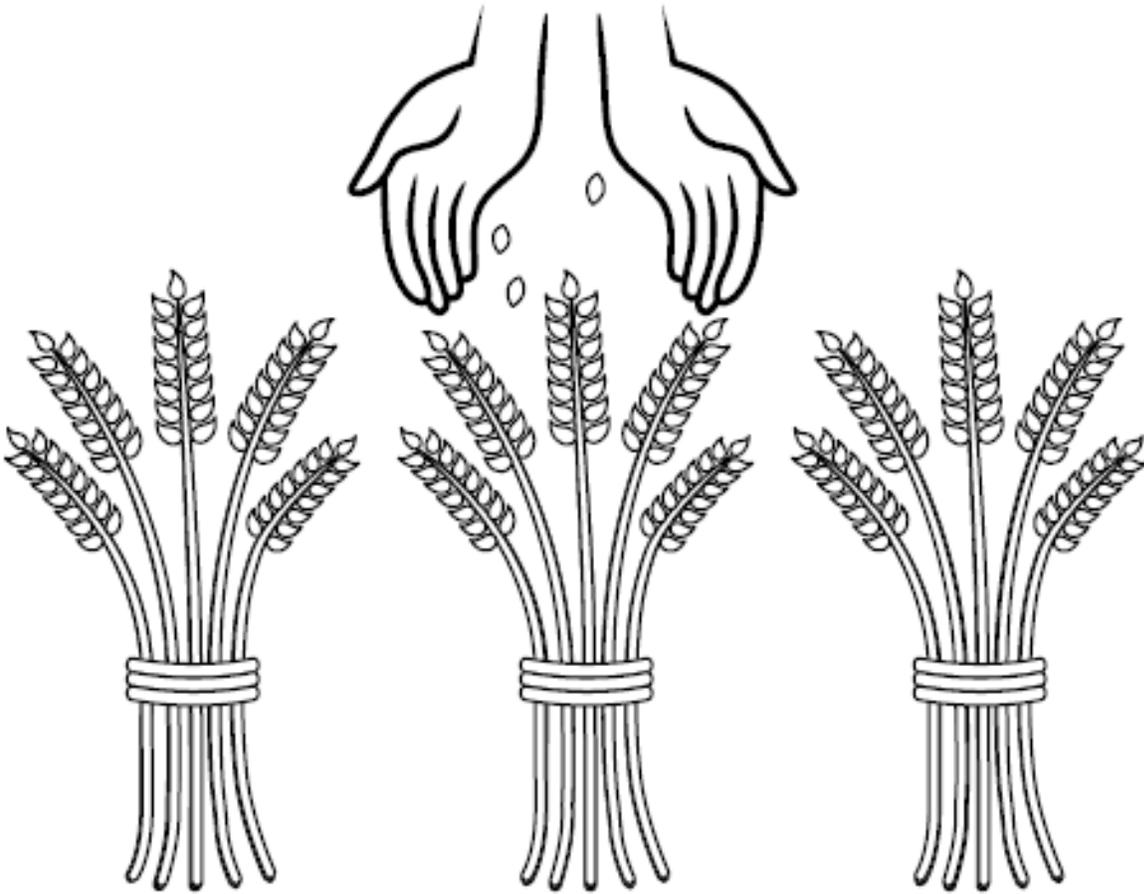


**Friedens United Church of Christ
Annual Report - 2020
January 31, 2021, 1:30 PM
Marc Hayden, Senior Minister
Sarah Haas, Associate Minister**

And the one who sows bountifully will also reap bountifully

The one who sows sparingly will reap sparingly



Each of you must give as you have made up your mind

Not reluctantly or under compulsion, for God loves a cheerful giver.

2 Corinthians 9:6-7

Friedens Congregational Meeting December 13, 2020

President, Greg Wilkinson, called the meeting to order at 2:00 pm.

Pastor Marc Hayden opened the meeting with a message to the congregation and council members, thanking them for their faithfulness to the church in this very unusual and challenging year followed by prayer.

More than 55 members present at the Zoom meeting and a quorum was established (requires at least 10% of the 510 congregational members to be present)

Meeting Minutes for the January 28, 2020 Annual meeting and the February 9, 2020 Special Congregational meeting were reviewed. No additions or corrections were suggested.

Jim Jensen made a motion to approve the minutes as published. Lisa Haver seconded the motion and all were in favor to approve.

Kathy Hoke made a motion to approve the 2021 proposed budget. Roger Alting seconded the motion, and all were in favor to approve.

