

# GREENDALE PEOPLE'S CHURCH

## **ANNUAL REPORT**

Presented to

**125<sup>th</sup> Annual Meeting**  
**January 26, 2020**



Included in this book are annual reports from Committees and teams involved in the Mission and Ministry of Greendale People's Church.  
This report covers the period from January 1 to December 31, 2019.

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# I. Pastor & GB Chair Report

Reverend Dr. Kevin Downer (Interim Pastor) and Anne Kruse (Moderator)

*Each person is given something to do that shows who God is:  
Everyone gets in on it, everyone benefits. All kinds of things are handed out  
by the Spirit, and to all kinds of people! The variety is wonderful...  
- 1 Corinthians 12:6-7 The Message -*

Grace and Peace to You:

In the past year, we continued to evolve Greendale People's Church as we explore more deeply who we are and who God is calling us to be to further Christ's ministry of healing and hope in the world. The year has not been without its challenges as we experience and try to live into new realities, however many of the needed pieces are falling into place as we embrace the 125th year of ministry with renewed hope, energy and vision.

Here are a few highlights:

- Approved a balanced budget for the first time in over 20 years;
- Offerings exceeded budget for the first time in over 10 years and were \$9,500 higher than 2018;
- Facilitated by Team TLC we clarified our core values and bedrock beliefs, as well as explored the vision of who God is calling us to be;
- Embraced longtime staff retirements and departures as opportunities to reimagine our ministry and quickly identified two very gifted and talented people to fill the roles of our Communications Coordinator (Carolina Mata) and Music Minister (Annie Arsenault);
- Launched a new ministry in collaboration with a student group at QCC and now offer monthly meals to help address food insecurity among students at QCC;
- Participated in an increasing number of events and activities in the community including Worcester Pride Parade and Pride Fest, Taste of West Boylston Street, MLK Breakfast, The LGBT Asylum Gala, Greendale Ecumenical Good Friday, Easter Sunrise and Thanksgiving services;
- Relaunched youth group, shifting the meeting time to Sunday, changing leadership and enhancing collaboration with other ministries and groups that meet at GPC;

- Enhanced our website, developed messaging around “unconventional inclusive community,” and reinvigorated our social media;
- Began working to develop deeper relationships and opportunities to collaborate with various groups who meet at GPC;
- Unanimously approved a major restructuring and by-law changes integrated governance of the congregation into a single board and replacing committees with a team-based ministry model.
- Contacted inactive members to notify them of the recent bylaw changes and invite them to again become active members or tell us if they’d prefer to be “friends”

Despite the many transitions, we continue to celebrate worship at both 8:30am and 10am throughout the year; support many experiencing challenges and losses through visits, cards, and conversations; offer spiritual exploration opportunities; address hunger; and continue many of the traditional activities of GPC.

It is important that you also understand the ongoing challenges that we face as we seek to build a vibrant future on the foundation of our past. None of these challenges are insurmountable if the congregation and its leaders actively explore ways to enhance our ministry and address longstanding challenges in the coming year.

- Culturally, leaders and member of GPC appear reluctant to explore alternative ways of approaching ministry intended to increase participation, connect with new people in the community, attract families, enhance youth program and evolve worship. There is resistance to join the conversations and engage processes that have been introduced to develop a more integrated, vibrant and intentional approach to ministry, and a tendency to perform customary tasks without reflecting on the transition, broader goals or needs of people not currently part of GPC.
- From a ministry perspective, there are three overarching priorities every leader, ministry and team need to focus on which will lead to a brighter future:
  1. The visitor / guest experience to make it easy for people to find their way through our building, worship, ministries to connect in ways that are meaningful to them;
  2. Intergenerational worship, fellowship activities, spiritual programming and service to others that use our unique voice to speak to the questions, hopes and challenges of people today, with a special emphasis on the needs of young families;

3. Simplifying and integrating how we do ministry such that we are learning from one another, connecting and collaborating across teams, and utilizing information and technology to be more efficient, effective and fruitful.

- From a sustainability perspective we need to address our financial/cost structure as well as how we will operate Selah going forward.

1. Despite the best of intentions, many efforts to reduce utility costs, and drastically cutting the budget in the spring, we end the year with a significant deficit of \$49,000 primarily due to facilities related expenses. Increased building utilization from third parties has helped offset many expenses, however unplanned capital expenditures often result in deficit spending.

2. It is increasingly difficult to maintain and operate Selah. With longtime leaders stepping back it is unclear how GPC will continue to maintain this remote property or operate it in an economical manner.

