

# WAYZATA COMMUNITY CHURCH

## 2020 Annual Report



**WCC Annual Meeting: Saturday, April 24, 2021**

The 2021 Annual Meeting of Wayzata Community Church will take place on Saturday, April 24, 2021 at 9:00 a.m. online.

The purpose of the meeting includes the following:

- 1.) To elect Officers of the Church and to approve the Nominating Board's slate for Council and Deacons;
- 2.) To accept a 2021 operating budget for the church;
- 3.) To receive updates from our Finance Director, Moderator and Incoming Moderator;
- 4.) To enact any other business that may be properly brought before the Congregation at that time.

**Wayzata Community Church  
Wayzata, MN**

**Congregational Annual Meeting  
April 24, 2021  
9:00 a.m.**

**AGENDA**

Welcome and Call to Order	Mark Palmer
Opening Prayer	Danielle Jones
Moderator's Remarks	Mark Palmer
Approval of Minutes May 3, 2020 Annual Meeting	Mark Palmer
Generosity Report	Sarah Linden
Financial Report 2020	Jeff Page
Adoption of 2021 Operating Budget	Jeff Page
Nominations and Elections	Kathleen Palmer
Incoming Moderator's Remarks	Meg Good
Sr. Minister's Remarks	John Ross
Benediction	John Ross
Adjourn Meeting	Meg Good

## **Our Vision**

Inspire the world with the inclusive love of Jesus.

## **Our Mission**

To be a caring community drawn together by God's grace and called to personally live out Christ's love.

To actively extend a welcome invitation to all people, embracing each other with uncompromising compassion.

To boldly challenge our own complacency through courageous conversation and transformational worship.

To relentlessly share our extraordinary gifts through life-changing mission and service—near and far.

We believe God is active in the world and that God has a specific calling and claim on our unique gifts, history, and resources as a church. Through our Vision and Mission we explicitly join God's work in the world in moving toward a less divided and divisive world. You as an individual have the power to inspire the world by finding your own unique way of living out the call of our Vision and Mission.

# Senior Minister's Report

## Rev. Dr. John F. Ross

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### Canoeing the Mountains

If any phrase captures the experience of 2020, it's "canoeing the mountains". Not only because it was the content of our worship series when we temporarily came back to worship in the Fall, but because it truly captures the essence of the year: coming to a high-point of an adventure expecting one thing... only to learn that EVERYTHING IS ABOUT TO CHANGE.

Whenever we get good at something, and used to it being a certain way, we should know better than to expect it to always stay that way. The idea of transformational change that comes unrequested is at the very heart of the gospel and the message of Jesus. John screamed it from the wilderness: "Prepare ye the way!"

I have often referred to our church as a "Journey Church". That is to say we embrace the journey as much as any destination. The journey is our home... even when we don't like it (most especially when we don't like it). The first strategic slogan I ever offered here was "United by faith... Called to serve... Inspired to think... SHARE THE JOURNEY."

In 2020 we found all new ways to share the journey of faith. The most valuable among them have more to do with our mindset than our methods. Here are just a few lessons from a year we'll never forget...

#### **Flexibility**

Whenever Sheila and I lead groups of people around the world, the first thing I teach them is the "F-Word": FLEXIBILITY. When traveling, whether physically globe-trotting or spiritually navigating Christendom, you have to be flexible — if you don't bend, you'll break. This is a sensitive and volatile thing we're doing here, called church. It's built entirely on relationships between people. A good first-step toward flexibility is to remember wilderness travel motto: "Group First. Me Second."

#### **Adaptability**

The church of Jesus Christ is in a constant state of change whether we like it or not — and whether we acknowledge it, or not. And all that change works against the very grain of a tradition intended to conserve certain beliefs and preserve the memory of a man. But change we must. If the Moore's Law pace of change in the world over the past 20 years has taught us anything, it's taught us: "adapt, or get left behind."

### **Mission Over Methods**

A few months before the pandemic hit, I had a church member threaten to leave the church if we ever dared to put video screens in the Sanctuary. They would literally quit the church over something so ubiquitous as screens. You can argue the merits of video screens to worship all day long and totally miss the point. It's not about the METHODS — it's about the Mission.