(2021 budget information available on request. Please email Heidi.FriedensUCC@Outlook.com)

Nominees for the 2021 Church Council

President: Greg Wilkinson

Vice President: Jerry Weissinger

Secretary: Judy Brehob

Finance Ministry/Treasurer: Bob Cox

Building & Grounds Ministry: Mark Raker

Christian Education Ministry: Carrie Sorenson

Equipping Ministry: Ellen Tuttle, Jim Jensen

Fellowship & Events: unfilled

Membership Ministry: Linda Ealy

Outreach Ministry: Tim & Ellen Tjarks

Personnel Ministry: Tammy Brodzeller

Worship & Arts Ministry: Peggy Dillman & Jan Cox

Media & Communications Ministry: Michael Kendall

Building Usage Ministry: Laura & Rich Lord

Stewardship Ministry: Bill Richmond & Dave Strietelmeier

Because of the Pandemic, council members were asked to serve an additional year to maintain continuity as Friedens navigates the challenges the Covid-19 Pandemic presents.

Concluding their service at the end of 2020: John and Donna Charles, and Lisa Brinker.

Peggy Weissinger made a motion to approve the council as slated, and Sharon Hedegard seconded the motion; all were in favor to approve.

Pastor Sarah Haas offered a closing prayer.

The meeting was adjourned at 2:50 pm

Respectfully submitted by

Judy Brehob, Council Secretary

2020 Annual Report of Pastor Marc Hayden

There is little doubt that 2020 will be remembered as the year the global pandemic began. There have been many painful repercussions of this worldwide health crisis, not the least of which has been the death toll, striking especially hard among our elders. We join in mourning with grieving families in our community and around the globe. We are inspired by essential workers, healthcare workers, researchers, first responders and public servants who fight this invisible enemy. We will persist in doing our part to stem the tide of transmission.

When the pandemic came to our shores the Council of Ministries (the congregationally elected leaders) of Friedens Church appointed an advisory committee representative of elected congregational leaders and members with health care experience. This committee was chaired by our Parish Nurse, Janet Raker, and I was invited to participate as well. This committee recommended to the Council of Ministries criteria for safe re-gathering, protocols for re-gathering, as well as monitoring the transmission of the virus in our region and communicating reliable information to the congregation. The Council of Ministries considered and voted on these recommendations with a commitment to the health and safety of the congregation and the community where we live. The situation continues to be monitored carefully by the advisory committee so that when the criteria are met, we will be ready to re-gather.

Though it has not yet been safe for our congregation to meet together in the sanctuary, the ministries and mission of our church have remained alive and well. Using communication technology, the leaders and staff of the church have continued to plan and execute a host of ongoing activities. From weekly virtual worship to drive-up worship, from outdoor recitals to small-group patio discussions, from virtual Revive and Thrive to virtual Treasure Seekers. Weekenders backpack food ministry has continued, special offerings like Neighbors in Need have been received, the community garden produced fresh vegies for a local food pantry, home baked pies were donated to Wheeler Mission for Thanksgiving, our kitchen was used for meal preparation by the Mozell Sanders Thanksgiving Day meal distribution, and the Cooperative Play Academy Preschool was allowed to return to the building following strict guidelines for safety. In fact, a new ministry initiative was approved by the Council of Ministries, a Just Peace Exploratory Study Team. And, the Engaging Young Adults grant initiative also continues to move toward a project funded and guided by the Center for Congregations.

Our Parish Nurse and I have focused much time and energy on caring ministries in our congregation, with a special focus on those most susceptible to the virus. A team has been recruited to make calls, to send cards and email messages, to encourage congregation-wide caring, and to prepare meals for those who are recovering from illness or can no longer rely on eating in restaurants for most of their meals. Though feelings of isolation and stress are widespread during this pandemic, we are doing our best to share the love of Christ in kind and helpful ways that say, "you are not alone".

This year has been a busy year in terms of pastoral care. I have presided at sixteen funerals, two baptisms, a wedding, and the welcome of new members. Of course, there are daily connections your pastoral team makes to assist members and friends who are ill, troubled and needing a listening ear.

I offer my sincere appreciation to our Council of Ministries, the advisory committee, our Parish Nurse, the church staff and every member and friend for their faithfulness in this crisis. We give thanks for a “God who is our rock and our refuge; a very present help in times of trouble” (Psalm 46:1).

Much remains uncertain. Yet we keep focused on our mission of sharing the love of Christ and trusting God to lead us forward toward a new chapter of service in the Spirit of Christ our Risen Leader and Savior.

God bless you and keep you.

2020 Annual Report of Sarah Haas, Associate Pastor

Much has changed in 2020, but not everything. God is still love. All creatures are still beloved by God. You are a loved child of God. We are called to share God’s love. I have also seen and experienced so many ways that Friedens United Church of Christ has not changed. We continue to worship God. We show care for one another and our siblings in our local and global communities. We continue to serve, give, learn, grow, and prayer. We continue to be connected by God’s Spirit.

I have learned a lot this year. What are the learnings that you are most grateful for this year? I am learning more about surrender and trust. I am learning more about breathing. I am learning more about the deep importance of spiritual connection and community that goes way beyond physical presence.