3. Identification of a settled pastor will not resolve these challenges.

In the past two years we have made a number of significant changes that lay the foundation for a vibrant future. As we approach our 125th year of ministry we have much to celebrate and great opportunities and several challenges before us. The unconventional, inclusive ministry of GPC is needed today more than ever.

With God's love, Christ's grace and the Spirit's guidance, may we together build a vibrant new future.

**With prayers of hope and gratitude;**

**Rev. Dr. Kevin Downer, Interim Pastor & Anne Kruse, Chair**

## II. Transformation Program

Joy Smith (Chair), Ray LeBlanc, Sarah Blodgett, Fran Langille, Nancy Cimato, Joanne Wilder & Janet Whittal

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

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

## 2019 Accomplishments:

- Unanimously affirmed core values and bedrock beliefs.
- Explored our identity and vision.

## 2020 Major Goals and Objectives

- Finalize Vision and Mission Phases of the Transformation Program.
- Form Pastoral Search Team and conduct a well run search for a settled pastor.

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

# III. Worship

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

## Three accomplishments for 2019

- Successfully navigated the significant challenges created by Loyall's unexpected departure.
- Hosted Post Road Chorus in the spring and participated in several other additional outreach activities including singing at St. Francis Home, Briarwood, and the LDS "interfaith" worship service and Holden church choir fest in December of 2018.
- Incorporated occasional creative and experiential activities, e.g. Pentecost, Team TLC's soup skit, and Good Friday's cross activity.

## Goals for 2020

- Improve the visitor/guest experience.
- Incorporate more upbeat music from a variety of styles.
- Explore bringing multimedia to 8:30 worship.
- Attract and keep a broader demographic of congregants.
- Invite more congregants to participate in leading worship, e.g. reading, greeting, serving communion, etc.
- Explore, experiment with and pilot an alternative, creative worship service.
- Combine scheduling for readers, greeters. Coffee fellowship and other worship leaders make it easier and more visible and available online.
- Foster an intergenerational music jam band for fellowship and to attract families, youth and others.

## Worship: Life Events and Spiritual Milestones

Greendale People's Church is an ecumenical community of faith and supports the pastoral need to mark life events and spiritual milestones of all people without regard to creed. 2019 milestones include:

- **Baptisms**

Troy Christopher Tardy (01/13)	Aivlys Marie Figueroa Rivera-Ortiz (08/11)
Dianisas Amora Cathren Beltran (01/27)	Autumn Marie Ortiz (08/11)
Connor Robert Slater (05/19)	Elliot Daniel Asa Hakins (09/05)
Lucas Charles Slater (05/19)	Scofield Harold Gaudette (09/22)
Nora Abigail Slater (05/19)	Jayecion Joe Anthony Garcia (10/6)
Kelvin Manuel Rivera-Ortiz Jr. (08/11)	Gaetano Matthew Gurinian (11/3)
Yezliany Nicole Ortiz (08/11)	

- **Funerals Memorial and Celebrations of Life**

Frank O'Conner (1/05)	Stephen M. Kline (3/30)
Jack Mitchell (3/17)	Cheryl Jordan (7/23)
Gene Schofield (3/30)	Linda Oberg (7/23)
Doris I. Skalin (5/09)	Blanch Skoronski (9/06)

- **Weddings**

No Weddings

## IV. Serving Others

Hunger Action i.e., Food pantry, Mustard Seed, Worcester Fellowship and QCC Meals

The following is an integrated ministry plan for “Serving Others.” These are the various ways we bring healing, hope, express compassion and/or seek peace and justice with and for others in our community, city and world. Expenses here would also include things like the cost of a retreat or training for Care Ministry or the diaconate. These activities currently include:

- Hunger Action, i.e., Food pantry, Mustard Seed, Worcester Fellowship and QCC Meals.
- Various charitable collections: Turkey Baskets, Angel Tree.
- For the 2020 plan and budget, other items that have been included in the plan.
- Benevolence Fund
- Care Ministry
- ICCC affiliation fees.
- Occasional Special Collections.

### **2019 Accomplishments:**

- As of mid-October, Food Pantry provided approximately 7700 pounds of food to more than 725 adult from over 1100 households/families;
- Strived to be more cognizant of the cost and keep programs within the budget.
- Successfully raised funds through a challenge in support of Mustard Seed.
- Shared information about the ministry and hunger in our community during worship at both services.
- Provided 60 bag lunches four times a year to homeless people who attend the Worcester Fellowship Worship, including cookies baked by our youth group around the holidays.
- Explored and launched monthly hot meals for QCC Students in collaboration with Campus One80.
- Recruited two new volunteers to the Care Ministry.

