

CHURCH COUNCIL

| | |
|--|----------------|
| Moderator: | Vicki Nichols |
| Vice-Moderator: | Barbara Gregg |
| Clerk: | Sue Janke |
| Budget and Finance Chair: | Brian Russell |
| Christian Education Chair: | Lynn Zachow |
| Facilities Chair: | Lori Comen |
| Parish Care and Outreach Chair: | Alice McGregor |
| Worship Chair: | Connie Clark |

STAFF

| | |
|---------------------------|--------------------|
| Pastor: | Rev. Amy Hitchens |
| Director of Music: | Kevin Peterson |
| Office Manager: | Kirsten Pangelinan |
| Custodian: | Amalia Mendoza |
| Lock-Up: | David Storm |

TABLE OF CONTENTS

| | |
|---|-----------|
| Church Council and Staff | 1 |
| 2020-2021 Officers, Chairs and Committee Members | 2 |
| Annual Meeting Minutes ~ August 9, 2020 | 3 |
| Congregational Budget Meeting Minutes ~ November 8, 2020 | 5 |
| Pastor's Reflection | 6 |
| REPORTS | |
| Moderator | 8 |
| Director of Music | 10 |
| Clerk | 11 |
| Budget and Finance | 12 |
| Christian Education | 13 |
| Facilities | 16 |
| Parish Care and Outreach | 17 |
| Worship | 20 |
| Pastoral Relations | 21 |
| Personnel | 21 |
| Purpose, Mission, Vision Statements and Core Values | 22 |

Normandy Park United Church of Christ
2021-2022 Officers, Chairs and Committee Members (current as of 8/15/2021)
 (dates note end of term when applicable)

CHURCH COUNCIL

Vicki Nichols.....Moderator

Sue Janke Clerk
 Brian Russell Budget and Finance Chair
 Lynn Zachow Christian Education Chair

Barbara Gregg.....Vice-Moderator

Lori Comen Facilities Chair
 Alice McGregor Parish Care and Outreach Chair
 Connie Clark Worship Chair

Budget and Finance Committee ~ Chairperson: Brian Russell (9/22)

Peter Barton Bob George (G.E.M.) Lynn Zachow (Financial Secretary)
 Jeff Clark Mike Janke

Christian Education Committee ~ Chairperson: Lynn Zachow (9/22)

Nancy Allen Cathy Larson Susan Sasis
 Dawn Elwell Kirsten Pangelinan Jill Tiffany
 Wenden George

Facilities Committee ~ Chairperson: Lori Comen (9/22)

Peter Barton Jeff Clark Madeleine Wasson
 Jon Comen Cathy Larson

Parish Care and Outreach Committee ~ Chairperson: Alice McGregor (9/22)

Belinda Allender Cathy Brewer Lee Weber
 Joan Andresen Barbara Gregg Madeleine Wasson
 Sue Bailey Dorine Seaquist

Worship Committee ~ Chairperson: Connie Clark (9/22)

Nancy Allen Mark Buckley Stacie Latimer
 Steve Allen Nancy Knudsen Kevin Peterson (staff)
 Jane Armstrong Steve Kuntz

Pastoral Relations Committee

Cathy Brewer Nancy Knudsen Lee Larson

Personnel Committee

Wenden George (9/22) Charlene Salisbury (9/22) Jill Tiffany (9/22)

Historian ~ Position Open

NPUCC Annual Meeting Minutes ~ August 9, 2020

Call to Order: Bob George

The meeting was opened by Bob at 10:30 am and was held within the time frame of the regular worship service. This meeting/worship service took place over Zoom.

Annual reports were delivered to congregation members prior to the meeting by a “door drop” and /or mail service.

Bob opened with a prayer and then reviewed the NPUCC purpose and values. Congregants were welcomed to read the purpose and values together.

Our Purpose: God calls Normandy Park United Church of Christ to make a spiritual difference in people’s lives through fellowship, worship and service.

Our Values:

Relevant worship and learning

Respect, support and working together

Open and Affirming

Genuine Hospitality

Celebrating diversity

Service

Peace and justice

Thank you to Outgoing Committee and Council Members:

Bob thanked everyone for their support and efforts throughout his tenure as the church moderator. He offered a prayer to Vicki as she moves into her new role as church moderator.

Vicki thanked Bob for his leadership, energy and service as moderator.

Bob was presented with a thank you card/gift by the church.

Annual Meeting Minutes 2019:

Sue Janke confirmed that we have a quorum present with 50 members logged into the zoom meeting (46 members required for a quorum).

Sue Janke thanked Alice McGregor for acting as church clerk last year and briefly presented the annual meeting minutes from 2019. A vote was called to accept the minutes and voting was completed using a screen shot of members present. The screen shot indicated 52 members unanimously approved the minutes.