With much, much gratitude, I rejoice in God and give God thanks for you. Thank you for your continued faithfulness. Thank you to the virtual prayer team that meets on Monday afternoons on zoom. Thank you to the AV teams who has given more hours than are describable. Thank you for the kids who meet over zoom for TS. Thank you to each of you for loving those in your spheres in this time. Thank you to the Equipping Ministry Team leaders, the Christian Education Ministry Team leader, the Just Peace Exploratory Team (JPET), and Adam Hayden who is leading the new JPET for helping us explore this opportunity as a congregation. Thank you for everyone who supports the Engaging Young Adults Initiative with your prayers and loving and welcoming interactions with young adults (20-35 year olds). Thank you for Pastor Marc who continues to guide us faithfully as we follow God’s call to love others, especially children and youth in our community. It is a blessing and a joy to serve God with you!

*¹ Lord, you have been our dwelling place^[a]
in all generations.*

*² Before the mountains were brought forth,
or ever you had formed the earth and the world,
from everlasting to everlasting you are God.*

Psalm 90:1-2

2020 Music Ministry Report

- Choir participation averaged 28 people prior to Covid shutdown in March
- Choir continued to meet virtually every Wednesday through the end of the typical choir season in May
- Music staff provided weekly service music virtually beginning in March
- Introduction of the Friedens UCC Devotional Recital Series
 - Weekly outdoor recital series late June through late October
 - A total of 12 different musicians participated in the series
 - The freewill offering collected each week paid for the musician featured the following week. A total of \$75 taken from the Thomas G. Williams Memorial Music Fund was not reimbursed
 - Weekly attendance ranged from 20-41
 - Recitals were streamed virtually using Facebook Live
- Advent and Christmas Eve recorded services featured special music by the Friedens Music Ministry Team, Friedens members, and guest musicians

2020 Annual Report from Greg Wilkinson, President of the Congregation and COM

We are a congregation dedicated to moving forward and outward in sharing the love of Christ in this rapidly changing world of the 21st century. Prayer, reflection, and facing adversity describe our journey in 20. We have a strong sense that God is guiding us into new directions to share the love of Christ through innovation and inventive thinking.

We have been storytelling congregation for years. Our story began with the German immigrant gardeners who established the congregation of Friedens in 1911, building and moving to our current campus in 1964. We have had many join the faith community of Friedens along the way, adding diverse gifts, new stories, and expanding our deep commitment to sharing the love of Christ with others.

Our 2020 Annual Report provides an overview of the breadth and depth of the work done by each ministry team this past year along with their chairpersons who served on the Church Council. The work, support, and faith of each committee member and chairperson is greatly appreciated.

In addition, I'd like to express gratitude to the 2020 officers of the Church Council: Judy Brehob, secretary; Bob Cox, treasurer; Jerry Weissinger, vice-president; and, Pastor Marc Hayden, senior pastor. They have served the Council and the Congregation with great dedication and care especially in the face of the unknown using their wisdom and experience to make decisions no other Friedens officer has had to make.

Church Council ministry reports, along with additional reports related to these ministries, provide a broad review of 2020 highlighting what has been able to be done through Friedens this past year.

The following describe some of the work by our ministries in 2020:

- At the beginning of 2020 we finished off streamlining our church by-laws with the support of all chairpersons and the time and efforts put forth by Jerry Weissinger.
- In mid-March just as the Covid-19 pandemic began to ramp up it was decided by the council to suspend in person worship and gatherings on the Friedens UCC campus. This was based on keeping

our parishioners safe and healthy. Later metrics were adopted that would be followed in order to return to the sanctuary on Sundays.

- *With adversity comes ingenuity and innovation, Friedens's website was needing an upgrade due to lack of information and updates related to events that were happening, luckily this update occurred when it was truly needed in order to allow virtual services to happen online. This allowed Friedens to never miss a single original service to happen each week.
- *Our ministries were also able to adapt this year with mini-concerts happening in the summer, drive-up services in the parking lot, Zoom meetings replacing in person meetings, small outdoor gatherings off campus, and finding new ways to connect to the community. Individuals also stepped up by delivering meals to those that were at risk as well as delivering CD's and DVD's to those unable to enjoy virtual services. All of this proves that Friedens's heart and soul is the faith and generosity of its members.

Most of us will look upon 2020 as the year without a traditional Lenten Season, Palm Sunday, Easter Sunday, Mother's Day, Father's Day, Thanksgiving Sunday, Advent Season, or Christmas Eve & Christmas Sunday, but I would like to look upon 2020 as the year that will make us appreciate the little things more. We'll appreciate the pews, organ, and red carpeting. We'll appreciate the noise of a cooing or crying baby during one of Pastor Marc's sermons, but mostly we'll appreciate each other.

I wish express my deepest gratitude to everyone who has assisted a ministry, the council, and the church this year and to everyone who has answered "Yes, I can do that," but also "What else can I do?" This was definitely the year of proving what being a Christian means and how to do it.