If Christians hadn't been flexible and adaptable (see above) over the first 2,000 years of following Jesus, but instead clung only to the methods of the past, we'd all be sitting in caves telling stories of His great love around a campfire. You'll just have to trust me when I say that Jesus wouldn't recognize much of what we do in His name. He would only want to know that it glorifies God and extends love to our neighbors.

2020 will go down in history as the year the church arrived at its own metaphorical Lemhi Pass. As we move beyond it, will we flex and change our methods or will we just keep trying to canoe the mountains?

With love,

John

# Moderator's Report

## Mark Palmer

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The Moderator position in our church has been a long standing and unique role and it has been my distinct honor and pleasure to serve our church in this role for the past year. We are blessed with dynamic clergy, qualified staff, and lay leadership who work diligently to lead this community into the future.

We, as a church, have experienced a number of changes to clergy and staff that have compelled us to think differently on how we do church. However, the context of church remains the same as our focus is still on community. Community within our church membership and regular visitors who are involved in this place. As well as a renewed focus on our community at large, including our cities, state, and countries around the world. The Inclusive Love of Jesus is still our vision, we are just finding new ways to live that vision.

In the past year our Boards, Committees, and Ministries have found new ways to live out their mission. From the Outdoor Christmas Lights tour, to Camp in a Box and beyond, it seemed that our creativity as a church had no bounds. We were able to fill some of our caring needs by utilization of our first class of Caring Community Ministers (CCM). As we move forward to the next normal and bring back more in person opportunities. We remain mindful of our members who are not ready for this through the addition of our new Director of Online Ministries and Worship Innovation, Joel Bowers. Our online presence has greatly increased to meet that need.

We have begun our journey to move forward as a church to the next normal through several initiatives. First our Strategic Planning initiative is teaching our church to identify where we want to be in the next few years. Second, we have a large number of church members involved in understanding cultural perspectives and behaviors. This approach is called the Intercultural Development Inventory (IDI). The goal of this initiative is to build relationships with other cultural backgrounds. Both initiatives involve a large number of members and leadership.

The staff changes this year required our Finance and Human Resource Director's (both volunteer positions) to take on added duties usually handled by the staff. Both Kris Sanford (HR Director) and Jeff Page (Finance Director) deserve a very large "thank you" from all of us for their willingness to meet that challenge. Our Director of Planning responsibilities have been handled by Jeff Page and Jane Nibbe who is

the Council Secretary. Both Jeff and Jane have taken on that additional work to keep the relationship Between Council and the Boards and Committees working.

John Ross, our Senior Minister, has from day one of this Covid situation maintained our focus on Caring, Connecting, and Keeping the Mission Moving. With the help of Rev. Danielle Jones our church has maintained this premise. To all the clergy who were part of our efforts in the past year, including Rev. Rustin Comer, Rev. Lindy Purdy (Minister Emerita), Rev. Leslie Nugent, and Rev. Andrea Tatley, we are very grateful.

As this church year and my term as Moderator comes to a close, I feel blessed for the opportunity to serve this church. Despite the challenges of this past year, we have all been resilient and I look forward toward our future as the “Beacon on the Hill”.

**Mark Palmer**

# Board & Committee 2020 Reports





## BOARD OF DEACONS

As with every Board and Committee this year, the role and duties of the Board of Deacons changed dramatically. The Board willingly kept monthly meetings and worked closely with clergy to determine how they could best continue to support them and to provide meaningful spiritual experiences for our congregation.

In the 2020-2021 program year, the Deacons provided the following support to the spiritual life of the Church.

**Supported Worship Services and Opportunities:** The Deacons provided a Deacon of the Day to host in-person worship experiences as they were held this past year (including the Wednesday Open Sanctuary in the month of August, the 2021 Easter in-person services, Wednesday evenings Lenten Services, Maundy Thursday, Easter Sunday.) The Deacons worked with Clergy, Staff, Head Ushers and Chancel Guild Leaders when support was needed for in-person worship experiences.

