

Annual Report

presented to

The 124th Annual Meeting April 28, 2019

GREENDALE PEOPLE'S CHURCH

Included in this book are annual reports from committees and teams involved in the mission and ministry of Greendale People's Church.

This report covers the period from January 1 to December 31, 2018.

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I. Pastor and Moderator combined Report

All of us are looking with unveiled faces at the glory of the Lord as if we were looking in a mirror. We are being transformed into that same image from one degree of glory to the next degree of glory.

This comes from the Lord, who is the Spirit. - 2 Corinthians 3:18

Grace and Peace to You,

Because of your dedication, hard work, persistence and prayers 2018 was an amazing year of challenge and change! Here are a few highlights:

- Initiated a comprehensive transformation program and engaged in conversations to explore who we are, who are our neighbors and what God is calling us to do
- Broke with recent past practice and celebrated worship at 8:30 and 10 through the summer,
- Advanced multimedia presentation in the 10am worship service,
- Activated an intensive study of our ministry around Hunger Action
- Explored team-based ministry, ways to simplify our structure, and how to balance our budget
- Reduced our carbon footprint by completing the solar panel project,
- Upgraded the deck at Selah and the elevator and
- Took the Fales Street building down

Each week people share how uplifting our worship is and how excited they are about the future of GPC. The "Love One Another" stewardship campaign engage twice as many people and garnered triple the pledges over the prior year! Testaments to the positive spirit and commitment to strengthen our ministry.

In the year ahead, we have much to do. Finances will remain tight as we live within a balanced budget; Team TLC will lead us through a process to discern God's vision and mission for GPC; and greater emphasis will be placed on deepening relationships with people in our surrounding community and intentional, impactful mission and ministry.

Although adoption of the proposed restructuring will usher in a new era for our ministry, it will take time to transition from the old structure to the new, clarify the roles, unlearn what was and learn how to be community in these new ways. Collectively we will be called to listen deeply, express grace, and "make the road by walking it."

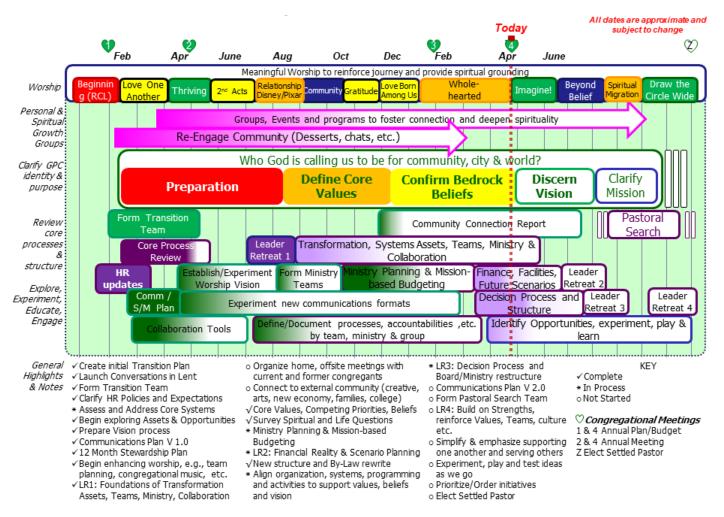
We are grateful for the leadership of Team TLC, Council, Trustees, the Deacons, Committees, Teams and Groups, as well as the many leaders and volunteers who make ministry happen in so many ways every day of the week.

With prayers of hope and gratitude;

Rev. Dr. Kevin Downer, Interim Pastor and Anne Kruse, Moderator

II. Transformation Program

The following is an update to our transformation program. Regular updates and more information can be found on the Transforming Church section of our website.



In addition, Team TLC (Tranformation with Love for Community) is facilitating a comprehensive process to clarify who we are, better understand who are our neighbrs and listen deeply for who and what God is calling us to be.

