

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
Music Accompanist and Choir Director:	Cindy Dow
Office Manager:	Kirsten Pangelinan
Custodian:	Amalia Mendoza
Music Director (September, 2022-February, 2023):	Kevin Peterson
Interim Music Director (February-Easter, 2023):	DJ Wilson

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Normandy Park United Church of Christ
2023-2024 Officers, Chairs and Committee Members (current as of September 1, 2023)
 (dates note end of term when applicable)

CHURCH COUNCIL

<i>Nancy Knudsen</i>	<i>Moderator</i>	<i>Stacie Latimer</i>	<i>Vice-Moderator</i>
Sue Janke	Clerk	Lori Comen	Facilities Chair
Vicki Nichols	Budget and Finance Chair	Alice McGregor	Parish Care and Outreach Chair
Lynn Zachow	Christian Education Chair	Connie Clark	Worship Chair

Budget and Finance Committee ~ Chairperson: Vicki Nichols (9/24)

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

Christian Education Committee ~ Chairperson: Lynn Zachow (9/24)

Nancy Allen	Kirsten Pangelinan	Shannon Thomas
Dawn Elwell	Susan Sasis	Jill Tiffany
Cathy Larson		

Facilities Committee ~ Chairperson: Lori Comen (9/24)

Peter Barton	Cathy Larson	Madeleine Wasson
Jon Comen	Shannon Thomas	

Parish Care and Outreach Committee ~ Chairperson: Alice McGregor (9/24)

Belinda Allender	Cathy Brewer	Dorine Seaquist
Joan Andresen	Barbara Gregg	Lee Weber

Worship Committee ~ Chairperson: Connie Clark (9/24)

Belinda Allender	Nancy Knudsen	Michael Moser
Mark Hall	Cathy Larson	Gaddy Padagdag
Judy Jacobson	Stacie Latimer	

Pastoral Relations Committee

Cathy Brewer	Lee Larson
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Personnel Committee

Wenden George (9/24)	Jill Tiffany (9/24)
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Historian ~ Position Open

NPUCC Annual Meeting Minutes ~ September 11, 2022

Call to Order: Vicki Nichols

The meeting was opened by Vicki at 10:25 am and was held within the time frame of the regular worship service. This meeting/worship service took place over Zoom.

Annual Reports were available to the congregation on the church website or at the church office.

As part of a slide show; the church by-laws were viewed prior to the meeting: Church members shall meet regularly as a gathered faith community to listen for and discern the will of God at NPUCC. The Church members shall meet at least once each year. The purpose of regular meetings is to receive the yearly reports of the Minister, all officers, committees, and organizations of the church; to elect officers; to transact business; to approve, revise, or reject a proposed budget; to engage in visioning and planning for the future of the Church; and other business as may be necessary.

Thank you to Outgoing Committee and Council Members: Vicki thanked everyone for their support and efforts throughout the past year.

Quorum: Sue Janke confirmed that we have a quorum present with 43 members logged onto the zoom meeting with an additional 5 proxy votes for a total of 48 voting members. (33 members required for a quorum). Voting was completed by members raising hands on zoom.

Approval of September, 2021 Annual Meeting Minutes: A motion was made and the congregation unanimously approved the 2021 Annual Meeting Minutes. The motion was made by Bob G. and seconded by Lynn Z.

Moderator Reflections of Year: Vicki reviewed how much has happened over the previous year and noted highlights from the Care Share and Repair Fund Drive. Also noted was the slide show Amy presented during worship service with pictures taken over the previous year.

Election of Officers and Committee Chairs:

The slate of church officers and committee chairs was referred to in the printed Annual Report. No questions or changes were made.

- A motion was made to approval the slate of Church Officers/Committee Chairs as listed in the Annual Report. The motion was made by Jon C. and seconded by Steve K. The motion was unanimously approved by membership.

Financial Report: Vicki

- Vicki presented a picture grid of church finances over zoom.

- Vicki thanked everyone for their continued financial support and volunteer work throughout the year. She especially thanked Lynn Zachow for all her work/time as financial secretary.
- Vicki summarized the status of the church finances over the past year as on target and financially healthy.
- The Care Share Repair Fund Drive addressed repairs that the church needed. Vicki reminded the congregation that due to changes in the age of the building and church membership it will likely be necessary to continue to raise funds for church improvements and building repairs.
- No questions were noted about the budget.

Call for Other Business/Questions:

- One member questioned if Vicki (current moderator) was continuing her term for one or two years.
- Vicki stated that she will be adding one year to her position of Church Moderator.
- Vicki reminded everyone that the church budget meeting and pledge drive will be coming up in a few months.
- Once again, everyone was thanked for showing up for the Annual Meeting and making the job of obtaining a quorum easy.

Closing of Annual Meeting:

Vicki closed the meeting at 10:45 am.

Submitted by: Sue Janke, Church Clerk

NPUCC Congregational Budget Meeting via Zoom ~ November 13, 2022

Call to Order-Vicki Nichols, Church Moderator

The meeting was opened by Vicki during the regular worship service and took place after the announcement section of worship. Members were in attendance both in person and over zoom. A quorum (33 votes needed) was verified with 34 members present in the sanctuary, 2 on zoom and 6 proxy votes for a total of 42 voting members. The Proposed Budget handouts were distributed to church members prior to the service either over email or printed for pickup in the church office.