God's Spirit is guiding us. I look forward to seeing what is next as the congregation of Friedens UCC continues sharing the love of Christ and stepping up to any challenges given.

Faithfully yours,

Greg Wilkinson

Even though we were unable to gather for worship due to COVID-19, the facility and technology systems still needed service and repairs. The total actual annual expense for Building and Grounds (\$98,016) and Technology (\$6,005) of \$104,021 was **\$24,000 less** than 2019.

Listed below is a summary of the activities that were completed in 2020:

Technology related activities:

- Moved “FriedensUCC.org” domain from SiteGround to PowWeb to support new website
- Moved email service to Outlook for more reliable service
- Purchased and installed new laptops for Pastor Marc, Pastor Sarah, and Heidi Richmond
- Upgraded software to Microsoft 365 on all laptops and office computers
- Upgraded Church Windows Financial Software from 2009 version to 2020 version
- Purchased and installed a network addressable storage server to replace 2008 file server. This unit also allows remote access to files and software.
- Replaced defective audio system and speakers in the Kendall center
- Replaced PC in the Kendall Center
- Replaced presentation PC in Hayden Hall
- Repaired defective power supply in security camera surveillance PC
- Replaced defective UPS system in Hayden Hall data room
- Provided 165 hours of virtual worship post-production video editing and preparation for the website
- Assisted Michael Kendell with the acquisition and installation of new sound board, camera and associated equipment and wiring in the sanctuary. Installed wiring from Sanctuary to Hayden Hall to save \$1,300. Thanks to Roger Alting
- Installed stage lighting in sanctuary to provide additional lighting for virtual worship recording
- Purchased FM transmitter and configured equipment for the Outdoor Worship Services and operated equipment for these services

Building and Ground related activities:

- Completed the installation of new ovens and microwave in the kitchen in January.
- Corrected Fire Marshall inspection deficiencies for the Fire Alarm System and Sprinkler System and filed the required reports.
 - Replaced missing FDC covers and defective power supply and batteries in FA panel.
 - Koorsen replaced defective duct detector in the Sanctuary Air Handling Unit.
- Fire alarm system is obsolete, and parts are difficult and expensive to obtain. For 2021 planning purposes, Koorsen provided a quote to replace the FA system for \$15,000.
- Koorsen also provided a quote to replace / upgrade security alarm system in 2021 for \$3,000
- Purchased and installed 2 touchless hand sanitizers in the main entrance for return to worship
- Prepared and installed return to worship informational signs
- Installed outdoor air damper to provide additional ventilation in the education wing
- Installed two flue pipe extensions on the sanctuary air handling unit eliminate flame out problems with the 2 gas burners
- Repaired toilet partitions in the women’s restroom

- Repaired toilet in women’s restroom
- Replaced light fixtures in the men and women restrooms next to the office
- Replaced faucet in girl’s restroom in the education building
- Cleared plugged drain line for Rooms 3 and 4 in the education building
- Discovered termite activity in the sanctuary, and fortunately nowhere else in the facility. Apparently, termites don’t care about COVID-19 and decided to use our sanctuary since we weren’t. Obtained quotes from 3 vendors and selected Terminix. They treated active infestation by drilling holes and injecting chemical treatment in the concrete floor in the Sanctuary active areas and around the 8 primary support columns to protect the structure. They also placed 65 bait stations around all the buildings to prevent future infestation.
- Repaired 4 roof leaks in the Narthex and replaced windblown damaged ridge shingles on the Sanctuary roof and 12 singles on the Kendall Center roof.
- Weeded around church entrances and playground – thanks to Sam Hardesty
- Cleaned playground equipment
- Kept salt in the softeners – thanks to Greg Eickman
- Set-up sidewalk salt containers and snow shovels in the vestibules of the Main Entrance and Hayden Hall Entrance
- Completed numerous cleaning projects:
 - Stripped and refinished all the tile floors throughout the facility
 - Cleaned carpet in Hayden Hall and Kendall Center; spot cleaned carpet where needed everywhere else
 - Cleaned the pew cushion upholstery and chapel chairs.
 - Polished wood in the sanctuary
 - Cleaned windows

Continued to develop the Westside Landscape Project

- Project design virtual meetings continued throughout the summer and fall
- Revised Project Schedule 1/2/2021
 - January 6 2021 - Send draft documents to Calumet and Edwards on January 6th requesting a Project Cost Opinion and Phasing Schedule due January 25th.
 - January 13th - Site meeting with Calumet
 - January 25th - Review Cost, Alternates and any scope reductions to the project to keep the project within budget. The construction budget is \$485,000.
 - February - Make design changes, scope adjustments, and refinements to the Construction Drawings and Documents.
 - End of February – Bid Project
 - Mid-March - Review Bids
 - End of March 2021 - Congregational Meeting to Final Approval for the project scope and cost based upon the bids (Total Project Cost Not-To-Exceed \$600,000 of which the Construction Budget was \$485,000; Approved at Feb 9, 2020 Meeting.)
 - April 5th – Award Contracts
 - Mid-April – Begin Construction

Building Usage Ministry, 2020 Annual Report

Obviously, with the onset of the Covid19 crisis, our activities this year have been dramatically curtailed.