2018 Accomplishments:

- Formed the team
- Facilitated a series of conversatiosn to clarify our Core Values: Spirituality, Healthy Realtionships and Inclusivity
- Organized the process to explore our Bedrock Beliefs

2019 Major Golas and Objectives

- Finalize our Bedrock Beliefs (April 28)
- Facilitate the Vision (beginning in May) and Mission Phases of the Transformation Program

We remain grateful to the members of the team: Ray LeBlanc, Sarah Blodgett, Fran Langille, Joyce Smith, Nancy Cimato, Joanne Wilder and Janet Whittal. You can contact the team at TeamTLC@GreendalePeoplesChruch.org

III. Worship

WORSHIP PURPOSE: Develop, prepare, and provide worship events, activities and services for all at Greendale Peoples Church through the year.

2018 Worship Achievements:

- 1. Music and musicians provided for 104 Sunday services
- 2. Prepared music for and directed 45 Choir rehearsals
- 3. Launched Team Worship in November, 2018, who provided music suggestions for Rev Kev for 50 worship services to date
- 4. Maintained and tuned 7 church musical instruments and Sanctuary sound system
- 5. Provided 3 performances by guest musician groups at GPC
- 6. Prepared music for 2 weddings and 3 memorial services

2019 Worship Goals

- 1. Support the Pastor's vision for GPC ministry and worship development and provide music to further the Holy Spirit's work in and amongst us
- 2. Launch Organist Assistants Program and encourage youth participation in worship.

With gratefulness to God, I thank all members of our GPC music department for your faithful participation and hard work in musically encouraging our worship. Your prayers and continued support are most appreciated.

Respectfully, Loyall Allen, Music Director

Worship: Life Events and Spiritual Milestones

Greendale People's Church is an ecumenical community of faith and supports the pastoral need to mark life events and spiritual milestones of all people without regard to creed. 2018 milestones include:

Baptisms

Landon Joseph Simpson 3/25/18 Shea Olivia Martinez 4/8/18 Aryhanna Morales 4/22/18 Christopher Tuero, Jr. 4/22/18 Benjamin Matthew Farmer 4/29/18 Sophie Lynn Cook 5/13/18 Raegan Geraldine Eisenlord 5/13/18 Christopher Dennis Englehart 6/3/18 Grayson Paul Smith 7/8/18 Ella Grace Cranston 9/2/18 Yenecies Figueroa 11/18/18 Abel Jonah Romero 12/16/18

Funerals/Memorial Services

Tiffany Edi-Osagie 1/1/18
Louise Ostiguy 1/17/18 (not held at GPC)
June Lundell 1/27/18 (not held at GPC)
M. Roberta Stowe-Treen 1/28/18 (not held at GPC)
Joyce E. Brown 3/22/18

Vivian A. Hilli 3/27/18 (not held at GPC) Stephen M. Kline 6/1/18 Sandra Lee Singley 7/12/18 Denise Cheatwood 11/18/18

Weddings

Lynne Hackett/Glen Harms 10/13/18 Nicole Victoria McCarthy/Joshua R. Buck 12/24/18

IV. Care, Prayer & Serving Others

The board of deacons, known as the diaconate, at Greendale People's Church, is responsible for the oversight of the spiritual life for the church and church members, providing assistance to the pastor in promoting a meaningful worship service and experience. The deacons assist in the preparation of the chapel and sanctuary for Sunday and special services throughout the liturgical year. This responsibility includes the preparation of communion, collection of tithes, and baptisms (as required). The diaconate also helps to set priorities and provide leadership in the church's local, national, and international missions and programs. Locally, the diaconate ensures that lunch is provided for Worcester Fellowship in downtown Worcester during the year. The deacons led or supported the following during the past year.

- Annual turkey shoot, which provided 37 holiday baskets for Rainbow Child Center and 13 baskets to our food pantry participants.
- The Angel Tree, providing gifts for Rainbow Child Center.
- Prepared a warm meao and served 75-100 people each month for Mustard Seed
- Prepared a warm meal and served 50 people for the LGBT Asylum Seekers Task Force
- Prepared and distributed 300 bagged lunches annually for Worcester Fellowship
- Greendale People's Church Care Ministry
- Veteran's Inc.
- 40 for 40 Food Program

In 2019 we would like to continue these programs and Participate in Crop Walk. Members of the diaconate during 2018-2019 are, Nancy Cimato, Donna Fife, Patricia Harnois, Kim Pare, Al Wasilewski, Joanne Wilder and Bill Hackett.

