of our members which combined to raise significant challenges. As a result:

- We have been unable to recruit new board members for the past couple of years making it difficult to transact the required WPC business.

- Attendance at Circle meetings dropped significantly.
- Arranging the annual events that are so important to us had become increasingly difficult without the support of a strong cadre of volunteers and a complete board.

We have observed these trends for several years. In April 2019, the board conducted a membership survey to see how we could better serve our members. The results of that survey led us to make changes to our programming. That helped a bit, but the onset of Covid was a disaster for our church as a whole and WPC in particular. When we resumed our post-pandemic activities, things did not return to the level we hoped for. And recruiting new volunteers became even more difficult. So, this past August we organized a strategic planning workshop to create a plan for the future. Participants included current and former WPC board members, past-presidents and members of the pastoral staff. The discussions led to the sad realization that we could no longer keep the organization running and it was time to disband the Women of Peoples Church.

So, at the Advent Celebration on December 11 during the WPC Business Meeting, the Board offered the following the proposal to the members of the Women of Peoples Church:

- The organization known as the Women of Peoples Church shall be disbanded.
- The Circles may continue to meet as independently as social groups.
- Some key events, including the Advent Celebration and the Annual Jewelry Sale and More will continue under other leadership.
- An archive of WPC documents will be established.
- The funds remaining in the WPC savings and checking accounts (approximately \$17,000) will be disbursed as follows:
  - \$5,000 will be donated to the church to help finance the refurbishment of the Women's Lounge in the bathroom adjacent to the Welcome Desk.
  - Monies remaining after payment of any final expenses will be used to establish a WPC Restricted Fund that will support women and children focused programs, projects and activities. This fund will be overseen by the Senior Pastor and the Chair of the Council of Elders. The proceeds of the annual Jewelry Sale would be deposited to the fund to support future programming.

Members voted to approve the proposal and The Women of Peoples Church was officially disbanded. All of us in attendance raised our glasses in a final toast to our beloved organization.

The Board of WPC would like to offer its sincere and deepfelt gratitude to all those women who have served as leaders or contributed their time as volunteers to provide outstanding programs and projects to our members and citizens of the surrounding community over the years. You have inspired us all. Although the 2022 Advent Celebration was the last program WPC will present, the organization's spirit will live on.

Finally, we thank our members for their dedication to The Peoples Church, the surrounding community and to one another.

God Bless You All.