Election of Officers and Committee Chairs:

The slate of church officers and committees was displayed over Zoom and questions/comments were taken from membership:

- Peter Barton asked to add Jon Comen to the facilities committee.
- Jill Erickson-Keeney asked to remove herself from the Pastoral Relations Committee as she is moving in the near future.
- Barbara Gregg noted that all members of the Personnel Committee are slated to end their terms in 9/20.
- Worship committee would welcome more members.

Vote on Council Members and Committee Chairs:

A motion was made to vote on the following Church Council and Committee Chairs:

Moderator-Vicki Nichols; Vice Moderator-Barbara Gregg; Clerk-Sue Janke; Budget/Finance-Brian Russell; Christian Education-Lynn Zachow; Facilities Chair-Vacant; Parish Care/Outreach-Alice McGregor, and Worship Chair-Connie Clark.

A screen shot indicated 58 members unanimously approved the motion.

Financial Report: Brian Russell

- Brian thanked everyone for their continued financial support and volunteer work throughout the year. He especially thanked Lynn Zachow for all her work/time as financial secretary.
- Brian reports that in spite of Covid-19 the church is in good financial shape. Our income is down in room use but pledge income and other income has been consistent. The good news is that expenses are also down so the drop in income is actually offset by the drop in expenses.

Closing of Annual Meeting:

Bob closed the meeting at 10:50 am with a prayer. The congregation then returned to worship, singing the "Gloria Patri."

Submitted by: Sue Janke, Church Clerk

NPUCC Congregational Budget Meeting via Zoom ~ November 8, 2020

Call to Order – Vicki Nichols, Church Moderator

The meeting was opened by Vicki prior to the benediction of the regular church worship service. A quorum (46 members) was verified with 48 members in attendance on Zoom and 5 proxy votes for a total of 53 voting members. The Proposed Budget handouts were distributed to church members prior to the meeting either by a door drop or by individuals picking up their copies at the church. Vicki thanked the church council and church membership for all their support during the year.

Budget Report – Brian Russell, Finance Chair

Brian thanked all members of the church for their continuing financial support. NPUCC has been incredibly blessed by its membership especially during this time of COVID-19. Additionally, Brian thanked the members of the finance committee and specifically recognized Lynn Zachow, Financial Secretary, for her continued work and excellence.

Brian reviewed the figures of the 2021 Budget Proposal. He pointed out differences in the line items between the 2020 and 2021 budget. The 2021 budget includes an overall increase of \$3,171 which includes an additional \$3,000 for facilities as it is expected that church maintenance costs will continue to increase. Raises of 2% each were included for the pastor, music director and church office manager. The finance committee feels this increase is attainable.

Overall, the church is in good financial shape. Brian stated that up until October of this year, our decrease in income has been balanced out by our decrease in expenses. At this time that trend is not holding so it is important that everyone get their pledges turned into the church.

Comments and Questions

Brian opened up the meeting for discussion/questions.

Member #1: Questioned how the finance committee is addressing income and increases in insurance fees?

Response: The finance committee reviews the budget on a monthly basis and we have been on track for the first 9 months of the year.

Member #2: Questioned why it appears that the music budget has been cut by \$555.

Response: The reason for the decrease in budget is due to less expenses for special musicians, substitute musicians for when Kevin is gone and purchasing choir music.

Member #3: Stated that it is important to remain proactive and review the budget earlier and bring it back to the membership in the event that we are not meeting the proposed budget.

Motion

The Moderator called for a vote. A motion was made to accept the budget proposal by Brian Russell and seconded by Lori Comen. The 2021 Budget was unanimously approved.

Submitted by: Sue Janke, Church Clerk

PASTOR'S REFLECTION

Dear Siblings in Christ,

In the life of the church, this year has been full of pivoting, flexibility, and hope. I have been amazed at our conviction to keep going, to care for others, and engage our local communities in the ways that we can during this pandemic. I wish the pandemic were over, but it is not and this fact colors all of the ways that we are engaging in church together.

Time has been an ever wavy, flickering, wily thing, and so instead of being linear in my remembering from the summer of 2020 until now, I will offer you impressions.

- Zoom has been a lifeline. With zoom we have been held council meetings and worship services; we hosted a women's retreat and book studies. We did the work of the church virtually. And while we learned what zoom fatigue means, it remains a vehicle for being together, when otherwise we might have to be apart. I am heartened by all our members and friends who have joined us from afar this year—from Pt. Townsend, Whidbey Island, Florida, and Louisiana to name a few. This is a remarkable achievement through zoom.
- We have learned to become more creative in our worshiping together. We have tried nearly every format possible that we can possibly try: on zoom, in person hybrid style, and now outdoor worship. If you had asked me in 2019 about this, I think I might have laughed. And then possibly cried, because it didn't seem possible before.
- Much gratitude to Kevin Peterson and the Council who have been involved in troubleshooting and technology upgrades. Kevin has pivoted just like I did to produce a worship service that is meaningful and participatory. Yes, we still have glitches! We will likely always have glitches here and there.
- Some highlights for me in our worship together: lighting candles on the labyrinth for All Saint's Day; our virtual Christmas Pageant; our first ever virtual Easter Pageant, all of the door dash deliveries that augmented our worship from home, our first in person hybrid worship together this summer and our first outdoor worship service together in August.
- We must celebrate our continued our partnerships with international and local ministries and organizations—whether it be the CROP walk and Church World Service, accompanying the women at Hospitality House, Christmas giving with Mary's Place, or being 5 for 5 in giving to our denomination's important special offerings. We have stayed steady. We have kept our commitments and, in some instances, exceeded all of our expectations.