In February (10th-14th), Friedens UCC hosted a week-long Mediation Training presented by Lombard Mennonite Peace Center. The Christian Church sponsored this event in conjunction with Chad Abbott of the Indiana/Kentucky UCC Conference.

Youth Group from St. Louis contacted us through Pastor Sarah to use Hayden Hall as a week- long base of operation for service projects in Indianapolis in June 2020. Due to the Covid19 crisis, this event was cancelled.

YMCA Cooking Camp asked to use the kitchen in June 2020. This event was also cancelled due to Covid.

After the task force for re-opening the church provided guidelines for church usage, we informed all the small groups (music lessons, quilting, AA, OA, etc.) what metrics had to be met before we could resume normal operations. We have kept in contact with them periodically via email.

We coordinated with Cooperative Play Academy (CPA) to re-open their pre-school under strict CDC guidelines. COM approved their plan and allowed this one group to use the facility.

CPA submitted a proposal to expand their use of the building to include part-time Kindergarten beginning in September 2021. COM approved their proposal contingent upon certain room spaces being available and cleaning coordinated with Pat.

Mozel Sanders group used our kitchen and Hayden Hall to prepare food to be distributed to families around Indianapolis for Thanksgiving.

Submitted by:

John and Donna Charles

Rich and Laura Lord

2020 Annual Report - Christian Education, Carrie Sorensen

Despite a challenging and changing year, your Christian Education team continued to provide learning opportunities for people of all ages. Some of the ways we have shared the love of Christ in 2020 include:

- While services were in person, we provided nursery care for our youngest friends during worship.
- Treasure Seekers programs for Preschool and Elementary School have transitioned to online meetings on Sunday mornings.
- We continue to check with the middle and high schoolers through notes, calls, or texts.
- Pastor Sarah worked with the Treasure Seekers to create an online holiday program.
- Revive and Thrive transitioned to an online format on Sunday mornings and has focused on discussing each week's sermon.
- Confirmation for the current group of students was postponed until we can celebrate with them in person. After checking with parents of upcoming 8th graders, it was decided to push back their confirmation process until they can meet in person with their mentors. The connections between our confirmands and the adults who mentor them is a wonderful part of the process and we wanted to be sure students had the full experience.
- EYA (Engaging Young Adults) has remained a vital and active part of CE this past year. Gatherings have focused on connections between spirituality, art, and wellness. The group met in person at the start of the year but have shifted to a virtual space.
- CE has worked with Equipping to help create a Just Peace Exploratory Team. Offerings this year have included several book series (including one for older youth) and a yoga series.

Many thanks to the dedicated members of this team: Pastor Sarah, Judy Brehob, Lisa Haver, Janet Raker, Sharon Hedegard, Ellen Tjarks, Kalen Hernandez Granger, Mary and Ryan Cinninger, Ginny Moore, Cindy Boughton, Adam Hayden, Melissa Wilkinson, and everyone else who has given so generously of their time, talent and treasure.

Christian Education - Engaging Young Adults

- **Creating-Connecting-Caring** - Gatherings focus on connections between spirituality, art, and wellness with opportunities for participants to lead, share, learn and encourage one another. The group met in-person November 2019 - February 2020. In March of 2020, these programs shifted to a virtual space.
- **Internship Program** - These paid internships were designed to create opportunities for connection with Friedens United Church of Christ through worship and the Treasure Seekers Ministry. There was much enthusiasm and hope for success of the planned activities. Unfortunately, the starting dates in March 2020 were interrupted by Covid 19 and the closure of the building. We did pay the interns as planned because we felt this was the caring thing to do.
- **New Connections** - Through their search for congregations working for equity and justice for all, a few young adults have found Friedens and connected with the church through the website and virtual worship. The grant has allowed more engagement with a virtual audience like this.

- **Next Steps -**

- **A Cohort Group** will begin in December 2020 with the hopes of building more connections between the young adults, as well as encouraging interaction with the congregation. Planning has begun for a winter Bible study and virtual meet ups.
- **Grant Application** - We will be applying for the major grant in February 2021. We ask that the congregation continue their prayers, giving and offers to help and serve as we build this ministry initiative.

2020 - Equipping Ministry - Jim Jensen and Ellen Tuttle

Members: Jerry & Peg Weissinger

Goals:

- **Continue strength finders-based Bible Study and Basic & Advanced courses.**

Because of the Covid virus, we were not able to conduct in-person classes. A zoom class was offered but there was no response

- **Develop a class specifically for youth.**

This will be on our agenda for 2021

- **Refresher course for those who have taken the first session and find ways of implementing what was learned.**

This will be a continued agenda item

Because of the Covid 19 virus, our team assisted with the Peace Talk Task Force by attending zoom meetings and being part of the Peace Talk Book Study sessions both in attendance and in leadership.