Introductions-Vicki

Vicki opened the meeting by thanking everyone for their work throughout the year and for their work putting together a budget. She introduced each member of the Church Council: Barb Gregg (Vice-Chair); Brian Russell (Finance Chair); Lynn Zachow (Financial Secretary and Christian Education Chair) Connie Clark (Worship Chair) Lori Comen (Facilities Chair) Alice McGregor (Parish Care/Outreach Chair) and Sue Janke (Clerk).

Budget Report-Brian Russell, Finance Chair on Zoom

Brian was available over zoom to answer questions. Vicki thanked all members of the church for their continuing financial support. The proposed budget was projected on the overhead and each member had a copy of the budget.

Vicki briefly reviewed the figures for the 2023 Budget Proposal and stated that the church is in overall good financial shape.

Comments and Questions

Vicki opened up the meeting for discussion/questions.

No questions/concerns were entertained.

Motion

The Moderator called for a vote. A motion was made to accept the budget proposal by Dorine Seaquist and seconded by Jon Comen. The 2023 Budget was unanimously approved.

Motion to adjourn meeting by Wenden G.

Submitted by: Sue Janke, Church Clerk

PASTOR'S REFLECTION

Dear Siblings in Christ,

As you will read in the reports submitted by our committee chairs and moderator, this has been a full year, graced with many ministry projects and ways that we rejoiced in returning to being church together in person and hybrid. As Vicki, our moderator states, we continue to learn and remain flexible as we experiment with different worship environments and platforms.

By and large, worshiping together looks a lot like it used to—but now we have the added technology—a projected screen, hybrid zoom worship, and some YouTube videos posted to our website (I will take ownership of the fact that posting to YouTube is not as easy as Kevin Peterson led me to believe!). We continue to utilize zoom for some committee meetings and it has been helpful in some 1-1 pastoral visits as well.

One of the ways we “returned to normal” was by welcoming Taproot Theatre back last December for a free Christmas play for our larger Highline community. We also offered up our sanctuary for Vocalist Stephanie Pfundt to raise money for Italian language learning which supports her opera career.

And one of the ways we changed was in music ministry leadership. This year we said goodbye to longtime Music Director, Kevin Peterson, and we welcomed in DJ Wilson as our interim for Lent and Easter.

I extend much gratitude to our search committee who helped in the process of retaining our new Music Accompanist and Choir Director, Cindy Dow, after many months of searching.

What I had not anticipated were the number of requests for weddings and memorials post pandemic. I probably *should have* anticipated an uptick, but had not expected the number of calls coming in from outside our church community. To that end, I performed two weddings—one offsite, and one in our sanctuary—of folks who were not church members. I also have officiated at two memorials services in the past year for people who were not connected to the church. Because of scheduling conflicts, there were others we referred to neighboring congregations.

I continue to serve on the Committee on Ministry, and this next year will be my final year, completing 6 years of service. I am also now the coordinator for the Community of Practice groups which serve to meet the needs of our authorized ministers and members in discernment in the conference. This work is usually done by conference staff, but as our conference is small, I have stepped in on behalf of the Committee on Ministry.

A few of my great joys this year have been working with the youth on service projects and a short term “un-confirmation class” in which the youth and I discussed theology together.

I also have been blown away by our new and newer members—the ways in which they have stepped up to get involved, be of service and share their talents with us.

As many of you know, studying the enneagram has been a passion of mine and I have delighted in the enneagram group that has formed—with church members and friends of the church. I also am really excited about the work we are doing to become a Creation Justice Church. We now have a Green Team! More details on that can be found in committee reports.

I continue to meet weekly with my lectionary study group (except during the summer months) which is made up of women clergy from different denominations and I meet with my community of practice group with UCC clergy 9 months of the year. I have had a spiritual director for many years plus now I have an executive coach. I am working with her to hone my work/rest balance and also to plan for my upcoming Sabbatical in the summer of 2024 which will be three months long.

I am so grateful to work with Office Manager Kirsten Pangelinan, to have worked with Kevin Peterson and DJ Wilson. And now to work with Cindy Dow!

Despite pandemic fatigue, despite the changing landscape of church, despite changes that we can't always anticipate, this church shows up for each other and lives by its commitment to be a loving faith community where all are nurtured and people's lives are changed. We continue to live into our values of inclusivity, hospitality, service, and social justice. May we reflect God's love in our eyes and may our hearts stay open to the needs of the wider community around us. May we be agents of kindness in this ever hurting world.

Submitted by: Rev. Amy Hitchens

MODERATOR'S WELCOME AND REPORT

As this church year ends and we reflect on this past year, we see how we as a congregation are emerging from the pandemic years. This is reflected in many ways. We have experienced change and have been flexible. We have looked at being church together in new ways.

We resumed more activities in and around the church. We have continued to make changes but also reintroduce items from the past. We tried new ways of being in community together.

Breakfast Church has been a new way for us to worship and be in community together, which has been met with success. Further, we reintroduced a long-standing tradition in the church in a new format, the Women's Retreat. We have had a variety of books studies and have moved from being online to in-person and hybrid. These book studies have had a variety of different people at them from the church and wider community. The Community Meal began again on a once a quarter basis. We have also had classes about end life decisions presented by Rev. Dr. Lorraine Leist.

This year we said goodbye to our long-time Music Director Kevin Peterson as he pursued his dream of becoming a commercial airline pilot. We had DJ Wilson as our interim Music Director while we searched for a permanent replacement. The search yielded Cindy Dow who we have welcomed to our church in the role of Music Accompanist and Choir Director.