- Implemented CareMinistry@GreendalePeoplesChurch.org as a way to easily share updates with the team about congregants in need.
- Worked with Youth Group to send out cards to care list and area firefighters for the Holidays.
- Supported more than 12 people with requests for assistance, e.g., transportation to a shelter, a shower curtain, safe accommodation for a family.

## **Goals for 2020:**

- Educate the congregation about the spiritual dimensions of Hunger, Practical Policy concerns and ways we can have a positive impact on our neighbors.
- Increase the coordination of the various elements of Hunger Action and collaboration with other organizations working in the Hunger Action space.
- Provide at least 8 hot meals to QCC students and intentionally connect with attendees to hear their stories, understand their concerns and be seen as a safe, caring, joyful place.
- Involve more people in ministry activities and teams.
- Implement an easy to administer “system” to identify people willing to help others and/or provide casserole-like foods when people are in hospital or recovering from surgery or a tragedy.
- Create a backstock of frozen meals that Care Ministry and congregants can take to people in need.
- Promote Hunger Action ministries to other groups using GPC and invite more collaboration.
- Continue Hunger Action activities, i.e., Food Pantry, Mustard Seed, Worcester Fellowship, QCC Meals, Thanksgiving Turkey Baskets.
- Hold a fund raiser in April to raise at least \$500.

# V. Personal & Spiritual Growth

## Three accomplishments for 2019

- Rebooted GPC Youth Group, shifting to Sunday, providing more structure and intentionally creating opportunities for youth to connect with others at GPC, e.g. Proto for Baking, Care Ministry for cards to people on Care List, Peg's Preserves and Girls Scouts for Food safety/preserving.
- Offered new personal and spiritual growth programming, i.e., worship retreat, end of life and legacy planning, and the bible and LGBT people.
- Continued weekly Sunday School despite lack of funding for a CE director and low number of volunteers.

## Goals for 2020:

- Create family ministry program and hold at least one family friendly event/activity per quarter.
- Enhance Sunday School and Youth group leadership, i.e., inspire, identify and train more GPC teachers and leaders for Sunday School, Youth Group and Family Ministry.
- Encourage and train small group leaders to encourage more adult and intergenerational spiritual and/or personal growth programming.
- Clarify joint ministry planning and communications by completing the addendum with Cana that was part of our initial agreement.
- Develop a ministry team to more intentionally develop intergenerational and adult programming and continually invite congregants to facilitate small groups and conversations.
- Quarterly activities for GPC families, e.g. lunches, outings, family topics.
- Hold more personal and spiritual growth topics that appeal to both congregants and people in the community, e.g. LGBT people and the bible, engaging difficult conversations with love, emotionally healthy spirituality/relationships, spirituality and recovery, various spiritual practices, meditation, prayer, etc.
- Invite congregants to facilitate book studies, group conversation, etc.
- Offer a brief training for those interested about group facilitation, the circle process and healthy conversations.

## VI. Nurturing Community

### • **Special Projects Team's Annual Report (2018 - 2019 program year)**

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

#### **ACCOMPLISHMENTS IN 2019:**

- a. Provided a Holiday Fair in early November 2019, that brought hundreds of Worcester community residents into our church to view and purchase items from the eighteen (18) different venues located throughout the church facility. The Fair raised \$12,877 during the two-day event; the amount includes the Turkey Dinner income of approximately \$1,800 which served 150 dinners. A related event raised an additional \$630 in Advent Wreath sales; and, another \$236 in Fair leftovers of food and crafts.
- b. The Team hosted other fundraisers, such as the Valentine Cookie Walk, which raised approximately \$450 and the annual Soup Fest which raised about \$450 to help with the church budget. A new event in May called a Post Celebration of the Kentucky Derby was a mini-fundraiser adding \$330.
- c. The Team sponsors church community events such as the Everybody's Birthday Party and helps Chefs Claude and Mike in Fisher Hall set-up and serving of the Lenten meals on Ash Wednesday and Maundy Thursday.

#### **GOALS FOR 2020:**

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

#### **FUTURE 2020 EVENTS:**

There will be an Everybody's Birthday Party Celebration in May.

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

## VII. Pastor Parish Relations

The team members Dennis Christo, Kim Pare and Dennis O'malley met three times during 2019.