- We are still connected to the Ecumenical Leadership Circle funded by The Church Council of Greater Seattle and I personally have been part of a lectionary Bible study with ELC women pastors for almost 2 years now.
- Even though we had to pause our community “to go” dinner in September, we still have a feeding ministry with providing meals to those in re-entry housing at Kate’s Foundation. Every week, Madeleine makes a meal, with your support, and my spouse delivers it to folx who were formerly incarcerated.
- Some of my favorite moments in the midst of our stay-at-home orders were our donation drop off days after zoom church—seeing everyone’s masked faces as they dropped off their items from their cars.
- Last but not least on my highlight reel—yes, I am still studying and teaching the enneagram. We have been working through curriculum from Life in the Trinity Ministries and I am excited to announce that Suzanne Stabile will be publishing a new book in the fall, just about the time we will wrap up our current study.

I want to thank Kirsten for keeping the office running in the midst of everything, for her willingness to change up her workflow as things continued to change, and for Kevin’s partnership in worship. I also want to thank our Church Council and all of you for helping keep this community vital. We will have the Normandy Park Preschool in our nursery, our Scout Troop has grown in the past year, and hopefully our youth will be able to reconnect with other through activities and during church again, once the Delta variant peaks out.

And finally--there is so much gratitude for the success of our Care, Share and Repair Project. Thank you and thank you again.

I will close with a prayer I found from our Summer Occasional Summer Series “I have been meaning to ask...” *from A Sanctified Art*

*Holy God,
 We’ve been meaning to ask...where do we go from here?
 How do we speak truth?
 How do we listen for you?
 Guide us. Be with us.
 Hold us. Unsettle us.
 Catch us. Feed us. Fill us.
 God, we are open. Pour into us.
 We are ready for anything, with You.
 Gratefully we pray, Amen.*

Submitted by: Rev. Amy Hitchens

MODERATOR'S WELCOME AND REPORT

This been an interesting and unprecedented year to be Moderator of this Church. My term began in the middle of a world- wide pandemic shut down and is just now beginning to emerge from it. We have accomplished and adapted in this period to maintain a mighty group of believers. We all have learned skills and new ways of doing things to continue as a Church Body. We have added many new words to our church vocabulary: Zoom, Door Dash, Drive by Donation, Drive by Pickup, Hybrid Worship, and Lockdown to name a few. Our celebrations have been different, but not any less meaningful.

We have done major physical updates to our church buildings to protect and maintain it for the future. These include reroofing the sanctuary area, painting the outside of the main church, and repairing an outside leaking pipe. We have rekeyed the Fellowship Hall. Along with structural updates, we have also added equipment to allow us to have online worship. We raised the money to do these updates. We will continue do maintenance and updates around the grounds and building as needed with the help of our "Care Share Repair" fundraising campaign. We met the challenge of raising money for these projects and exceeded it.

We have added a new users/renters using the education wing and nursely areas. Normandy Park Preschool, which runs under the City of Normandy Park umbrella, is our new tenant. They are using the Nursely, art area, a classroom, and outside grounds during the weekdays. A major cleaning took place of these areas to prepare for our new tenant. The second new addition is the slot car track in the Fellowship Hall. This is going to be an interesting new use of Fellowship Hall as we move into the future.

The AA group has returned to meeting at the church. They are now meeting in the Fellowship Hall. Boy Scouts are back to meeting on our Church Grounds. Malamalama has begun meeting back in the church. These groups are meeting and have been instructed to follow COVID guidelines.

The Church Council continues to meet monthly on Zoom, reporting and guiding the Church in its mission. I wish to thank the Council for all their hard work, their conversations and thoughts throughout these unprecedented times. Further, I wish to thank the staff, Amy Kevin and Kirsten, who have continued to guide and lead us through these times. They have kept adapting their roles as needed so we can continue to function as a church body of believers.

Submitted by: Vicki Nichols

DIRECTOR OF MUSIC'S REPORT

Trying to serve as Director of Music during a pandemic has been the equivalent of playing Whack-a-Mole while blindfolded and running on a treadmill. Just when you think you've solved one issue, another one arises to demand your attention; everything is a moving target; and the rules are made up and the points don't matter!