**Offered and Supported Sacraments:** Although quite limited in number, The Board of Deacons supported clergy in the administering the sacraments of communion and baptism.

**Provided Monthly Devotions:** The Deacons wrote and submitted monthly devotions to provide a shared spiritual reflection for all boards and committees.

**Pastoral Response Group:** The Chair and Vice Chair worked with clergy to respond to issues and events in our community at large that were identified as needing reflection, prayer and response through the pastoral team.

**New Member Orientations:** Assisted clergy in the orientation of new members by participating in new member virtual meetings.

**Managed the Deacons Fund:** Along with clergy, the Board of Deacons ensured the Deacons Fund was available for short term needs in our community.

**Congregational Care:** Many on the Board of Deacons participated in outreach to members of our congregation through WCC Prays prayer meeting, Prayer Chain and Calling to Care.

Although a unique year, the Board of Deacons found new ways to be successful in our mission to support clergy and the congregation to serve as spiritual shepherds of our church as it cared for, connected with, and moved our mission forward this past year.

**Submitted by:** Nancy Benedict, Chair; Amy Fulco, Vice Chair; Danielle Jones, Clergy; Barb Boulware, Deacon Emerita; Lezlie Bork; Tracy Burlow; Kimberly Carlson; Flip Crummer; Karen Dummer; Michael Fink; Jim Hartfiel; Cindy LaRue; Kara O'Brien; Ford Peterson; Nan Peterson; Carolyn Riley; Craig Shaver; Todd Sorensen; Rima Torgerson; Mitch Workman.

## MISSION AND OUTREACH

The Mission and Outreach Board (MOB) is charged with managing mission opportunities at WCC, including the long-range planning and financial support for mission partners and coordinating volunteer opportunities for the congregation. MOB began the fiscal year confirming Core Values and Strategic Guidelines and identifying MOB's Strengths and Weaknesses. In that process the Board identified three areas of improvement: (1) heighten the congregation's understanding of MOB and engagement opportunities; (2) enhance MOB's results through a variety of fixed term and ongoing mission partnerships; and (3) utilize the talents of Board members as Stewards.

Throughout the year, MOB synthesized the self-critique into the identification of Core Partners (ongoing internal or local partnerships) and Strategic Partners (fixed term relationships with higher financial support). The roles of MOB were clarified to include financial stewardship, selecting and managing mission partners, and providing engagement opportunities for the entire congregation. The Board established a five-year plan for budgeting and assisting in the identification and selection of potential Strategic Partners. Board Members also identified personal skills and passions that ultimately led to establishing "member liaisons" for all mission partners.

### STRATEGIC MISSION PARTNERS:

(2-3 year partnerships with larger expenditures and engagement)

- **Dough: Helping People and Ideas Rise.** Dough is a competition to fund social entrepreneurs who have passionate and sound ideas to help underserved populations locally and throughout the world. This partnership empowers WCC members with hands-on mentoring, coaching, and resourcing to assist proposers of worthy projects in the final presentation and selection of the best projects. After a 6-month delay due to COVID, a Request For Proposal (RFP) for the Dough competition was published in the fall, resulting in 103 applications received in early January. WCC volunteers have concluded the initial screening and selection process, after which 14 proposals remain for further review. WCC volunteer 'Navigators' and skills coaches will work with the remaining proposers to enhance final proposals for judging and selection in May, 2021. A prize pool of up to \$200,000 will be divided among the successful proposals.
- **Interfaith Outreach & Community Partners (IOCP).** In 2020, MOB engaged in a three-year partnership that is giving IOCP \$90,000 to expand services to homeless and needy families in the West Metro area. A task force was created to enhance engagement opportunities for WCC members in various mission alternatives through IOCP. In addition, in July MOB coordinated the purchase and packing of 230 arts supplies bags for K-5 students, distributed through IOCP.
- **Opportunity International – Nicaragua (OI).** In 2020, MOB engaged in a three-year partnership that is giving OI \$100,000 to support the Emprededora Technical High School in Nicaragua. This money will support a new campus dining hall, farm equipment, and continuing education for staff and teachers. At Christmas, MOB sponsored a sale of Christmas Ornaments made in Nicaragua through OI, which leveraged 134 scholarships for students at Emprededora. The "E2" program also provides WCC volunteers to practice conversational English with students at Emprededora Technical High School in Nicaragua. The school is part of a community development project of Opportunity International. Practice takes place during video calls between one volunteer in Minnesota

and two English students in their final year of high school. Currently there are about 50 students in the program and it is expanding to 100. Contact Janice Srnec to learn more.