## VIII. Finance

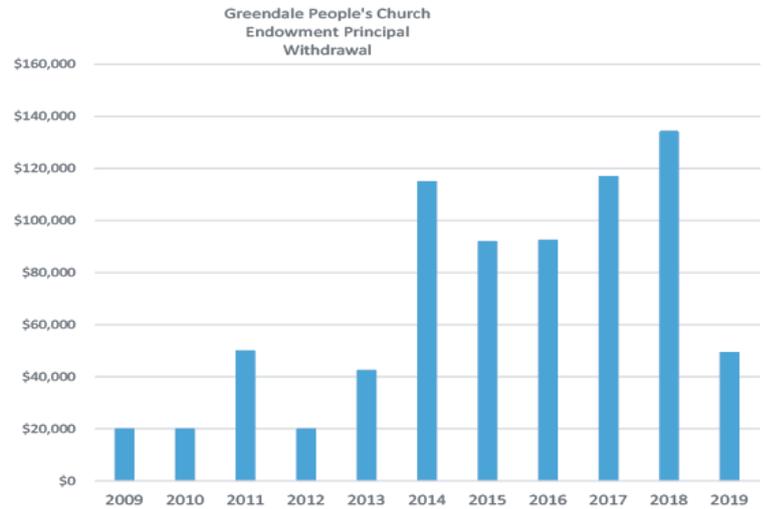
Bob Converse (Treasurer)

### I. 2019 General Fund Financial Comments

#### a. Overall Summary

- 2019 was a year of substantial progress in improving our financial situation, greatly reducing, though not eliminating, our dependence on principal withdrawals from our endowment.
- Our pledge offerings for 2019 were over budget, for the first time in at least ten years, by \$1,500.
- Staff, office and worship expenses were collectively under budget despite intentionally spending \$2,000 to help with staff transitions, such as having Eli start work before MaryAnn retired and a week before Carolina started work as our Communications Coordinator.
- Our biggest financial challenge is the continuing high cost of operating our facilities on Francis Street and at Selah. These expenses were over budget by \$28,000 at Francis Street (due mainly to unplanned major repairs including to the kitchen and the air conditioning system, as well as soaring utility bills) and \$3,000 at Selah. This includes \$7,000 we spent having all the church's properties appraised in order to help the governing board evaluate potential solutions.

- Overall, expenses exceeded income by \$48,000. We funded this deficit by withdrawing \$49,000 in endowment principal. Although more than we had anticipated, it is a huge improvement on the \$134,000 we withdrew to fund our deficit in 2018.



## b. Additional Details

- While our pledge offerings for 2019 were \$1,500 over budget, seasonal and unidentified offerings were \$4,000 under budget, making total offerings \$2,500 behind budget for the year. In 2019 we also received fewer additional donations, for general or specific purposes, than we expected, leaving us another \$6,500 behind budget. These additional donations to the general fund are always hard to predict and budget.

- The fundraising events we ran in 2019 were successful, with the fair exceeding its \$12,000 budget. We had to cancel the sale of Christmas trees as no-one was willing to coordinate that event. This eliminated \$7,000 of revenue and \$4,000 of costs, hurting the bottom line by \$3,000.

- Spiritual growth income was \$1,700 lower than budget and expenses were \$2,900 lower than budget as certain planned events did not occur.

- Investment income was \$4,300 less than expected in 2019 despite a strong financial market. This was due to some investment funds not distributing as much in capital gains compared to 2018.

Thank you for your continuing support of the church, both financially and through volunteer work, which helps keep our church alive.

### Bob Converse

Treasurer

**Greendale People's Church  
Summary Income & Expenses  
Year Ended December 31, 2019**

Data as of 1/9/2020

	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>
<b>Income</b>			
Offerings	\$131,100	\$128,619	(\$2,481)
Building Income	62,200	63,446	1,246
Investment Income	20,000	15,662	(4,338)
Fundraising	28,550	18,056	(10,494)
Donations	16,600	10,258	(6,342)
Serving Others	6,750	7,226	476
Camp Selah	6,400	6,165	(235)
Worship	3,100	3,797	697
Miscellaneous	5	682	677
Spiritual Growth	2,000	300	(1,700)
	276,705	254,210	(22,495)
<b>Expenses</b>			
Staff	139,613	137,568	(2,045)
Facilities	86,895	114,794	27,899
Office	18,965	20,372	1,407
Camp Selah	6,400	9,591	3,191
Serving Others	6,750	8,710	1,960
Worship	9,587	7,262	(2,325)
Fundraising	5,275	3,440	(1,835)
Spiritual Growth	3,220	350	(2,870)
	276,705	302,086	25,381
<b>Net Income</b>	<b>\$0</b>	<b>(\$47,876)</b>	<b>(\$47,876)</b>

# IX. Communications

Carolina Mata (Communications Coordinator)

## GPC Communications Strategy

- **Objective**

Develop, organize and implement an effective communications strategy that represents GPC's mission, vision and core values.