We also assisted with the task force for Back In Person Worship

Goals for 2021: Continue on our quest with Strength Finders
 Evaluate our team responsibilities with Christian Ed & Stewardship.

2020 Fellowship Ministry Report

Fellowship Ministry did the following for 2020:

January 26th – Congregational meeting: served donuts, fruit, quiche, breakfast casseroles and beverages.

February 16th – celebrated Valentine's Day with a reception between services. We served donuts, cookies, red velvet cake roll, chocolates, fruit, punch and lemonades. Lindsey Spurgeon donated two gift cards for adult drawing and I donated a stuffed animal for the children's drawing. Tickets sold for \$2 and \$1, respectively and the proceeds from the drawing were given for the Weekender Backpack Program. (I failed to write down the amount raised but the church office should have that information.)

March 1st – Fellowship joined with Christian Education Ministry for a Lenten Lunch that was held following the 10:30 am service. Lunch consisted of soups, chili, salad, desserts and beverages. There were 4 Activity stations that were available for attendees to visit.

May 10th – Lindsey and Eli Spurgeon and myself hosted a drive-thru Mother's Day event in the church parking

lot. We gave out carnations (provided by Jockish Flowers), bottled water, canned soda, hygiene items, and some treats. Unfortunately, this was not attended well since we were late getting the word out. Unfortunately, all the other activities that Fellowship had planned for 2020 were canceled due to the pandemic.

Members of the 2020 Fellowship Ministry were: Linda Ealy, Lindsey Spurgeon, Robyn Stuteville, Marsha Hanley, Elinor Morr and myself. We were also assisted by Joe Stuteville, Bob Morr and Rudy Brinker. I asked to step down from the Church Council and as Fellowship Ministry Chairperson in October due to health situations in my extended family and my need to be out of town for so many weeks. I will, however, remain on the Fellowship Ministry.

Respectfully submitted,
Lisa J. Brinker

Media and Communications 2020 – Summary

The media and communications team has had a lot of moving parts for this past year.

- A new redesigned website. (Squarespace)
- A new hosting avenue for videos to which we link to from our new website. (Vimeo)

Throughout this time, we have been able to support other opportunities throughout the church including: Worship Services, Wednesday Recitals.

One of the major changes this year has also been the replacement and upgrade of our Sanctuary Audio and Video System. This change has come at an important time when video recording and our virtual presence online has significantly grown.

2020 Annual Report, Membership Ministry

Members: Linda Ealy, Markita Wade, Rudy Brinker, Donna Ealy, Linda Killibrew

Activities:

When 2020 began we had enthusiasm to continue the activities of the committee and to add some new ideas. Plans were to create ways to encourage new members and to get them involved in ministry and add some new activities for members. Then the virus named Covid 19 arrived and our building was closed for safety reasons. Most of our ideas required person to person so we have been on hold. However, there were some activities that continued. Some very faithful members maintained the following.

The birthday cards to members has been continued by Markita Wade and Donna Ealy. Sharon Hedegard has kept our Prayer List updated so that we can pray for others. Janet Raker and Peg Weissinger have been arranging meals for new parents and those with illness. I want to add that these ladies have been taking meals to those homebound or cannot get to the grocery. Praises to them for continuing such a big task since March.

Our committee will be starting plans for the coming year. We hope to create some ideas so that we can meet the needs of new and present members.

Submitted: 12/14/2020 Linda Ealy

Membership - Health Ministry, Janet Raker, Parish Nurse

Health Ministry actively promotes the physical and spiritual well-being of the members of Friedens. Health ministry focuses on prevention, helping people seek help for physical problems, and encouraging people to change



unhealthy lifestyles. Most of the planned activities, such taking blood pressures on Saturday mornings at the Garfield Park Farmer's Market and working with University of Indianapolis senior nursing students, were postponed until 2021. Highlights for 2020 included:

- Outdoor flu/pneumonia clinic in mid-October where people received flu and pneumonia vaccinations while staying in their car.
- Monthly blood pressure screenings in January and February.
- COVID-19 safety signs, including handwashing and wearing masks, were placed near the entrances.
- Working with Building and Grounds to place contactless hand sanitizing stations at both entrances.
- Weekly COVID-19 information updates sent via email.
- Provided health information based on science, metrics, and best practices to Return to In-Person Worship Advisory Group.

Membership - Meal Ministry, Janet Raker and Peggy Weissinger

For over 20 years Ellen Huddleston and her mother, Nancy Richert, did an amazing job organizing meals for families at Friedens – after the birth of a baby, after someone has had surgery, etc. We've always felt very privileged to take a meal to someone feeling it's such a rewarding ministry! When Ellen was no longer able to organize the ministry, we asked her permission to carry on her beloved ministry and continue her legacy. Of course, she happily agreed and we have been organizing the Meal Ministry for the past three and a half years. Including us, we now have 22 women who make meals for families at Friedens!