- **Cranberry Ridge (Beacon Interfaith Housing Collaborative):** In 2021, WCC made the final payment of our \$500,000 commitment to helping fund affordable housing in our community. The Cranberry Ridge development is slated to begin construction in 2021 and is planned to open in mid-2022 with 45 apartments. Thank you to all the WCC members that worked on this initiative over the past ten plus years!

### **RUMMAGE SALE:**

The WCC Annual Rummage Sale is the oldest (100 years strong) and largest non-worship ministry of the church. It is operated by an average of 300 volunteers throughout the year and summer sale event. Rummage Sale proceeds support Core Mission Partner activities at WCC. The 2020 Rummage Sale was cancelled due to COVID restrictions. Some donations continued to be given and were either stored for a future sale or distributed to other organizations or taken to The Langdon for Sale. Several donation pick-ups were accomplished by the "A" team. A strong and positive attitude and spirit among volunteers and staff continued. The Rummage Committee continued to meet and plan for 'The Sale' so we are ready when it is safe to resume this mission. Special thank you to Barb Boulware, Carol Evans, the 'A' team and 22 Department heads for their continued leadership.

### **CORE MISSION PARTNERS:**

(Ongoing internal and external partners with modest funding and high engagement opportunities)

- **Adopt a House – Hammer Residences:** This ministry provides bi-monthly gatherings and activity baskets for residents with developmental disabilities at 'Kentucky House.' Contact Mary Coleman to learn more.
- **Families Moving Forward (FMF):** 75-80 WCC Volunteers host homeless families for a week several times a year providing shelter, meals & respite at WCC. In 2020, the ministry pivoted to provide meals and Easter Baskets while families sheltered in hotels. WCC hosted FMF in April, August, and September 2020. WCC plans to host families in March and October and will pivot again when it is safe to do so. Donations are made through WC-Connect. Contact Dean Johnson to learn more.
- **Kimberly Meadows:** WCC volunteers host bi-monthly family gatherings at a low-income housing community in Plymouth. WCC provided restaurant meals for delivery to Kimberly Meadows as serving meals at the gatherings was suspended due to Covid 19 restrictions.
- **Loaves and Fishes:** For over 30 years WCC volunteers buy food, prepare meals and serve approximately 200 people every other month to the needy at St. Stephens School in Minneapolis. About 50 volunteers support this mission, joining this group via WC Connect. Traditionally opportunities to serve include preparing the food and serving the meal however this ministry pivoted to providing the food for the families until it is safe to resume our serving and cooking opportunities. Contact Mary or Jim Meyer to learn more.

- **Meals on Wheels:** For over 20 years WCC Volunteers provide drivers to deliver meals to senior citizens in the months of January, May, and September in Plymouth/Wayzata. About 28 people are on our list of drivers. Contact Bob Nash to learn more or volunteer to serve.
- **Mission Opportunities for Family Ministry:** Each year money is set aside to support Family Ministry mission opportunities. Due to Covid 19 the mission plans were temporarily paused until we can resume those activities.
  - High School Mission Trip Support: \$8000 toward WCC HS Mission Trips
  - Middle School Mission: \$6000 toward WCC MS Mission Trip
  - Graceland Mission: \$3000 toward support for WCC children's missions
- **Music for Memory:** Providing music therapy for those suffering memory losses at several nursing homes. iPods were delivered to two Communities (Pillars of Shorewood, Trillium Woods). Served as Volunteer at Walker Methodist Health Center. Suspended volunteering at our Health Communities including Meridian Manor that closed permanently in April 2020. During Covid restrictions organizations were served with calls, emails and cards. Continue to accept CD donations and download the music into the iTunes music library. Contact MaryJane Hochstein to learn more.
- **Thimble Bees:** The Thimble Bees who generally meet twice a month during the program year (September to May) quickly pivoted in March 2020 and moved to their home workshops. Since September they have held "Drop Off" events allowing members to bring their handcrafted gifts and to pick up supplies for items that would be completed for the next event. Thimble Bees produced and distributed over 2100 handmade items for a wide variety of organizations and causes (including 800 COVID masks for Core Partners and others). Thank you to the Thimble Bee members and all who joined us for their generosity, talents, and service to the community.
- **Other Partners:** New volunteering and generosity continued at WCC, in spite of COVID. MOB organized a food drive at WCC within a week of the George Floyd tragedy and delivered over 5500 pounds of food and 500 pounds of household paper goods to Community Emergency Services in south Minneapolis for businesses and families impacted by the rioting. The Christmas Story in Lights drive-through experience at WCC and Christmas offerings generated an approximately \$24,000 donation to Community Emergency Services for their ongoing food shelf and crisis intervention programs in the Twin Cities.