Respectfully submitted,

Bill Hackett, Chair

Women at the Well/Karen Allen

This is a bible study group of women who wish to learn more about the bible and how to handle everyday activities or challenges such as worry, setting boundaries and multi-tasking.

In 2018, during the winter and into spring we studied books of 2 Peter and Jude. In June, we celebrated our studies with dinner at O'Connor's Restaurant. Then in the fall, we chose to study the Song of Solomon, a challenging love story.

In 2019, we are working on an overview of the Psalms and then the group will decide what spiritual area they wish to study such as prayer or if the fall topic will be another book of the bible.

Wednesday Study Group/Dennis O'Malley, Ellen Green, Joyce Smith

- On 4/4/18, they started their year with "The Road Less Travelled" by M. Scott Peck, M.D.
- On 9/12/18 they discussed "Learning to Fall: The Blessings of an Imperfect Life" by Philip Simmons.
- And they've compared the different aspects of the synoptic gospels.

Care Ministry Team/Nancy Cimato

My goal is to visit more people and invite others to join me. I plan to deliver more Easter Lilies and poinsettias from the altar.

Mother/Daughter/Sister/Friend Event 2018

- We have been gathering for 26 years to celebrate the fact that we are daughters beloved of God.
- Our last gathering had 80 people in attendance. After expenses were paid, we were able to donate \$200 to the Elevator Fund on behalf of the Mother Daughter Sister Friend Event 2018.

An invitation will be extended to Cana Community Church and the GPC Food Pantry this year, in hopes to expand our faith, fellowship and friendship.

Prayer Shawl Ministry 2018

- The Greendale Peoples Church Prayer Shawl Ministry was established 13 years ago.
- This year we invited area Prayer Shawl Ministries from other churches to come share in faith and fellowship
- We were able to provided shawls to Project Aids Worcester, on Dec 2 to commemorate World Aids Day

Thanks to everyone who has made a donation this past year. Your kindheartedness makes this ministry work!

V. Personal & Spiritual Growth

Christian Education Accomplishments

- 1. Worked closely with the Cana Community Church (CCC) Sunday School Leader to choose an age appropriate Sunday School curriculum that fits the model and inclusivity of both CCC and Greendale People's Church.
- 2. The CCC was able to secure additional volunteer helpers for Sunday School classroom education and teacher assistance
- 3. The CCC and GPC Sunday School Leaders worked with the Pastors to help define their needs and what they're required for support to effectively teach (i.e. age/grade criteria for youth in class, additional education supplies).
- 4. Collaborated with the CCC to implement and carry out the ongoing Care Ministry Program for our community.
- 5. The GPC Sunday School Leader worked closely with the Pastor to help define the support and requirements needed to carry out an effective Sunday School classroom, Children's Sunday, special events, parent meetings

Christian Education Goals

- 1. As young members of the church, continue to have the children visible in Worship (i.e. readings, tithing, music, working with Deacons)
- 2. Enhance classroom education by purchasing more craft supplies, games, creating an engaging atmosphere where the children learn spiritually through fun and want to be in church
- 3. Continue to ask GPC members to volunteer in classroom help and or teach
- 4. Look into soundproofing the Genesis classroom/having the GPC Custodian hang the soundproof squares
- 5. Look into a remnant rug to soundproof the Genesis room
- 6. Paint the classroom hallway (ask for Youth Group volunteers, teachers, church members)
- 7. Work with Pastor to hold a meeting with GPC Parents and hold an educational session with outside Educators to work with parents and teachers.

VI. Nurturing Community

Special Projects Team's Annual Report for the 2018 - 2019 program year.