In 2019, we delivered 115 meals to families. In 2020, we still had church members who had babies, surgery, and treatments, but we also had people who were high risk. We wanted to encourage people who were high risk to stay safe and help slow the spread of the virus. We found we have church member who did not have younger family members nearby to help and others who did not feel well enough to cook. Therefore, we prepared and delivered 553 meals to families last year! One of the Meal Ministry volunteers is Linda Ealy. Linda and her husband, Dan, prepared and delivered a Thanksgiving and Christmas feast for over a dozen people in our congregation! Whatever the situation, families who receive the meals are very appreciative.

To our volunteers, we truly appreciate you!

Membership - Pastoral Relations Committee, Janet Raker

The members of the PRC include Lindsay Eichelman, Mike Hastings, Lisa Haver, Sharon Hedegard, Eddie Massey, Denny Meyer, Karl Sorensen, and Linda Sweetman.

The committee met with Pastor Marc in person in January and Pastor Sarah and Dakota Roberts virtually in the spring and summer. The committee discusses a variety of topics with our pastors relating to their roles for members of Friedens and serves as a liaison, providing feedback, between the congregation and the ministerial staff.

Due to the pandemic, we were unable to honor our pastors with an annual Pastor Appreciation Day in November. Instead, church members were asked to honor Pastors Marc and Sarah by writing them a note of appreciation and/or donating to a worthy cause in honor of them. Church members were also asked to write a note of appreciation to Pam Taylor for her years of service as Minister of Pastoral Counseling. Pam retired in November.

Committee members welcome all comments, questions, suggestions, and concerns from any member of the congregation.

Membership - Visitation Ministry, Janet Raker

Like the Meal Ministry, the Visitation Ministry is part of the Membership Committee. At the beginning of the year, there were over 20 people who were homebound or lived in healthcare facilities and they were visited by almost 20 people. Our visitors saw church members in their homes or healthcare facilities monthly and took a poinsettia from the church in December. With the coronavirus, visitations suspended in March. However, the visitors continued to call to check in and even added people to their list. Several new people also called church members – just to see how they were doing. Hundreds of calls were made and hundreds of cards were sent as well. The callers relayed messages back to Pastor Marc if pastoral care was needed. Even in the midst of a pandemic, our caring congregation established many new connections and relationships. Our visitors and callers will gladly tell you what a rewarding ministry this is!

To our visitors and callers, you are truly appreciated!

Outreach Ministry Team Annual Report 2020

Weekenders - We continue to be able to prepare bags of food to distribute to students at Glenns Valley Elementary and Perry Township Preschool who would be food insecure over the weekend when away from school (and school lunches). The pandemic has led to some additional challenges in collecting food donations. We have collected such donations during drive-up services, Wednesday music recitals, and occasional scheduled drop offs. Where we thanks largely due to the generosity of the congregation.

Bread for the World - Once again the congregation supports an Offering of Letters, writing to letters to Senators Young and Braun and our individual U.S. Representatives to support legislation supporting food programs to alleviate food insecurity.

Discretionary Funds - We provided support to local partners Perry Senior Services, Wheeler Mission, and Exodus Refugee Immigration. We provided support for our seminarian, Dakota Roberts. We also provided seed money to Bread for the World to help establish a permanent staff presence in Indiana.

The pandemic has made certain ministries less possible and we will reassess and reestablish as we are able to meet in person again. We will reestablish our Giving Tree program once we are together again. The HOOP ministry of serving a meal to the homeless is paused for the time being by the larger organization, but we will look forward to reconnecting when possible.

Thanks to our ministry team members this year: Terri Costello, Mike Hastings, Sharon Hedegard, Joe Stuteville, Sue Reinhard, and support from Pastor Sarah.

Tim and Ellen Tjarks, co-chairs

Annual Personnel Report 2020

Completed Projects

1. Worked with Executive Committee and Bob Cox as details of the Paycheck Protection Program (PPP) unfolded to provide some HR insights into the program, and remained in communication as we worked to maintain staff payroll levels in the face of the pandemic and our inability to worship in person from mid-March through December.
2. Processed payroll every other week with Heidi Richmond taking the lead on submitting timesheets every pay period.
3. Remained in contact with staff, sometimes through Senior Pastor, to ensure all felt supported and valued through the pandemic.
4. Attended staff meetings to work with and support the staff.
5. Worked closely with Senior Pastor to forge a potential partnership with Resurrection Lutheran Church in their Outreach efforts, as a direct result of Friedens Moving Outward objectives.
6. Created the personnel budget for 2021, recognizing the need to hold salaries steady and cut back payments no longer covered by the PPP loan for staff not able to provide "remote" service through the pandemic.