## ADULT MINISTRIES

The Adult Ministries Board includes the following ministry groups: Band of Brothers, Core, Soul Sisters, Unique Family Ministries, Young Adults, Interfaith Ministry, and Mental Health. It goes without saying that 2020 proved a challenging and unusual year for our ministries.

- **Soul Sisters** – There are nearly 500 names on the Soul Sisters distribution list. 48 women attended the “To Name Ourselves Beloved” half day retreat held on a Saturday in February at WCC and facilitated by Sara Lynn Wilhelm Garbers, focused on inspirations from Henri Nouwen and Brene Brown. In March the Walking Group and yoga classes were placed on hold due to COVID19 restrictions. However, the Mom’s Podcast Group and many Table Groups continued to meet via Zoom, and later some meetings occurred within socially distanced settings. A postcard was mailed to all women of WCC in August offering ideas for the recipient to “engage in life in our new world”, and to promote connections with others. On a brisk October Saturday a drive through donation drop off was held at WCC for the Tubman Shelter in recognition of Domestic Violence Awareness Month and resulted in extreme generosity with necessities for daily living along with gift cards & financial contributions. Soul Sisters promoted the annual Women’s Christmas Tea sponsored by the Board of Fellowship via the Soul Sisters monthly email, and postings on Facebook and Instagram.
- **Band of Brothers** – This men’s group gets together for various activities throughout the year.
- **Core** - Offered in-person courses during the first quarter of the year, and then quickly switched to online formats, especially Zoom. Core will undergo some transformation as we plan the new program year.
- **Interfaith Engagement Ministry** – This ministry was able to host several events prior to the pandemic, including an art exhibit in Founders Hall in January and February, a class on Judaism that hosted Rabbis from the three main sects of Judaism, and field trips to a Pentecostal church and a Coptic Orthodox church. Activities were curtailed for the last 8 months of the year.
- **Mental Health and Chemical Dependency** – This group has recently restarted and is focused on education and raising awareness, with Rick Graft as chair. They have begun discussions of ways they might offer classes and resources to the church, coordinated with pastoral staff.
- **Unique Family Ministries** – The UFM group is big tent and open to anyone who has interest in developing and growing any of these ministries • Blended Families • Divorce Care • Single Parents • Adoption/Foster Care • LGBTQ. This ministry as providing opportunities for support and association has been disrupted by the need for social distancing. Please contact Karen Jacques to learn more.
- **Young Adults** – This group is being re-imagined as we plan for the future.
- **IDI Initiative** – More than 50 members of WCC took the Intercultural Development Inventory (IDI). The IDI measures intercultural awareness and competence. These members worked in groups to discern ways of growing in Intercultural awareness through engagement in our community by serving and building relationships.