We have continued to use our buildings in multiple ways. The Normandy Park Preschool has signed a 5-year lease to continue to use our Nursery and parts of the education wing for the program. We have a new lease with the family in the parsonage. Furthermore, Malamala continues their long-term lease for worship and celebrations.

For a few months this year the Kosraean Church leased our facilities but left in February. Other groups using the building are the Boy Scouts, Women's Self Defense Classes taught by a NPPD officer, a Latina women in business class, and now a 12 Step Yoga and Recovery class. Overall, our building usage is up. Another ministry that uses the building is the Miracle Mile slot car racing which is hosted by Bob George.

We have continued to do work on our physical plant. The largest project is we replaced and/or refurbished the toilets and faucets. Work parties have happened to maintain the grounds. We have contracted with someone to assist us with some ground maintenance as well.

We have continued to upgrade our technology and continue our presence online, but we need volunteers to make our online ministry presence viable long term.

Submitted by: Vicki Nichols

MUSIC ACCOMPANIST AND CHOIR DIRECTOR'S REPORT

I want to thank everyone for the warm welcome to NPUCC! I started at the end of April, led the choir through the end of the choir year, and began the planning process. My mom and stepdad have come a couple of times to provide special music since then. We have also been blessed with music from Stephanie, Avea, Michael, and Siobhan. Choir practice will begin again on September 10th and I'm looking forward to a wonderful season!

Submitted by: Cindy Dow

MINISTER IN FOUR-WAY COVENANT'S REPORT

It has been an eventful season for me, and as a minister in four-way covenant with you at Normandy Park, I am pleased to report what I have been doing in the last year. I continue to work as a palliative care chaplain at the First Hill Campus of Swedish Medical Center in Seattle alongside my professional colleagues (medical providers, social workers, and other chaplains) to care for patients living with serious illness. I have been involved with the church in a couple of different ways. Last fall I preached about my call to chaplaincy and I plan to preach again later this month about the process of aging. I also had the pleasure of leading two workshops for my doctoral research with the congregation. The first was called *Dying Well: An Open Conversation about a Good Death* addressed the topic of what dying well means both in the academic literature and to us personally. The second, called *Moments of Peace: Finding Meaning and Hope Toward the End of Life*, was an interactive event where we explored the existential dimensions of life as we consider our mortality. I am grateful to all who attended for filling out surveys that contributed to the research I conducted for my Doctor of Ministry degree, which I am pleased to say that I completed in May of this year!

Submitted by: Rev. Dr. Lorraine Leist

CLERK'S REPORT

Reporting membership from August 15, 2022-August 15, 2023

Total NPUCC Membership as of August 15, 2022 **83**

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

Doris Cleveland	October 14, 2022
Pat McCann	February 26, 2023
Eileen Altenhofer	March 22, 2023
Gloria Jobs	June 16, 2023

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

John Pryor	November 27, 2022
Betsy Haslett	January 3, 2023

Removed (per request) by Council **-3**

Lisa Lincoln
Bill Lincoln
Kevin Peterson

New Members: **+6**

Erin Michael Grimm	June 18, 2023
Michael Glenn Moser	June 18, 2023
Leroy-Siobhan VanBergh	June 18, 2023
Genevieve Cathleen Watson	June 18, 2023
Kathryn Genevieve Watson	June 18, 2023
Maximilian Paul Watson	June 18, 2023

Weddings

Denene Salisbury and Greg Wright	August 13, 2022
Deborah Tucker and Marina Megale	May 6, 2023

Total NPUCC Membership as of August 15, 2023:

Active/Inactive Membership **82**

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

2022-2023 ACCOMPLISHMENTS:

We have been fortunate to meet or exceed our financial budget and goals in the last several years and we continue to do so. We ended our fiscal year for 2022 over budget on income by \$8859 and we were under budget on our expenses \$4707. Our 2023 pledges were slightly above pledges for 2022 by \$7700. We ended the 2022 fiscal year with income of \$191,139 and our expenses were \$176,148. Our budget for 2023 income is \$188,100. Our parsonage is rented. We executed a new lease with the City of Normandy Park for the Normandy Park Preschool. Our new lease brings in \$2,000/month in rent. We completed a financial systems audit in July 2023 with all systems deemed satisfactory. NPUCC remains Five for Five in participating in all five national UCC fund drives. Lynn Zachow's Financial Secretary report is included below. Our endowment has been maintained without any need to tap it for resources. Through our Care, Share, Repair campaign we completed needed roof repairs and painting in 2021 and 2022. We have replaced toilets and faucets on the main floor.

Again, I want to acknowledge the tremendous amount of time and work put in by our financial secretary, Lynn Zachow. In Lynn's hands our finances have never been in better shape. Please thank her for all the work she does for all of us. Finally, we are thankful for the continuing financial support we receive from the members of the congregation.