There has not been any easy way to minister through music during this pandemic year. The choir continued to meet regularly via Zoom, and then via the Upbeat Music app so we could rehearse as best we could while distanced. However, the technology hurdles and learning curve have been steep, and frankly, trying to sing without the benefit of hearing everyone else's voices around you is nearly impossible. I am ever grateful to the choir for their flexibility, patience, and grit to make singing together work. We were even able to get a couple videos produced to use in worship! While the choir is currently on summer hiatus, I am hopeful we can continue gathering virtually in the coming year.

At the onset of the pandemic, I recorded videos of a prelude, offertory, and postlude and uploaded them each week to the church website and YouTube channel. Due to low view counts I discontinued that, but instead began offering a live prelude at the start of every worship service in November. That will continue into the future.

One significant change in music this year is the music I chose to play for preludes, which is limited due to copyright liability. Because we are now live-streaming and archiving our worship services I am not allowed to play a significant portion of the music I formerly used for my solo selections, and the licensing cost to allow me to do that is prohibitive. If you're wondering why you've heard a lot more classical music lately, that's why – it's all in the public domain! This has also carried over to our hymn selections for congregational singing, but the cost of the two licenses we purchase to authorize streaming and archiving more recently-composed hymns are very reasonable for our size congregation.

Technology has also been a major learning curve for us in the past year, and I appreciate Vicki and the Church Council authorizing the purchase of new audio equipment for us to make in-person worship possible. Thank you, also, to Mari, Shannon, Ian, and Lynn for serving as technology support for our hybrid worship.

Many, many thanks as always go to Amy and Kirsten; I could not ask for a better team to collaborate in ministry with. Thank you, too, to the choir for their patience and support during this year. Finally, a major thank you to all of you. I am deeply grateful to all of you who make this community of faith so vibrant and life-giving to me and to so many others in our church, neighborhood, and beyond. It remains a great honor and privilege to serve in ministry with you as your director of music.

Submitted by: Kevin Peterson

CLERK'S REPORT

Reporting membership from June 30, 2020-August 15, 2021

Total NPUCC Membership as of June 30, 2020 **94**

Active/Inactive Members who passed away: **-4**

Vern Steward – December 28, 2020

Rose Hall – January 29, 2021

Leo Altenhofer – March 7, 2021

Rod Brewster – August 3, 2021

Non-Members (Friends of NPUCC) who passed away:

Joyce Schneebeli – June 16, 2020

Vicky Wu – April 3, 2021

Jordan Perrine – June 18, 2021

Members who transferred membership: **-4**

Steve Hagen – John Knox Presbyterian Church

Vicki Hagen – John Knox Presbyterian Church

Phyllis Kaiser – Methodist Church

Terry Kaiser – Methodist Church

Members removed by Church Council in 2020-2021: **-6**

Dan Bjelke

Sue Bjelke

Miriam Curran

Amanda Engel

Anders Viklund

Ron Weightman

Total NPUCC Membership as of August 15, 2021:

Active/Inactive Membership **80**

2020 Church Meetings:

NPUCC Annual Meeting – August 9, 2020

- A quorum was verified.
- Please see **Page 3** of this report for complete meeting minutes.

NPUCC Congregational Budget Meeting – November 8, 2020

- A quorum was verified.
- The proposed 2021 church budget was presented and unanimously accepted.
- Please see **Page 5** of this report for complete meeting minutes.

Submitted by: Sue Janke, Church Clerk

BUDGET AND FINANCE COMMITTEE REPORT

Chairperson: Brian Russell

Committee Members: Peter Barton, Jeff Clark, Bob George, Mike Janke, Lynn Zachow

2020-21 Accomplishments:

We have weathered the Covid-19 pandemic well during the last year. We again are thankful for the financial support we have received from the congregation during the last year. This support is particularly impressive considering we have had to go to Zoom videoconferencing for all of our services and meetings. Everyone has stepped up to meet this challenge and we appreciate your efforts. Our finance secretary, Lynn Zachow, is due much of the credit for her many hours devoted to our church finances. Thank you, Lynn.

One blessing I am particularly proud of and thankful for (pardon the grammar) was the congregation's response to our capital campaign. The church was confronted with the task of making much needed expensive repairs to our church building (God's house). I was amazed. Not only did our church keep up their financial support of our operating expenses, but you exceeded all my expectations in additionally funding these repairs. Thank you.

Through June 2021, our total income is \$633 over budget for the year. Our total expenses are \$35 under budget. Through July 2021, our room use income is down significantly from 2018 and 2019. The Normandy Park Preschool income we will receive will help. Attached below is our Financial Secretary's, Lynn Zachow, annual report through 7/31/21. Thank you for your continued support.