## **FAMILY MINISTRIES**

### **Early Childhood, Elementary, Middle School and High School Education**

#### **A Spring in Lockdown (Covid Adjustment)**

When Covid halted everything that we have typically enjoyed planning and executing for our WCC families, the Family Ministry Team got to work thinking creatively about what ministry would look like. The spring, and into summer, was all about trying new things and seeing how they went over from everything like Early Childhood having an Easter surprise delivered to each home, Our first ever Virtual VBS for Early Childhood and Elementary families, Elementary crafts with Miss Jodie and so many bingo games, Trivia Tuesdays and a Virtual Retreat for Middle Schoolers, and High Schoolers getting to know our new High School Director Molly through a screen and a weekend long retreat full of safe activities. Yoga via Zoom? You bet! We tried our best to connect with our WCC families through laughter, prayer, music, games and more via screen to keep everyone as safe as we could but still remind them, we are a community.

#### **Summertime Fun**

##### **Family Fun Boxes & Project Joy**

The Family Ministry Team quickly realized that families were tired of being creative after many months at home and we wanted to help! We put together a night for a family to enjoy that takes care of the fun and activities. We offered 3 different options for Summer- A Summer fun bin with tons of fun Summer activities, a Food Challenge bin with games all about food, and a Dinner and Movie Night option that came with snacks and movie trivia! We had families of all different ages and sizes enjoy the Family Fun Boxes along with our favorite part families buying a box and surprising other WCC Families with their own Family Fun Box.

Later in the Summer we focused on helping our WCC Families become a Joy Bomber! It was a faith-filled service-oriented experience full of projects for families to do together to bring joy to others lives and to help one another during these times. We helped spread God's love through acts of kindness.

Family Fun Boxes made another appearance in Fall with two additional opportunities. The first was a fall themed box with all the fun of fall— baking, Halloween, and a virtual apple orchard visit! The second box was all Minute To Win It games that families told us they enjoyed challenging one another to multiple competitions for multiple days.

#### **Fall 2020 Plan**

The Family Ministry Team was excited to offer a WCC Family Ministry plan in the Fall that worked for the whole family to enjoy together! And, importantly, created a pattern and routine families could count on.

The first Wednesday of every month we invited people to swing into the WCC Parking Lot and see your Family Ministry Team Staff members, enjoy some music, a special treat, and pick up all the supplies that your family will need for a wonderful month of ministry! It was like a Drive-Thru Party!

On the second Wednesday of the month, we streamed a worship experience for the whole family. The family was able to pick from two different experiences. One was focused on our younger families (early childhood and elementary school) and one was focused on our older families (middle school and high school).

The third Wednesday of the month we went all-in on community, a night fully focused on digital small groups.

On the fourth Wednesday of the month, we focused on helping others. We served others with our families through a different project and organization each month.

### **Parent Cheer**

Family ministries kicked off the program year by giving a little love to the parents who have been through so much during the Pandemic. As families drove through to pick up a fall box of supplies parents were also treated to a bag filled with treats and a devotional book to let them know how much we appreciate and love them.

### **Fall Special Events**

In September the Family Ministry Team planned an outdoor, COVID safe Family Movie Night Under the Stars where we watched some classic family-friendly movies.

October brought not only the beauty of changing seasons but the “beauty of community” as we hosted a new event for the WCC community, a Halloween Trunk or Treat event! This was a safe community and fellowship opportunity for all ages providing a way for all to feel safe and have fun!! We had over 30 families and groups decorate the trunks of their cars (we called them the “Trunkers”). We encouraged them to dress in costumes while handing out candy to the children who walked from trunk to trunk. This new event was a hit!

In November we collected food for Interfaith Outreach & Community Partners Food Shelf to help provide a holiday meal for families in our community as our service project. For a fun community meal and fellowship, we enjoyed some great food and conversation under the portico while supporting a small local food truck business at the donation drop-off.

### **Family Advent Boxes**

Advent is such a special time of year for WCC families that we pivoted from our Fall Family Ministry@Home plan to something new for Advent. We created a box for families containing everything we love about Advent at WCC for families to bring the true meaning of Christmas to life at home; ornaments from Advent Workshop, activities from Christmas Sunday School, Advent calendars, wreaths, devotions and SO MUCH MORE! We also created a digital Advent Family Worship experience, appropriate for the whole family, that included Christmas fun, music, and Advent candle lighting from each of our board chairs.