	2021	2022	2023 thru 6/30	
General Fund	\$140,697.36	\$141,123.93	\$62,327.83	
Room Use	\$23,385.00	\$50,015.70	\$22,835.55	
Facility Capital - Care, Share, Repair	<u>\$75,170.00</u>	<u>\$7,740.80</u>	<u>\$4,864.45</u>	
TOTAL INCOME	\$239,252.36	\$198,880.43	\$90,027.83	
Des Moines Food Bank	\$1,276.00	\$816.00	\$668.00	<i>Budgeted & Freewill</i>
Hospitality House	\$2,399.00	\$2,679.00	\$1,152.00	<i>Budgeted & Freewill</i>
Mary's Place	\$1,690.00	\$1,100.00	\$300.00	<i>Budgeted & Freewill</i>
Immigration	\$600.00	\$600.00	\$150.00	<i>Budgeted</i>
Other Outreach	\$2,640.00	\$481.00	\$1,675.00	<i>Freewill</i>
Our Church's Wider Mission*	\$4,596.00	\$4,213.00	\$2,298.00	<i>Budgeted</i>
One Great Hour of Sharing*	\$1,465.00	\$919.00	\$575.00	<i>Easter - Freewill</i>
Strengthen The Church*	\$300.00	\$305.00	<u>\$460.00</u>	<i>Pentecost - Freewill</i> <i>World Communion -</i>
Neighbors In Need*	\$3,740.00	\$530.00		<i>Freewill</i>
Christmas Fund*	<u>\$289.64</u>	<u>\$889.00</u>		<i>Christmas - Freewill</i>
TOTAL OUTREACH	\$18,995.64	\$12,532.00	\$7,278.00	
Number of Pledging Units	40	42	44	

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

2022 vs 2023 Budget

	2022	2023	Difference
EXPENSE TOTAL	\$180,889	\$197,571	\$16,682
COUNCIL	\$100	\$100	\$0
CHRISTIAN EDUCATION	\$3,150	\$3,250	\$100
OUTREACH & PARISH CARE	\$10,000	\$10,050	\$50
WORSHIP	\$5,048	\$5,370	\$322
FACILITIES	\$44,808	\$57,553	\$12,745
PERSONNEL-PASTOR	\$70,043	\$71,135	\$1,092
PERSONNEL-MUSIC DIRECTOR	\$13,608	\$15,100	\$1,492
PERSONNEL-OTHER	\$34,132	\$35,013	\$881

Account #	Account Name	2022 Budget	2023 Budget	Difference 2022-2023
	EXPENSE TOTAL	\$180,889	\$197,571	\$16,682
	COUNCIL	\$100	\$100	\$0
5.400.100	Stewardship Expense	\$100	\$100	\$0
	CHRISTIAN EDUCATION	\$3,150	\$3,250	\$100
5.101.120	Bibles Expense	\$50	\$50	\$0
5.101.130	Curriculum Expense	\$1,500	\$1,500	\$0
5.101.140	CE Program Expense	\$1,200	\$1,200	\$0
5.101.160	CE Supplies Expense	\$100	\$100	\$0
5.201.210	Child Care for Special Events Expense	\$100	\$100	\$0
5.201.220	Scholarship Expense	\$200	\$300	\$100
	OUTREACH & PARISH CARE	\$10,000	\$10,050	\$50
5.300.090	Our Church's Wider Mission Budget Expense	\$4,600	\$4,600	\$0
5.300.115	Des Moines Food Bank Budget Expense	\$750	\$750	\$0
5.300.165	Hospitality House Budget Expense	\$2,000	\$2,000	\$0
5.300.170	Mary's Place Budget Expense	\$600	\$600	\$0
5.300.175	Immigration Budget Expense	\$600	\$600	\$0
5.300.180	Church Council of Greater Seattle	\$500	\$500	\$0
5.300.185	Earth Ministry	\$250	\$250	\$0
5.300.207	Kitchen Supplies Expense	\$100	\$100	\$0
5.300.209	Community Dinner Groceries Budget Expense	\$500	\$500	\$0
5.600.172	Parish Care Supplies Expense	\$100	\$150	\$50
	WORSHIP	\$5,048	\$5,370	\$322
5.500.180	PNW - UCC Fellowship Dues Expense	\$258	\$258	\$0

5.500.195	Website Expense	\$190	\$212	\$22
5.500.200	Licensing/Copyright Expense	\$500	\$600	\$100
5.500.700	Advertising Expense	\$250	\$300	\$50
5.600.200	Delegate Expense	\$100	\$100	\$0
5.600.300	Worship Budget Expense	\$900	\$1,000	\$100
5.600.600	Membership Expense	\$50	\$100	\$50
5.600.700	Pulpit Supply Expense <i>(14 Sundays)</i>	\$2,800	\$2,800	\$0
	FACILITIES	\$44,808	\$57,553	\$12,745
5.700.100	Security System Expense	\$410	\$1,000	\$590
5.700.110	Buildings & Grounds Maintenance Expense	\$5,500	\$11,000	\$5,500
5.700.115	Outside Labor <i>(combined with 5.700.110)</i>	\$4,000	\$0	-\$4,000
5.700.120	Building Insurance Expense	\$16,008	\$20,603	\$4,595
5.700.150	Computer Expense	\$600	\$1,200	\$600
5.700.175	Parsonage Maintenance Budget Expense	\$500	\$500	\$0
5.700.240	Office Supplies Expense	\$900	\$2,700	\$1,800
5.700.241	Postage Expense	\$990	\$500	-\$490
5.700.275	Parsonage Utilities Expense	\$2,100	\$2,800	\$700
5.700.300	Church Utilities Expense	\$11,500	\$16,000	\$4,500
5.700.306	Surface Water Expense	\$1,200	\$1,000	-\$200
5.700.310	Banking Fees/Misc Expense	\$500	\$250	-\$250
5.700.320	Groundskeeper	\$600	\$0	-\$600
	PASTOR	\$70,043	\$71,135	\$1,092
5.500.100	Pastor Discretionary Expense	\$500	\$500	\$0
5.500.103	Pastor Professional Expense	\$1,750	\$1,750	\$0
5.500.110	Pastor Travel Reimbursement Expense	\$750	\$500	-\$250
5.500.122	Life Insurance/Disability Expense	\$734	\$749	\$15
5.500.130	Pastor Salary Expense	\$25,882	\$26,400	\$518
5.500.131	Pastor Housing Allowance Expense	\$23,000	\$23,460	\$460
5.500.140	Pastor Pension Expense	\$13,688	\$13,962	\$274
5.500.155	Pastor Federal WH Tax Expense	\$3,739	\$3,814	\$75
	PERSONNEL-MUSIC DIRECTOR	\$13,608	\$15,100	\$1,492
5.500.190	Instrument Maintenance Expense	\$200	\$200	\$0
5.500.405	Special Musician/Instrumentalist Expense	\$300	\$300	\$0
5.500.500	Music Director Salary Expense	\$12,958	\$14,000	\$1,042
5.500.510	Pianist/Organist Supply Expense	\$150	\$600	\$450
	PERSONNEL-OTHER	\$34,132	\$35,013	\$881
5.500.550	FICA (Social Security and Medicare)	\$3,262	\$3,398	\$136
5.700.125	Labor & Industries Insurance Expense	\$1,192	\$1,192	\$0
5.700.180	Custodian Salary Expense	\$7,280	\$7,353	\$73
5.700.250	Office Manager Salary	\$22,398	\$23,070	\$672
5.700.252	Event Coordinator Salary Expense	\$0	\$0	\$0