Effective communications are fundamental to achieve GPC's mission. Our message must proclaim the love of God and Jesus Christ with clarity, consistence and love. GPC message should be exciting, compassionate, inclusive and able to relate to people from all kind of paths and spiritual journeys. A language of love that transcends our cultural barriers, reinforces reconciliation and guide us to be closer to God.

- **Goals for 2020**

1. Build GPC's brand identity strategy to facilitate the imagery, emotions, facts and a guest experience that influences what the congregants and visitors experience when they visit our church. GPC's branding strategy should represent our values and principles, and ultimately help our staff, volunteers and members communicate our message clearly and consistently.

- a. Finish the identification process by defining a target demographic audience and how our GPC message can be shared depending on the spiritual needs of our audience.

- b. Create a first- time guest experience plan to improve the newcomers' first impressions of GPC and motivate our visitors to come back.

- c. Create and implement a website and social media strategy to enhance a user-friendly experience and establish a consistent image.

- d. Improve GPC's uniqueness and recognizability through establishing graphic guidelines of logo and icon resolution, spacing, typography, usage and brand colors. The logo should be easy to identify and consistent.

2. In order to grow as a diverse church, increase visibility, make a positive impact and share the truth of Jesus, GPC needs to connect and build new relationships with people in the Worcester community. Therefore, one important goal for the communications strategy should be to learn about the needs and social problems in our city.

- a. Meetup group: Work with Rev. Kevin and GPC leaders to organize a nontraditional spiritual meeting on a monthly basis, with the purpose of offering individuals from the Worcester community a place to grow spiritually, rediscover their relationship with God and meet new local friends with similar spiritual interests.
- b. Experimental Worship: Fulfill the need for a contemporary worship service designed to anyone who wishes to explore their relationship with Jesus Christ in non traditional ways.
  - Plan experimental worship with a contemporary style, gospel, language, and social identity.
  - Be open to try new ways to worship and be willing to discuss taboo topics, social issues and find ways to improve our relationship with God and Jesus Christ in modern society.

## X. Stewardship & Membership

Karen Allen (Chair), Bob and Betsy Converse, Marion McLaren, Dave Raphael and Russ Vickstrom

### I. Accomplishments for 2019

- a. First year of a year-round program
- b. Recognition event
- c. Successful Pledge campaign
- d. Seminar series for spiritual gifts
- e. Seminar for legacy planning
- f. Seminar for planning for one's funeral

### II. Goals for 2020

- a. Second recognition event
- b. Increase number of pledges by 10%
- c. Seminars for 125th Anniversary
- d. Continue year-round program
- e. Consider memorial program to offset cost of the Link mailing

## XI. Facilities

The Facilities team is pleased to report that 2019 has closed with few major issues. We did a significant upgrade to the AC control system and had to spend funds bringing our kitchen into compliance with city and state regulations. Fales Street demolition was completed and the property was graded and fenced.

The Governing Board authorized a comprehensive assessment of our properties in order to inform the congregation of the value of those properties as we begin to consider future direction and use. That assessment has been completed.

Thanks to the volunteer group known as Helping Hands many normal preventative maintenance issues have been addressed.

A continued focus on building utilization has resulted in an expectation that 2020 receipts will reach \$72,000. This has required us to become more aware of the need for us to consult the calendar before automatically presume that space is available for church needs. The team would like to thank everyone for their cooperation in this matter.

Major issues facing us in the new year include the need to upgrade/replace our heating system. The current system is comprised of three boilers. One of them has failed.

Investigation is underway to determine how best to replace and fund that replacement.

## XII. Selah

### Accomplishments

- Committee members maintained our Camp for usage by the Athol Y, a few campers and occasional overnight rentals.
- Athol Y increased its usage for day camp to 9 weeks during the summer
- Painted new porch and installed new screens
- Rekeyed the lodge and cabins
- Installed wi-fi
- Assessed the value of the property as part of GPC's overall effort to understand the highest and best use of our real property.

## Goals for 2020

- Recruit new leadership for Team Selah to help oversee camp upkeep
- Partner with Athol Y, who will assume additional maintenance of the camp for the 9 weeks when they are the primary users
- Develop close out check lists for the Y and other users
- Involve more camp users in the upkeep and ongoing maintenance