Financial Secretary Report:

| | 2018 | 2019 | 2020 | 2021 Thru 7/31 | |
|-----------------------------|---------------------|----------------------|----------------------|---------------------|-----------------------------------|
| General Fund | \$ 155,034.19 | \$ 142,533.52 | \$ 137,712.69 | \$ 79,973.77 | |
| Room Use | \$ 20,729.50 | \$ 25,501.59 | \$ 11,967.50 | \$ 6,300.00 | |
| TOTAL INCOME | \$175,763.69 | \$ 168,035.11 | \$ 149,680.19 | \$ 86,273.77 | |
| Des Moines Food Bank | \$ 1,026.00 | \$ 1,155.00 | \$ 1,105.00 | \$ 811.00 | <i>Budgeted & Freewill</i> |
| Hospitality House | \$ 2,004.00 | \$ 2,004.00 | \$ 2,204.00 | \$ 1,564.00 | <i>Budgeted & Freewill</i> |
| Mary's Place | \$ 550.45 | \$ 600.00 | \$ 1,359.97 | \$ 350.00 | <i>Budgeted & Freewill</i> |
| Immigration | \$ 1,557.00 | \$ 615.00 | \$ 600.00 | \$ 300.00 | <i>Budgeted</i> |
| Other Outreach | \$ 2,491.34 | \$ 375.39 | \$ 7,300.00 | \$ 640.00 | <i>Freewill</i> |
| Our Church's Wider Mission* | \$ 4,500.00 | \$ 4,500.00 | \$ 4,596.00 | \$ 2,681.00 | <i>Budgeted</i> |
| One Great Hour of Sharing* | \$ 733.00 | \$ 1,220.66 | \$ 845.00 | \$ 1,465.00 | <i>Easter - Freewill</i> |
| Strengthen The Church* | \$ 682.10 | \$ 738.00 | \$ 455.00 | \$ 300.00 | <i>Pentecost - Freewill</i> |
| Neighbors In Need* | \$ 496.00 | \$ 380.00 | \$ 450.00 | \$ - | <i>World Communion - Freewill</i> |
| Christmas Fund* | \$ 529.00 | \$ 746.00 | \$ 425.00 | \$ - | <i>Christmas - Freewill</i> |
| TOTAL OUTREACH | \$ 14,568.89 | \$ 12,334.05 | \$ 19,339.97 | \$ 8,111.00 | |

*NPUCC is "Five for Five", participating in all five national UCC fund drives

Submitted by: Brian Russell

CHRISTIAN EDUCATION COMMITTEE REPORT

Chairperson: Lynn Zachow

Committee Members: Nancy Allen, Dawn Elwell, Wenden George, Rose Hall, Cathy Larson, Kirsten Pangelinan, Susan Sasis, Jill Tiffany

2020-2021 Accomplishments:

BOOK DISCUSSIONS

- Climate Church, Climate World: How People of Faith Must Work for Change by Jim Antal and Bill McKibben
We continued reading how “climate change is the greatest moral challenge humanity has ever faced. Hunger, refugees, poverty, inequality, deadly viruses, war—climate change multiplies all forms of global social injustice.”
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo
‘In this “vital, necessary, and beautiful book” (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’ (Claudia Rankine).’
- Native: Identity, Belonging, and Rediscovering God by Kaitlin B. Curtice
“Native is about identity, soul-searching, and the never-ending journey of finding ourselves and finding God. As both a citizen of the Potawatomi Nation and a Christian, Kaitlin Curtice offers a unique perspective on these topics. In this book, she shows how reconnecting with her Potawatomi identity both informs and challenges her faith.”

ENNEAGRAM

Using *The Enneagram Journey - A DVD Curriculum for Exploration, Growth, and Transformation* presented by Suzanne Stabile, Pastor Amy led a group monthly in discussing each DVD and either discovering our enneagram number and/or learning how to shape ourselves within it.

BLUE THEOLOGY MISSION TRIP TO MONTEREY BAY, CA

This event has been postponed until the summer of 2022. However, Blue Theology brought some of the experience online and had a two day/two hours a day session in late July, 2020 for all who were interested in going on the trip.

SEAHURST BEACH PARK CLEAN UP ~ AUGUST 15, 2020

Ten people from NPUCC participated in a beach cleanup at Seahurst Beach Park, removing several hundred items from the beach, keeping plastic and other garbage out of the food chain. Some of the odd things found were a washcloth and plastic netting.

FRIDAY FOOD FOR THOUGHT

We contributed coloring pages to download and color, Sunday school lessons to ponder, and stimulating articles to read on climate change, black lives, and indigenous peoples.

BIBLE & BREWS

- Conversations with Scripture – The Gospel of Mark by Marcus J Borg
“For noted Jesus scholar Marcus Borg, reading Mark is like meeting Jesus again for the first time. Individual readers and parish study groups will learn about this earliest gospel from the perspective of an important Anglican theologian.”
- Short Stories by Jesus: The Enigmatic Parables of a Controversial Rabbi by Amy-Jill Levine
“The renowned biblical scholar, author of The Misunderstood Jew and general editor for The Jewish Annotated New Testament, interweaves history and spiritual analysis to explore Jesus' most popular teaching parables, exposing their misinterpretations and making them lively and relevant for modern readers.”
- Thank you to Shannon Thomas, along with Pastor Amy, in helping us dig deep as we studied stories of the Bible