Submitted by: Brian Russell

CHRISTIAN EDUCATION COMMITTEE REPORT

Chairperson: Lynn Zachow

Committee Members: Nancy Allen, Dawn Elwell, Cathy Larson, Kirsten Pangelinan, Susan Sasis, Shannon Thomas, Jill Tiffany

2022-2023 ACCOMPLISHMENTS:

SUNDAY SCHOOL

- For our main curriculum we used “A SPECK IN THE UNIVERSE – The Bible on Self-Esteem and Peer Pressure”, “KEEPING THE GARDEN - A Faith Response to God’s Creation and Shine”, and “WHO IS GOD? – Engaging The Mystery” from the “Generation Why” curriculum. It uses insights from Scripture for each session.
- Because we have tended to not have youth on the Sundays that Pastor Amy is off, we used “Simple Sundays” on those Sundays because they can be used with little or no preparation.
- On communion Sundays our youth remained in church otherwise they along with their teachers were excused from regular church service after the intergenerational moment.
- During Lent, we used curriculum from “The Sanctified Art” and built each story using wooden peg dolls, paper, and felt.

BOOK DISCUSSIONS

- Dear White Peacemakers by Osheta Moore ~ We finished up this book study with discussion and learned how to dismantle racism with “grit and grace”. “Written in the wake of George Floyd’s death, Dear White Peacemakers draws on the Sermon on the Mount, Spirituals, and personal stories from author Osheta Moore’s work as a pastor in St. Paul, Minnesota. Enter into this story of shalom and join in the urgent work of anti-racism peacemaking.”
- The Three Mothers: How the Mothers of Martin Luther King, Jr., Malcolm X, and James Baldwin Shaped a Nation by Anna Malaika Tubbs ~ “Berdis, Alberta, and Louise passed their knowledge to their children with the hope of helping them to survive in a society that would deny their humanity from the very beginning--from Louise teaching her children about their activist roots, to Berdis encouraging James to express himself through writing, to Alberta basing all of her lessons in faith and social justice.” Thank you to Cathy B. for partnering to facilitate our in-person, with option to Zoom, discussions.
- For our Lenten book study, we used Original Blessing: Putting Sin in Its Rightful Place by Danielle Shroyer. ~ “Of the world's three major religions, only Christianity holds to a doctrine of original sin. Ideas are powerful, and they shape who we are and who we become. The fact that many Christians believe there is something in human nature that is, and will always be, contrary to God, is not just a problem but a tragedy.”

ENNEAGRAM

- We finished Suzanne Stabile's newest book The Journey Toward Wholeness. We met in person, with Pastor Amy, using a white board to make notations and individual copies of the enneagram for participants to take their own notes.
- Participants were encouraged to come early and walk our labyrinth to settle their spirits and minds.

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

- A Women's Lectionary for the Whole Church: Year W by Wilda C. Gafney
We continued to study and discuss Gafney's personal translations of the lectionaries concentrating on the Psalms and various books of the Bible. This more expansive, more inclusive lectionary remedies hearing only androcentric, male-focused stories by introducing readers and hearers of scripture to "women's stories" in the scriptures.
- **Revelation**
In January we started a study of **Revelation** with a kick-off on Saturday morning, January 14 talking about the larger themes of End Times, Apocalypse, etc. Then using our personal Bibles, Conversations With Scripture: Revelation by Frederick Schmidt, and Faithful & True by Greg Carey, we continued our studies and discussion finishing up in May.
- Thank you to Pastor Amy and Shannon T. in helping us dig deep as we did these studies of the Bible.

SATURDAY EXPLORATION CLASSES

- Shannon T. led one class: **God/Spirit Matters**: Dive into a fascinating exploration of what it means to say that God/Spirit matters. Discuss different theological models and explore our vocabularies for talking about God/Spirit. What matters about God? What matters to God? What about the Holy Spirit? Bring your questions, let loose your curiosity-and also your imagination, and let's talk about God/Spirit.
- Two additional classes will be held on Saturdays in August 2023.