Purpose: The main focus of the Special Projects Team is to conduct the fundraising of the church through social events and service to the community through events to provide and encourage fellowship and Christian Spirit in the congregation and the wider community.

Accomplishments in 2018:

- a) Provided a Holiday Fair in early November, 2018, that brought hundreds of Worcester community residents into our church to view and purchase items from the seventeen (17) different venues located throughout the church facility. The Fair raised \$12,504 during the two-day event; the amount includes the Turkey Dinner income of \$1,955, which served 168 dinners. A related event raised an additional \$725 in Advent Wreath sales; and, another \$200 in Fair leftovers of food and crafts.
- b) The Team hosted other fundraisers such as the Valentine Cookie Walk, which raised \$456, and the annual Soup Fest, which raised \$450 to help with the church budget.
- c) The Team sponsors church community events such as the Everybody's Birthday Party and helps Chefs Claude and Mike in Fisher Hall set-up and serving of the Lenten meals on Ash Wednesday and Maundy Thursday.

Goals for 2019:

- a) Continue our social events, outreach, awareness, and service to the community through the Annual Holiday Fair.
- b) Continue fundraising events to support the church operating budget.
- c) Continue providing opportunities and venues to enhance Fellowship among our Congregation.

Future Events:

We plan on a new event in May called a Post Celebration of the Kentucky Derby for a mini-fundraiser. There will also be an Everybody's Birthday Party Celebration in May.

THANK YOU to all who contribute and donate time, talents, and treasure to make the Holiday Fair a huge community awareness event and primary fundraiser through providing the many varied venues. And, for all fellowship shared in providing the sponsored events throughout the year.

PROTO 4.... 2018-2019

Accomplishments: Provided hospitality and refreshments for collations, fundraising and social events
Supporting, creating and participation for the GPC Fall Fair, Bake Table, Cookie Walk, etc.
PROTO 4 provides women's fellowship and friendship, in many ways to contribute to GPC needs

Future Goals: To welcome new members to grow our group, and to participate in many opportunities.

To continue to serve, learn and share our talents and assistance where and when needed.

To continue to provide and support the ladies and GPC Fellowship of PROTO 4.

PROTO 4 is the continuing group of ladies (from more than 75 years); **PRO**gress **TO**gether; encouraging us with opportunities to learn, share, care, laugh and graciously provide support to each other, our church family and community. The strength, kindness and stories of many PROTO ladies past and current are amazing!

VII. Pastor Parish Relations

Pastor Parish Relations serves as advocate for the pastor in all areas of church life and as an additional way congregants can proactively share their thoughts and concerns. The team includes David Raphael, Kim Paré, Dennis O'Malley and Rev. Dr. Kevin Downer.

The PPR Team generally meets quarterly and/or as needed.

- The PPR met twice since the last annual meeting (7/1/18, 3/10/19)
- People like what Rev Kev has brought to both services especially his thoughtful sermons and passionate
 delivery. There's been nothing but positive comments that Kev is out from behind the pulpit/on the floor
 and welcoming all to the communion table.
- There have been a few comments regarding the challenges and adjustment to some of the "new" music during second service.
- PPR is open to all commentary regarding the changes to the by-laws and the governance restructuring.
- Rev Kev's initial covenant (18 months) has been extended for 12 months through June 2020 to give GPC time to complete the vision work and restructuring.
- Pastoral search can be initiated after the Vision work is completed.
- The Moderator, Anne Kruse and Vice Moderator David Raphael completed an annual review for Rev Kev in Nov 2018.
- In the coming year, PPR plans to meet quarterly should pressing items arise.