ADVENT AND CHRISTMAS 2020

- **Youth Advent Angels**
Our youth exchanged Advent angel gifts (think Secret Santa) every week leading up to Christmas, and they also took turns delivering gifts to our younger children – themed pictures/paintings, ornaments, cookies, and hot chocolate mixes. On Epiphany, January 6, Advent angels met up on Zoom for their reveal.
- **Mary's Place Christmas Giving Tree**
On the Christmas tree painted by Shannon Thomas on the Fireside Room window, Mary's Place giving tree tags were hung and our congregation picked 15 grocery vouchers, 10 parent gifts, and 25 children gifts. These tags were picked by our members and fulfilled online.
- **Christmas Pageant via Zoom ~ December 20, 2020**
We watched this year's pageant from our living rooms. It was delightful to see our members perform *Do Not Be Afraid* also from their own homes. Thank you to the acting participants for bringing the Christmas story to life and to Kirsten Pangelinan for organizing.

ONLINE WOMEN'S RETREAT "CREATED TO CARE" ~ JANUARY 15-17, 2021

- Friday night soup supper, “care” card exchange, and storytelling.
- Saturday morning
 - Pastor Kelsey Beebe (Dancing Pastor Ministry UCC minister in Wisconsin and Kevin Peterson's sister) led us in chair yoga and meditation.
 - Amy Johnson, Our Whole Lives Coordinator for the United Church of Christ and member of Wayside UCC, led us in conversation about “Rest; healing ourselves, our communities and our planet.”
- After lunch, prayer walk, and then learned about mandalas and created our own.
- Saturday night soup supper and afterwards facial care.
- Sunday worship, Amy Johnson joined us again with the message of “Rest”.

- Thank you to Jill Tiffany for taking the lead on this annual event and making it a such a success.

LENT AND EASTER

- **Lenten Soup Suppers and Book Study via Zoom ~ March 2021**

Forgiveness: A Lenten Study by Marjorie J. Thompson. Forgiving others and humbly asking for forgiveness are central disciplines for all followers of Christ. Lent is an appropriate time to deepen our understanding and practice forgiveness. Thank you to Rev Carol Shellenberger for co-leading with Pastor Amy as we dove deep into this subject for five Wednesday evenings.

- **Easter Pageant via Zoom ~ April 4, 2021**

We had such great feedback from our virtual Christmas pageant that we decided to have a virtual Easter pageant – *Good News*. We journeyed through some of Jesus' life and ministry, to the despair of his death, and then to the Good News of the resurrection. Thanks to acting participants for bringing the Easter story to life and again to Kirsten for organizing!

Submitted by: Lynn Zachow

FACILITIES COMMITTEE REPORT

Chairperson: Lori Comen

Committee Members: Cathy Barton, Peter Barton, Jon Comen, Jeff Clark, Madeleine Wasson

2020-2021 Accomplishments:

- Ongoing roof maintenance. Quarterly cleaning of gutters. Applied moss killer.
- Replaced roof of sanctuary in May. Obtained four bids and used Sound Roofing.
- Window replacement – by door to parsonage and bathrooms.
- Ongoing alarm system issues.
- Church sign replaced. Roof of sign cleaned.
- Repaired outside leaking pipe. This was repaired by plumber.
- Watering lower two acres where evergreen trees were planted.
- Watering rhododendrons and azaleas and recent planting of trees near labyrinth.
- Grounds work parties weekly or monthly according to weather.
- Applied ground clear to overflow parking.
- Ant patrol.
- Got bids from five painters and chose JRV Painting. This is painting around stained glass windows of sanctuary and the soffits.
- Joined Homeowners Club to get prequalified vendors to service the church.
- Created log in trustees room of contacts used by facilities. Need to keep adding information so that others can follow what has been done.
- Baby changing station was added to basement bathroom for preschool.
- Rekeyed Fellowship Hall due to new renters.

Submitted by: Lori Comen

PARISH CARE AND OUTREACH COMMITTEE REPORT

Chairperson: Alice McGregor

Committee Members: Belinda Allender, Joan Andresen, Sue Bailey, Cathy Brewer, Barbara Gregg, Lisa Lincoln (retired in February, 2021), Dorine Seaquist, Madeleine Wasson, Lee Weber

*"I tell you the truth,
whatever you did for one of the least of these siblings of mine,
you did for me."
~ Matthew 25:40*

The Parish Care team, assisted by Pastor Amy and members of our congregation, supports our church family in times of crisis, illness, or bereavement. We send cards, emails, letters and text messages, and make phone visits. In-person visits have become problematic during the Covid-19 pandemic, especially for care facilities. We assist with local transportation.

Parish Care and Outreach merged their meetings as of September 13, 2017.

We are also called to care for the wider community. We appreciate the support we are given by Pastor Amy and the members of NPUCC. This congregation continues to be very compassionate and generous, giving of their time, talent, and treasure. Within our denomination, NPUCC supports five UCC Offerings each year—Neighbors in Need, the Christmas Fund, One Great Hour of Sharing, Our Church's Wider Mission (OCWM), and Strengthen the Church. OCWM is a budgeted item.