MEETINGS/TRAINING

- We had our fall CE Committee meeting after church Sunday, September 25, 2022. Much was discussed as we looked ahead to the next four months.
- Our spring CE Committee meeting took place after church Sunday, February 26, 2023 when we reviewed what we've been doing and to plan out the rest of the year.

- All volunteers completed their training "Abuse Risk Management" in accordance with our Safer Church Policy.

WOMEN'S RETREAT ~ October 22, 2022

- Stacie L. graciously hosted a one-day retreat that she called "Seeking Shalom Within and Without".
- All the women of our church were invited for a day of fellowship, music, meditation, and art.
- Guests included Erin Grimm (author of Emergent Grace and What I Remember of the Little I Understand), Lita Artis (licensed massage therapist and practitioner of peace and healing), and Rachel Teigen Brackett (and her daughter Cascade) with music.
- Breakfast and lunch were provided with gluten and dairy-free options.

ADVENT

- **Advent Angels ~ December 2022**

Advent Angels (think Secret Santa) returned this year with our youth/children delivering secret gifts November 27 through Christmas: a Christmas card, an ornament, favorite Christmas, and a sweet Christmas treat. The reveal took place Wednesday, January 4, 2023 at church with hot chocolate and board games.

- **Mary's Place Christmas Giving Tree ~ December 2022**

Dawn E. led the youth in selling hand-made gift tags after church and shopping before church on Sunday, December 4 to buy gifts for the children at Mary's Place. They raised \$563 to spend on toys and also purchased 26 \$25 gift cards with an additional four being donated outright. There was also a "gift card" giving tree in the narthex, for church members to purchase for gifts for the youth/teens and parents of Mary's Place.

- **Taproot Theater ~ December 17, 2022**

We brought Taproot Theater back with a production of "Hark the Harold" and invited our local community to this free event. Nativity stickers were passed out to the children, and there were treats for everyone afterwards.

- **Christmas Pageant ~ December 18, 2022**

We had angels, we had sheep and shepherds! Our intergenerational interactive Christmas Pageant during worship was followed with hot wassail and Christmas cookies during coffee hour. Thank you to all for bringing the Christmas story to life and to Kirsten P. for organizing.

- **Mary's Place Gift Shopping Room Set-Up ~ December 20, 2022**

A group of youth and adult volunteers weathered the snow to show up at Mary's Place to set up their gift shopping room. Not only did we group the gifts according to age but we strung decorations about in a festive way.

OTHER

- Provided “lovingkindness” stickers for summer packets in 2022 and “God The Original They/Them” stickers at breakfast worship in 2023.
- **Micro-Nursery**
We are hosting a micro-nursery for two years with GROW IT FORWARD RESTORATION. An intergenerational group met after church on Sunday, March 12, 2023 to plant 99 seedlings that Ian and Shannon had picked up earlier in the morning. Azure led us in planting as each tree was named and a wire fence was installed around it for protection. It’s located southeast of the labyrinth next to the bushes.
- **Easter Egg Hunt ~ April 2023**
Our Easter Egg Hunt took place in the Fellowship Hall this year due to rain... which sadly also kept people away. Thank you to Susan S. for organizing!
- **Creation Justice ~April 23, 2023**
A “Creation and You” presentation took place in the Fellowship Hall following worship when participants were introduced to doing an “eco-audit” on their home and ways they can be better caretakers of our planet. Following the presentation, everyone took clippers and rakes and cleared Nature Lane (the trail system behind the church) of invasive species and overgrowth. The plan is to continue taking care of Nature Lane semi-annually.
- **Mother’s Day ~ May 14, 2023**
Carnations were given to all members in celebration of Mother’s Day.
- **Volunteer Appreciation Sunday and CWS Activity ~ June 11, 2023**
We celebrated our CE volunteers by handing out Starbucks gift cards... to our students, too. We also assembled CWS buckets, hygiene kits, and Period Packs during 2nd hour as a Family First Intergenerational activity.
- **Father’s Day ~ June 18, 2023**
Candy bars were given to all members in celebration of Father’s Day.
- **Breakfast Worship ~ July 9, 2023**
We hosted worship breakfast with croissants, fruit, yogurt, granola, a meat/cheese plate, hardboiled eggs, and beverages. We asked folks to bring muffins and coffee cake.
- **Climate Hope Cards ~ Summer 2023**
We made available to our congregation postcards to be signed as work for climate and environmental justice and returned to church to be delivered to the EPA and the White House in the late summer!
- **Mary’s Place Back-to-School Sorting ~ August 2023**
A group of our youth along with several adults descended upon their warehouse to sort through donated school supplies for the children of Mary’s Place so they’ll be read to start school with the supplies that they need to learn.

Submitted by: Lynn Zachow

FACILITIES COMMITTEE REPORT

Chairperson: Lori Comen

Committee Members: Peter Barton, Jon Comen, Cathy Larson, Shannon Thomas, Madeleine Wasson

2022-2023 ACCOMPLISHMENTS:

- Ongoing roof maintenance. Quarterly cleaning of gutters.
- Ongoing alarm system issues.
- Ongoing furnace filters attention.
- Applied ground clear to overflow parking.
- Ant patrol.
- Repaired or replaced toilets and urinals on main floor (4 bathrooms).
- Cleaning of carpets and chairs.
- Updated tech in Sanctuary for online Worship.
- New walkway for preschool, utilizing north door.
- Completed two outdoor work parties: spruce up exterior grounds.
- Miscellaneous repairs to aging facility: replaced florescent lighting, repaired blinds in fellowship hall, exit signs lit, disposal repaired.
- Added blinds to preschool windows for safety.
- Carbon monoxide detectors were placed in sanctuary, fireside and fellowship hall.