Income & Expenses January 1 - December 31, 2018

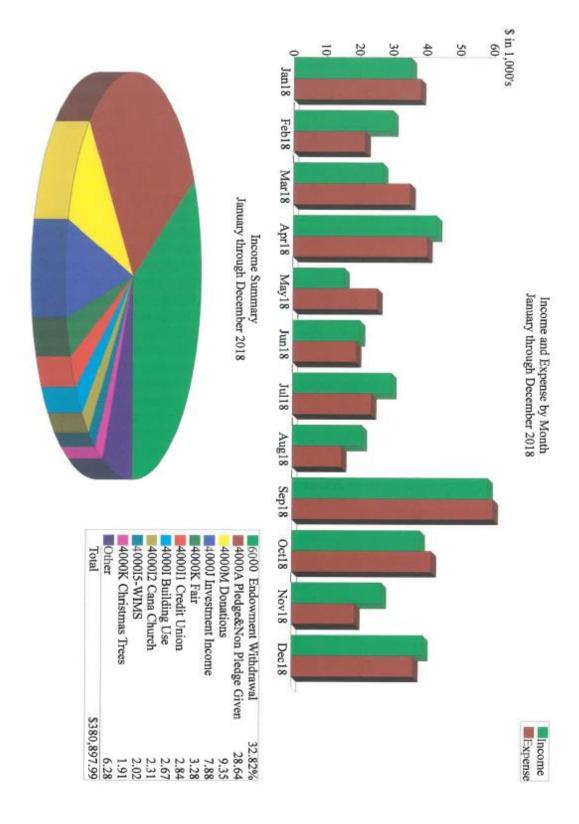
	<u>Actual</u>
Income	
General Offering	\$114,613
Camp Selah	6,625
Seasonal Offerings	4,574
Building Income	37,481
Investment Income	20,671
Fundraisers	21,381
Special Gifts	39,445
Hunger Action	0
Other	1,779
	246,569
Expenses	240,309
Staff	167,119
Office	6,671
Facilities	106,322
Christian Education	1,211
Worship	9,137
Retirement	6,000
Camp Selah	22,225
Special Proj	22,223
Fundraising	6,017
Hunger Action	0
Bank Service Charges	672
Bank Service enarges	0,2
	325,374
Net Ordinary Income	(78,805)
Other Items	
Investment	
Withdrawal	134,329
Capital Accounts	0
12 Fales Street Demolition	(30,500)
Elevator Repairs	(15,799)
Net Cash Flow	\$9,225

Balance of Accounts and Funds Year Ending December 31, 2018

	12	2/31/17	Re	eceipts	<u>E</u> 2	<u>kpenses</u>	<u>12</u>	2/31/18
Memorial Fund	\$	1,134	\$	1,115	\$	930	\$	1,319
Campbell Fund	\$	3,166	\$	295	\$	1,250	\$	2,211
Youth Group	\$	3,341	\$	15	\$	91	\$	3,265
Sabbatical Leave	\$	1,200	\$	1,000	\$	1,200	\$	1,000
Pastor's Discretionary	\$	966	\$	330	\$	860	\$	436
Benevolence	\$	- 0 -	\$	925	\$	723	\$	202
New York Trip	\$	1,177	\$	- 0 -	\$	- 0 -	\$	1,177
Faith Formation	\$	1,352	\$	- 0 -	\$	- 0 -	\$	1,352
Seminary Donations	\$	331	\$	- 0 -	\$	- 0 -	\$	331
Food Pantry	\$	602	\$	2,757	\$	2,316	\$	1,043
R.E.M. Scholarship	\$	225	\$	3,045	\$	3,000	\$	270
Memorial Garden Fund	\$	1,600	\$	- 0 -	\$	78	\$	1,522
Ruth Kenneway Scholarship	\$	1,000	\$	- 0 -	\$	- 0 -	\$	1,000
Elevator Fund	\$	11,507	\$	3,771	\$	15,278	\$	- 0 -
Air Conditioning Fund	\$	- 0 -	\$	6,133	\$	- 0 -	\$	6,133
Selah Insurance Claim	\$	3,743	\$	- 0 -	\$	3,743	\$	- 0 -
Endowment Fund	\$	254	\$	20	\$	- 0 -	\$	274
Sanctuary Projection Tech	\$	50	\$	- 0 -	\$	- 0 -	\$	50
Wedding/Funeral Fees	\$	- 0 -	\$	1,825	\$	1,275	\$	550
Reach-Out Worcester	\$	(15)	\$	15	\$	- 0 -	\$	- 0 -
Ricoh Lease Cancellation	\$	- 0 -	\$	3,826	\$	1,798	\$	2,028
Saints Offering	\$	(15,230)	\$	3,659	\$	6,328	\$ ((17 <u>,899)</u>
Totals	\$	16,403	\$	28,731	\$	38,870	\$	6,264