NPUCC financially supports the **Des Moines Area Food Bank**, **Hospitality House**, and **Mary's Place**. Each quarter the committee supports an **immigrant cause**. Since 2019 we have given to the NW Immigrant Rights Project (nwirp.org), Raices (raicestexas.org), UCC Immigrant Justice, and WA Immigrant Solidarity Network (waisn.org). In January, 2021 we paid our annual dues to **Earth Ministry** and **The Church Council of Greater Seattle** through our budget.

Because of the Covid–19 pandemic, Community Meals in Fellowship Hall, Exercise Class, Ladies' Lunch, the annual Rummage Sale, Christmas caroling to care facilities, and the Marvista Lunch Buddy Program, have been put on hold since mid-March, 2020. We morphed the Community Meals into a "To Go" Meal and distributed out front as a drive by. We did six **"To Go" Meals** before stopping after the August, 2020 meal. Carol Scotton Towle has continued the bedroll project from her home. The Boy Scouts and AA resumed their meetings at the church this summer.

2020-2021 Accomplishments:

Madeleine has graciously taken on Wednesday weekly meals for **Kate's Foundation**. There are five Kate's Foundation Houses in White Center and Madeleine cooks for 10 people (one house) each week. Shannon stops by Madeleine's home and delivers the meal. Madeleine's first meal was November 11, 2020. She has continued this ministry except for when Shannon is on vacation.

NPUCC cooks for **Hospitality House** five times a year. Alice is our meal coordinator. We are most grateful for our faithful dozen cooks who fill out our week. Our donation months are February and August. During this Covid time we have had great success in our donation drive-arounds. Thank you for your enthusiastic response! We also appreciate your support of the annual Walk for the Women and the Spring Fling (both virtual the past 2 years). This Saturday, September 18 Walk for the Women event can be virtual or in-person. The in-person venue is St. Francis' parking lot where we will do laps.

NPUCC collects canned food and nonperishable items for the **Des Moines Area Food Bank**. During Covid we have held highly successful donation drives after Zoom church. We are pleased to have Connie and Jeff Clark on the DMAFB Board. Hopefully this fall we will have a group from church doing school lunch prep at the food bank.

Highline **Ecumenical Leadership Circle** (ELC) has started to meet again with new leadership. 2019's focus was on housing and renters' rights. Amy continues to meet often with Pastor Jenny from Highline United Methodist and Pastor Lina from Lake Burien Presbyterian and other women clergy.

August 2020 – Barbara organizes small group tours of the Highline-SeaTac Botanical Garden.

October 4, 2020 – Amy leads the **Blessing of the Animals** on St. Francis Day.

October 20 and October 23, 2020 – Thanks to Nancy Knudsen and Lee Weber for picking up school lunches from Seahurst Elementary for Lake Burien Presbyterian Church kids.

November 1, 2020 – All Saints Sunday – Thanks to Nancy and Steve Allen for setting up the Remembrance Table outside on the labyrinth. There were drop off stations for the DMAFB and Hospitality House donations.

November to December 19, 2020 – Barbara Gregg organizes meals for Vern and Nancy.

December 13, 2020 – Men's New Warm Clothing Drop Off after church for Burien's **REACH Program**. Thanks to Nancy Knudsen and Warren Nedved for organizing and delivering.

January 2021 – Alice makes two trips to Transform Burien with warm clothes from our rummage room. Thanks to Nancy Knudsen for sorting and packing up the clothes.

January 10, 2021– Drive Around for the White Center Food Bank in honor of Madeleine's 90th birthday. Thanks to Madeleine, Lori and Jon for delivering the checks and food donations. Kudos to the cupcake bakers!

February 7, 2021 – **Souper Bowl of Caring** Donation Drive Around supported the Des Moines Area Food Bank, Hospitality House, and the Severe Weather Shelter.

May 2, 2021 – NPUCC participates in the **Des Moines/Highline CROP Hunger Walk** – all off site. There was no en masse walk for the past two years because of the pandemic. Our church raised \$5,105! Our best year yet and \$1,000 more than last year! The total for the four churches that participated this year was \$11,273. Each church decided how they were going to do their walk. Thanks to the other three churches—Southminster Presbyterian, Des Moines First Baptist, and Des Moines United Methodist. Special thanks to Lynn who sets up our web page for the CROP Hunger Walk each year. Lynn also lined up our church as a Church World Service (CWS) Depot for hygiene kits and cleaning buckets.

June 3, 2021 – Pastor Amy and Alice visit Rod Brewster in the Wesley Care Center courtyard. They also saw Rod briefly on May 13 after meeting with Camden and Mark.

July 11, 2021 – DMAFB Drive Around. Thanks, Connie, for delivering all the groceries, paper bags and checks.

July 18, 2021 – Barbara Gregg and Alice visit with Pat M. in her room at Judson Park.