Submitted by: Lori Comen

PARISH CARE AND OUTREACH COMMITTEE REPORT

Chairperson: Alice McGregor

Committee Members: Belinda Allender, Joan Andresen, Cathy Brewer, Barbara Gregg, Dorine Seaquist, Lee Weber

Also Attended: Pastor Amy Hitchens

"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

2022-2023 ACCOMPLISHMENTS:

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 texts. We make phone visits and in-person visits. Each Sunday a Parish Care member connects with those who have lifted up their "Joys & Concerns" during worship.

We are also called to care for the wider community and all creation. We are all interconnected. We appreciate the support of Pastor Amy and the congregation. NPUCC continues to be very compassionate and generous, giving their time, talent, and treasure. We support 5 UCC Offerings each year: Neighbors in Need, the Christmas Fund, One Great Hour of Sharing, Our Church's Wider Mission (which is budgeted), and Strengthen the Church.

Through its budget NPUCC supports the Des Moines Area Food Bank, Hospitality House, Mary's Place, Earth Ministry, Church Council of Greater Seattle, and Immigrant causes. Connie Clark is our rep on *both* the DMAFB Board and HH Board! Each quarter the Parish Care and Outreach Committee selects an immigration cause. Since 2022's third quarter we have supported the NW Immigrant Rights Project, the International Rescue Committee (Welcome to Washington) located in SeaTac, and Raices Texas. This spring we backed our Welcome & Land Acknowledgment with Real Rent to the Duwamish Tribe. We invite individual members to do the same.

This spring we started working to become a UCC Creation Justice Church. We connected with Rev. Brooks Berndt, our UCC Minister of Environmental Justice. Lynn is charting our church environmental history since we first met with Earth Ministry people in 2000. Earth Ministry/Interfaith Power & Light, 350 Seattle, 350 Tacoma, and Creation Justice Ministries are some of the leaders in environmental justice.

March 12, 2023 we potted 99 baby fir seedlings which we will nurture for two years for the Grow It Forward program. Earth Day Sunday we joined with the youth to pull invasives from Nature Lane. Barbara, Lynn, Jill, Alice, Connie, and Pastor Amy are involved in this work of moving forward toward becoming a Creation Justice Church. Azure and Madeleine are consultants. Keep alert for Ridwell collections announced in the Towline and Friday Food for Thought.

Madeleine cooked meals for the Kate's House Foundation from November 11, 2020 through December, 2022 when the county did not renew its contract. Each week Shannon graciously delivered the meal for ten people to one of the five White Center houses.

After Covid the Church Council and Parish Care and Outreach Committee have put on a Community Dinner each quarter—the 4th Tuesday of July, October, January, and April. Prince of Peace was the first to start back each month; Grace Lutheran and the Des Moines United Methodist Church have followed. We cook for 50 people, Cathy Barton brings bouquets in season, John, Beth and friends bring their music (and a big dish of Jello). Many thanks to the cooks, set up, and clean-up crews!

NPUCC cooks for Hospitality House five times a year. Alice has been coordinating the weekly meals since July, 2007. She is most grateful for our dozen cooks who prepare dinner at home and deliver to HH at 6:30 pm. Hospitality House is located in the basement of Lake Burien Presbyterian Church. Please check with Alice if you feel called to serve these women with nourishing food. Thank you for your enthusiastic response to our donation months of August and February. We also appreciate your support for the fall Walk for the Women (September 16 coming up) and Spring Fling. After three years of virtual we were thrilled to be back in person for this spring's dinner and auction. There actually was a separate auction for on-liners only.

September 17, 2022 – Hospitality House Walk for the Women brought in over \$30,000.

October 4, 2022 – Blessing of the Animals by Pastor Amy, 4:30 pm on the Courtyard.

October 7-8, 2022 – last Rummage Sale made \$4,000, benefited over ten local groups plus Prevention Time (AIDS prevention and youth development in South Africa); 75% went to UCC Hurricane Relief; 25% went to the International Rescue Committee - Welcome to WA.

October 30, 2022 – All Saints' Sunday, votive table in the narthex.

December 11, 2022 – Kevin, Alice, Lynn, Cathy L., and Stacie sang Christmas carols to Eileen at her group home and Sue Bailey at Solstice (dining hall).

January and February, 2023 – supported Severe Weather Shelter with warm clothes and kitchen help. The shelter was open 33 days this winter.

February 5, 2023 – Souper Bowl of Caring brought in \$970 + 132 lbs of food for DMAFB; in-kind donations + \$550 for HH.

February, 2023 –\$827 collected by church members for UCC Earthquake Relief Fund (for Syria and Turkey).

March 25, 2023 – HH Spring Fling brought in \$60,000!

April 6, 2023 – Maundy Thursday service, opportunity to bring food or monetary donations for the DMAFB.

April 21, 2023 – CWS Lunch and Learn by Rev. Dr. Tiffany De Tienne, our CWS Engagement Specialist, Fireside Room at noon.

May 7, 2023 – Des Moines/Highline CROP Hunger Walk: \$10,416.50 total, NPUCC = \$5,000 with gift match + 12 walkers; our DMAFB received 25% of the total by the end of July. 75% went to CWS.