Special Funds at UBS Financial Services

	12/31/17	WD to GF	DEP to UBS	12/31/18
Carolyn Everett Music Fund	\$10,285	\$ 3,759	\$ 300	\$ 6,826
Sabbatical Leave	8,700	7,500	1,200	2,400
Weissinger Flower Fund	5,000	- 0 -	- 0 -	5,000
Jeffrey R. Newhall Fund	4,608	- 0 -	- 0 -	4,608
Seale Seminary Fund	2,730	- 0 -	- 0 -	2,730
Adams Square Congregational Gift	490	- 0 -	- 0 -	490
Sub-total from UBS Reports	\$31,813	\$11,259	\$1,500	\$ 22,054
Dividend & Interest Income	3,737	- 0 -	650	4,387
Change in Market Value	(1,449)	970	- 0 -	(2,419)
Annual Fee	(575)	175	- 0 -	(750)
Total	\$33,526	\$12,404	\$2,150	\$23,272



44.96% 28.61

8.21 5.98

1.62 1.61 0.33

4.25 2.46 1.79

13

Expense

The Endowment Fund Principal Account December 31, 2018

UBS Financial Services

Ending Balance 12/31/2018 \$531,755***

 Cash and Bonds
 \$ 27,503

 Preferred
 90,415

 International Stock
 192,917

 Domestic Stock
 220,920

***Net of \$ 19,763 Dividend and Interest Income

155,000 Principal Withdrawn

Net Negative Impact \$135,237

The Endowment Fund Income Account December 31, 2018

Dividends/Interest \$ 19,763 Less Management Fees 7,639 \$12,124

> Ralph E. Marsden Scholarship Fund Principal Account – December 31, 2018

UBS Financial Services, Inc. (Brokerage Account)

Ending Balance on 12/31/2018 \$ 82,226***

Ralph E. Marsden Scholarship Fund Income Account December 31, 2018

UBS Financial Services, Inc.

Dividends and Interest	\$10,567			
Less Annual Fee	175			
Used for Scholarships	1,050			
Net Investment Income	\$ 9,342			

Income & Expenses Jan 1 - Mar 31, 2019

	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>
Income			
General Offering	\$31,500	\$29,720	(\$1,780)
Camp Selah	85	25	(60)
Seasonal Offerings	352	295	(57)
Building Income	11,772	10,702	(1,070)
Investment Income	20,000	20,000	0
Fundraisers	2,250	1,347	(903)
Special Gifts	4,581	6,986	2,405
Hunger Action	1,692	3,559	1,867
Other	4,169	5,482	1,313
	76,401	78,116	1,715
Expenses			
Staff	35,047	36,586	1,539
Office	1,902	2,109	207
Facilities	23,909	32,613	8,704
Christian Education	211	87	(124)
Worship	2,535	2,443	(92)
Retirement	1,500	1,500	0
Camp Selah	1,513	1,068	(445)
Special Proj Fundraising	445	525	80
Hunger Action	1,688	927	(761)
Bank Service Charges	356	150	(206)
	69,106	78,008	8,902
Net Ordinary Income	7,295	108	(7,187)
Other Items			
Investment Withdrawal	0	15,000	15,000
Capital Spending	0	0	0
12 Fales Street Demolition	(12,000)	(11,919)	81
Net Cash Flow	(\$4,705)	\$3,189	\$7,894

Plan & Budget Notes January 1- March 31, 2019

Income-Total income is 2% above budget as of the first quarter.