August 22, 2021 – Drive Around after church for Hospitality House donations.

Submitted by: Alice McGregor

WORSHIP COMMITTEE REPORT

Chairperson: Connie Clark

Committee Members: Nancy Allen, Steve Allen, Jane Armstrong, Nancy Barrie, Rose Hall, Judy Jacobson and Steve Kuntz. Kevin Peterson (Director of Music) and Pastor Amy Hitchens participated regularly at meetings as well.

2020-2021 Accomplishments:

If success can be measured by ensuring our congregation had meaningful opportunities to worship together in spite of the ongoing pandemic challenges, then this has been a successful year. We continued what we started in 2020, leveraging Zoom for worship and recording for those unable to attend at the designated time. Securing pulpit supply and lay leaders continued. Additionally, as the severity and related health precautions and protocols lightened up, we worked our way into a hybrid worship format allowing limited in-person participants while other members were still able to join virtually. Highlights from the year include the following:

- Weekly worship included rehearsals, videos and a lot of patience and flexibility as the lay leader and deacon roles needed some modification to ensure the best outcome for virtual and hybrid services
- We participated in the Pacific Northwest Conference's "Calm Series" and also created sermon video with pastors from Wayside UCC and Alki UCC
- Introduced "Again & Again" and "I've Been Meaning to Ask" Worship Series by Sanctified Art
- Virtual blessing of the animals in addition to a few home visits by Pastor Amy
- All Saints/Souls Day with a Zoom slide show of members who have passed on, followed by a table with candles on the outdoor Labyrinth so members could stop by
- Advent door dash with supplies for members to make Advent Wreaths
- Virtual Christmas pageant
- Christmas Eve service with members lighting candles at home and singing Silent Night while Nancy Allen interpreted in American Sign Language
- Epiphany service with members sharing their words on a star
- Ash Wednesday service and Lenten door dash with devotionals
- Holy Week door dash with palm branches
- Easter service pageant with member participation followed by the opportunity for members to fill and decorate the chicken wire cross with flowers at the church
- Led conference worship for the Pacific Northwest Conference Annual Meeting in May
- A lot of exploring and learning technology
- Transition to a hybrid service with online registration for up to 30 people inside the church (with strict protocol) while filming and still connected through Zoom so others could participate virtually

Submitted by: Connie Clark

PASTORAL RELATIONS REPORT

Committee Members: Sue Janke, Nancy Knudsen, Dorine Seaquist, and Rev. Amy Hitchens

Purpose of Committee, per NPUCC By-Laws: The Pastoral Relations Committee shall foster a deeper connection between the Minister and the congregation, outside of and beyond the specific roles of policy and personnel. The Pastoral Relations committee shall give both the congregation and the Minister a place to share expectations of each other, and to articulate a vision for the future of the Church. The Pastoral Relations Committee shall also help the Church and Minister to address conflict and disagreements within the Church, and shall advocate for continuing education and just compensation for the Minister and his or her involvement in wider settings of the UCC and ecumenical settings.

2020-2021 Accomplishments:

The Pastoral Relations Committee did not meet since the last annual report. We have been in communication by email and decided that a meeting was not needed during the year. Jill Erickson-Keeney resigned from the Committee.

Submitted by: Nancy Knudsen

PERSONNEL COMMITTEE REPORT

Committee Members: Wenden George, Judy Jacobson, Jill Tiffany, and Rev. Amy Hitchens

Purpose of Committee, per NPUCC By-Laws: The Personnel Committee shall handle all personnel matters in the Church in consultation with the Minister. Among its responsibilities is the recommendation of the Council of personnel policies, the number of employees and their job descriptions, the Minister's performance review, salary and benefit recommendations for the budget, hiring and termination for staff other than the Minister, and staff morale and working relationships. The Personnel Committee shall consist of three members of the Church who are preferably not currently serving on the Church Council, and the Minister, serving ex officio.

2020-2021 Accomplishments:

There are no new personnel issues to report since our last Annual Meeting in 2020. We are fully staffed. Our committee says good-bye to Judy Jacobson, who joined the Worship Committee, and welcome Charlene Salisbury for the coming year.

Submitted by: Wenden George



Normandy Park United Church of Christ (NPUCC)

At Normandy Park United Church of Christ we believe in a God that is still speaking, a God that is all-loving, and a God of extravagant welcome that is inclusive of all people.

We are a church where your mind and soul are nourished through word, music, fellowship, education, and service. We are a community of people seeking to follow Jesus' teaching in our daily lives.

Purpose

God calls Normandy Park United Church of Christ to make a spiritual difference in people's lives through Fellowship, Worship and Service

Mission

To create a vibrant church community that serves our neighborhood and world

Vision

A loving faith community where all are nurtured and people's lives are changed

Core Values

Relevant worship and learning

Respect, support and working together

Open and affirming

Genuine hospitality

Celebrating diversity

Service

Peace and justice