June 4, 2023 – good turnout for Erin Michael Grimm and her book, *Emergent Grace*, Fellowship Hall in the 2nd hour following Worship.

June 25, 2023 – monetary offering for the Des Moines Area Food Bank brought in \$1,140.

Submitted by: Alice McGregor

WORSHIP COMMITTEE REPORT

Chairperson: Connie Clark

Committee Members: Belinda Allender, Mark Hall, Nancy Knudsen, Cathy Larson, Stacie Latimer, Gaddy Padagdag

Also Attended: Cindy Dow (Music Accompanist and Choir Director) and Pastor Amy Hitchens

2022-2023 ACCOMPLISHMENTS:

What a year! Given what this committee accomplished during the challenging pandemic environment over the previous 2-3 years, I was expecting this year to be easier. But as it turns out, we experienced a fair amount of uncertainty and change which required an incredible team effort. As committee chair, I cannot thank our members enough for their time, commitment, and ideas.

Since so many members of our congregation have been members for a very long time, I'm going to assume that most have served at some point in time on the worship committee. For me, not having "grown up" in the church, I had no idea how critical this committee is to the livelihood of the church. Even after serving on the committee for 5+ years, I feel like I am just this year realizing that the collective contributions of our committee are instrumental to ensuring a thriving church.

Every Sunday, the worship committee ensures we have ushers, lay leaders, greeters, flowers, music and all of the tangibles required for a successful service. We are so blessed to have the insightful sermons provided by Pastor Amy as well as our Minister in Four-Way Covenant, Rev. Dr. Lorraine Leist. And on Pastor Amy's Sundays off, we have had a wonderful compliment of guest preachers/presenters including: Rev. Bruce Wilson, S. Katrina Fitzpatrick, Rev. Amy Johnson, Liz Cooledge Jenkins, Rev. Jenny Partch, Rev. Carol Shellenberger, Rev. Terry Teigen, and Rev. Dr. Cameron Sharp.

Other items of note this past year have been:

- 5 members of the worship committee agreed to serve as head usher one week per month. The head usher responsibilities include set up and take down for the service.
- Worship committee members also commit to 2-3 months annually to serve as deacon for the month. Deacon responsibilities include setting up and cleaning up for communion that month as well as securing volunteers for lay leader, greeter, flowers, etc.
- Music and technology were our two areas of uncertainty this year. Yet, we have been blessed.
 - Music: We had the pleasure of having DJ Wilson fill in as our music accompanist during the transition between Kevin Peterson and Cindy Dow.

And while this committee is not directly responsible for hiring, several of us were part of the process and are so grateful our paths crossed with Cindy. Thankfully, we “didn’t miss a beat” with worship music!

- Technology: A huge thank you to church moderator, Vicki Nichols, for stepping in and running technology for us before and after Kevin’s departure. This summer, we have also been blessed by having Alex Kramer (Malinda and Jim Vaughan’s grandson) step in on a volunteer basis to provide his time and expertise to run technology for us and to give Vicki a break. July 31 was his last day as he is heading off to college. Also this summer, Connie Clark’s soon to be son-in-law volunteered his time and expertise and donated some equipment to improve the technology experience both for those running it and for the congregation. We are in a pretty good place, but still need 2-3 more members to be trained and able to run technology on a rotation basis with Vicki. We feel it is very important to be able to continue offering a hybrid service to our congregation.
- The worship committee has also been focused on continuing to grow our church. The committee members read and discussed the book: “Grow your Church!” by Rev. Tracy Barnowe and have established some new guest welcome protocol.
- We have also put some new safety protocol in place, which falls under the head usher’s responsibilities.

In summary, it has been a bit of a stressful year, but a blessed one too. We have so much to be thankful for, and we will continue to look for creative ways to worship and engage together. Breakfast and outdoor services have been well received and we plan to continue those when we can. But as I said in the beginning, it takes significant commitment and there are a few members who have put a lot in. I’d like to close with a BIG thank you to Dorine Seaquist for the steadfast coffee service, Nancy Knudsen for the tremendous help with securing pulpit supply and just always being there, Vicki Nichols for her huge commitment to run technology for us, and Stacie Latimer for serving as worship committee secretary. I think the current worship theme on the Sabbath is an important one for all of us. We accomplish a lot together, but we need to take time to rest.

Submitted by: Connie Clark

PASTORAL RELATIONS

Committee Members: Cathy Brewer, Nancy Knudsen, Lee Larson, Rev. Amy Hitchens

2022-2023 ACCOMPLISHMENTS:

The Pastoral Relations Committee met in March 2023 to begin preliminary discussions about Pastor Amy's sabbatical in 2024. We are reading a book about sabbaticals and the openness on how the Pastor uses their time and how the congregation might use this time as well.

Submitted by: Nancy Knudsen

PERSONNEL COMMITTEE REPORT

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

2022-2023 ACCOMPLISHMENTS:

Our task of replacing Director of Music, Kevin Peterson, was daunting! Our search committee consisted of Steve Kuntz, Connie Clark, Vicki Nichols, Alice McGregor, Wenden George, and Pastor Amy Hitchens. We advertised for the position via Craigslist and Indeed and interviewed several candidates. Ultimately, our new Music Accompanist and Choir Director, Cindy Dow, saw our Craigslist ad. She came to us from United Christian Church in Renton and we are so happy to have her!

The committee's next task is to find a replacement for our longtime, beloved Office Manager, Kirsten Pangelinan. Thus far we have written the job description and posted it via the normal channels. The rest is still to unfold.

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