Ongoing/To Be Done Projects

1. Continue refining job descriptions and establishing performance goals for staff members.
2. Determine how the Personnel Committee can add value and what role it can have in the Friedens Moving Outward initiative.

2020 Stewardship Report

Council Chair : Dave Strietelmeier & Bill Richmond

In 2020, within the context of the pandemic, the Stewardship responsibilities were handled directly by the co-chairs and there were no committee level activities. That said, Barry Barndt continues to provide updates on Amazon SMILE and Kroger Community Rewards. The three primary focuses of the Stewardship Co-Chairs:

1. Communication:

- **Mission Moments:** Mission Moments were performed throughout the year. Topics ranged from how to give while in person worship was suspended, to provide updates regarding contributions received in relation to expenses, to provide general financial updates including sharing the news of the PPP loan received (which has since been forgiven), and to provide thanks and recognition of the giving that continues to occur despite all the challenges faced in 2020.
- **Newsletter Updates:** In order to reach the broadest audience while we are not congregating during the pandemic, we have augmented our Mission Moment announcements with updates posted in the newsletter.
- **Shine99 Event and Sponsorship:** Though not a Stewardship sponsored event specifically, it was directed and led by our own Bud Boughton, who has been an active member of the Stewardship Committee in the years prior to 2020, when we were meeting in person.
- **Wheeler Mission Pie Donations:** Thanks to Rick Huddleston and team. We were able to donate an incredible 105 pies this year, continuing a wonderful tradition.

2. Commitment Sunday:

- **Commitment Sunday** was celebrated on November 8 in conjunction with a Drive Up Service. While the lead up and execution of the event was certainly unique, we still had a solid response from our members and friends. We received almost 50 commitments, pledging over \$200,000 in 2021. These number are directional, not commitments, but they are helpful as we plan for 2021. Not surprisingly, these numbers are well below the pledges from 2019 for 2020 when we were in worship every Sunday. As we move forward in 2021 we will continue watching our received contributions and expenses very closely and will be conservative in our path forward as shared in the December 13 congregational meeting.

3. Administrative Activities:

- **Bylaw Updates** executed in Q1
- **Giving Statements:** Distributed 2019 Giving Statements in Q1. 2020 giving statements will be mailed in Q1 of this year.
- **2021 Giving Envelopes:** We have received the 2021 envelopes and they are at the church. In order to contain expenses we will NOT be mailing envelope boxes to your homes. Envelopes can be picked up during the drive in services held on the second and fourth Sundays of the Month. We are also looking at other opportunities for distribution and will communicate updates through the news letter.
 - In the absence of an offering envelope you may simply mail your contributions directly to the church in a standard envelope. Your contribution will be counted in correspondence to the week it is received. You are also welcome to use the online giving option on the Friedens web page. We will re-evaluate the use of envelopes as we approach the end of 2021.

Thank you all for your continued support of the missions and activities of Friedens United Church of Christ. We all look forward to being able to congregate and worship together in the future once the positivity rates surrounding the pandemic allow us to do so safely and comfortably. Peace.

Worship and Arts Commission – Jan Cox and Peggy Dillman

This has been a very different year for the Worship and Arts team. We started out in the Lenten season and then the church closed to protect our staff and congregation. We had ordered lilies to decorate the sanctuary and to fulfill the orders from our members. The people who ordered got lilies, some were used to decorate the sanctuary for virtual services, and the rest were taken to Greenwood Village South to be enjoyed by those who could not get out.

Virtual services have been a great way to stay connected. The staff and Music team jumped into gear immediately and started providing this service and have continued for the rest of the year. Thanks to Marc, Dwight Huntley, Rene Vasquez, Matthew Leone, Kristin Petty and the tech team consisting of Michael Kendall, Mark Raker, and Jerry Weissinger. What a great way to stay connected.

Thanks to Kristin and her committee for providing us with Wednesday Night concerts and devotions. We enjoyed a lot of great musicians and the weather held out most weeks.

Drive in services were started on every second and fourth Sunday during regular worship time. Communion has been added at every fourth Sunday service using disposable communion kits. It was so nice to be able to enjoy the rite of communion with our fellow worshipers. We are incredibly grateful for the volunteers who helped set-up and take down the equipment and provide guidance in parking while being socially distanced. It is great to see those familiar faces.

Our commission is responsible for placing special seasonal decorations and appropriate colored paraments on the Altar and pulpit to enhance the virtual worship service. The altar was decorated for Palm Sunday, Easter, Thanksgiving, and Christmas in a modified version.

We have not been able to use our great team members and group of volunteers as much this year but are looking forward for the time when we can all be back together in the coming year.

Worship and Arts chairmen, Jan Cox and Peggy Dillman

Committee members: Marcia Ayers, Beverly Butler, Paul Enzinger, Roberta Sipe, Kristin Petty, Jane Nierman, Roberta Aubin and Pastor Marc Hayden.