- General Offering is 6% less than budget
- Building Income is 9% less than budget
- The \$20,000 investment income budgeted for the year was withdrawn in the first quarter to meet unbudgeted expenses
- Giving for Mustard Seed and the Food Pantry has exceeded budget in the first quarter

Expenses-Total expenses are 13% above budget in the first quarter.

- Due to an error, staff expenses were 4% above budget
- Due to a number of unbudgeted expenses incurred in the first quarter, facility expenses were 36% (\$8,704) above budget
- All other expenses categories are within the budget plan

Other Items

Because of the unbudgeted expenses noted above, an additional \$15,000 was withdrawn from the endowment. These funds and any additional funds withdrawn must be returned to the endowment prior to yearend to maintain a balanced budget.

IX. Stewardship & Membership

Members: Karen Allen, chair; Bob and Betsy Converse, Marion McLaren, David Raphael and Russ Vickstrom

Accomplishments for 2018

- The team met on a monthly basis rather than just in the fall for the Declaration of Intentions Campaign.
- Development of a year round program for Stewardship
- Development and rollout of a successful Declaration of Intention Campaign with a logo that was used in other areas into 2019.

Goals for 2019

- Start an Annual Appreciation Event for all supporters of the church financially, with talents and/or time commitments.
- Sponsor a program for members to find and develop their spiritual gifts.
- Develop a Stewardship Brochure.
- Develop and rollout the Declaration of Intention plan for 2019 so that it exceeds the one in 2018.

Many thanks to all the members of the Stewardship Team for their work during the year and to all the members and friends of Greendale People's Church who continue to support our endeavors with their time, talents and finances.

Respectfully submitted,

Karen Allen, Chair



X. Facilities & Trustees

Russ Vickstrom, Dave Raphael, Carlo Cimato, Diane Morin, Rod White, Mike True, Lyn Wasilewski, Rev Kev, Bob Converse

Building Utilization

The Greendale Campus was utilized 72% of available hours on a weekly basis by the following groups:

Al-Anon, Gamblers Anonymous, Narcotics Anonymous, the Tuesday Self-Help Group, Scouts (Boy, Girl, Cub), Frohsinn Club Dances, Nordic Lodge, Worcester Folk Orchestra, Home Schoolers, Cana Community Church, Word Based Intercessory Ministries and our newest partners, The Worcester Regional Food Hub and Studio Theatre Worcester.

Many others have rented space for one-time events such as AED/First Aid Training, Community Organizing, Rainbow Child Development, Weddings, Funerals and Baptisms.

Property Improvements

Demolition of 12 Fales Street (completed early in 2019)

Elevator Upgrade

Solar panel system installation

New A/C controllers (completed early in 2019)

Upgrade Chapel lighting (completed early in 2019)

Refurbish/painting of Sunday School

Installation of flat screens in the Sanctuary

Rebuild of porch at Camp Selah

Technology upgrades to enhance internet connectivity and security

Cost Reductions

Elevator Service Contract. \$ 2,700 Workers Compensation. \$ 500 Health Insurance. \$ 5,400 Electricity. \$ 10,000

Unplanned Challenges Affecting 2019 Budget

- Significant kitchen upgrades necessitated to meet city and state codes.
- Higher than expected cost for debris removal from Fales Street demolition.
- Air conditioning controller upgrade?

Other Issues

Wayfinding and signage continue to be a challenge, especially helping visitors find their way to the sanctuary Sunday mornings.

XI. Selah

Accomplishments

- 2018 saw the Camp Lodge graced with improvements to the beloved Porch.
- A new dock crew helped install the dock.
- Committee members maintained our Camp for usage by many groups and campers.

Goals for 2019

- Retreats and services at Camp
- Wi-Fi for campers
- Painting new porch wood and install new screens

I want to thank the many friends and church members who have helped maintain the Camp. These acts make me feel the spirit of our church Community and the many YMCA campers feel this presence as well.

We are so Blessed.

Ken & Nancy White