## **Family Lent Boxes**

This year for Lent, DOING GOOD came in a small package! Instead of our typical Mission in Motion mission fair in the gym, we put together all of our favorite things about Lent@WCC in a box for families to take home! Families chose from a box geared towards younger families or a box geared towards older families. Each box contained everything families needed to execute hands-on age appropriate Mission in Motion service projects and additional activities to walk through the journey of Lent from the comfort of their own home.

## **Yard Signs**

Over Lent, we “spread the love” by delivering some joy to the families of the amazing kids we are lucky enough to share in the life of through our ministries. Ministry staff, volunteer leaders, and board members delivered yard signs to remind them that they are not alone, that WCC loves them, and is thinking of them even as the pandemic continues to keep us apart physically.

# **Program Highlights 2020-21 Program Year**

## **EARLY CHILDHOOD / WCCNS BOARD**

### **Early Childhood**

Early Childhood Ministry kicked off the pandemic by making an Easter delivery to the doors of all families who had been in regular attendance of Sunday and Wednesday programs prior. The EC teaching team hand delivered giant Easter eggs filled with goodies to families with preschoolers and an Easter board book to families with infants and young toddlers to share a little love on an Easter when we couldn't host our usual Easter Egg Hunt or physically be together.

As the shutdown continued, EC ministry adapted quickly to offering on demand Bible stories, music/dance videos to our favorite worship songs, and various story times for families to enjoy when it worked with their schedule.

The focus for summer shifted to partnering with Elementary Ministry to create our first ever digital Vacation Bible School experience. Families of over 70 kids (and even one of our EC families who moved to Ireland this summer!) picked up a box of supplies on our kickoff Sunday where we gathered together in small, socially distanced groups outside to learn the theme song and dance and enjoy an ice cream treat! With the flexibility of a digital VBS, families could work at their own pace each day and within their own schedule to enjoy our digital VBS worship experience and then complete their choice of activities provided in their box. The most challenging piece of creating an all-virtual experience was finding a way to create connection and community. To facilitate that, we hosted all of our families on FlipGrid, where families and leaders could post and view videos from other families sharing their VBS experience at home.

Fall and winter were the seasons for putting all energy and resources into our team. EC Ministry was all in on serving the whole family through all of the various Family Ministry team efforts.



As this year comes to a close, EC Ministry is continuing to find innovative ways to connect with families in ways that are comfortable for as many families as possible. We are planning to host a few outdoor playground play dates on our very own WCCNS playground and are finalizing an at home, minimally digital version of our Preschool Prayer Milestone.

### **WCC Nursery School**

This was a challenging year for the nursery school. Due to the COVID-19 pandemic, WCCNS was forced to go to a “distance learning” model as of March, 2020. Eventually, the school closed for the remainder of the year. Tuition refunds and credits were given to all families who were currently enrolled. We continued to pay teachers as we were fortunate to qualify for the federally funded loan program.

As of July 2020, we created an extensive COVID Preparedness Plan and re-opened for our July and August summer camp sessions, in-person. Things went well and we learned many valuable things about safe procedures and practices regarding the pandemic. Starting in September of 2020, we started our regular school year with all of the new practices well in place. With the support of the church buildings and grounds team, we were able to sustain a safe and clean environment. We remained open throughout the year with only one incident in which we were forced to close the school for a two-week period. We opened again after Thanksgiving break.

We celebrate a successful year of constant change. We are pleased that we were able to provide a safe environment for our children to learn and that their families were able to feel confident in their decision to send them to WCC Nursery School.

Our focus going forward will be to continue to build enrollment for next year, implement certain safe practices that worked well this year, and continue to provide a high quality early education for our community. We would also like to continue to build on our relationship with Early Childhood Ministries and the Integration Specialist role between the school and the church.

## **ELEMENTARY MINISTRY**

When the Pandemic hit, small group leaders and Jodie Nyberg got busy filling bags with little goodies and notes to deliver to our students as a way to remind them that we weren't going anywhere, even though we couldn't be together for a while. Little did we know that “a while” would turn into a whole year!

Jodie connected virtually with kids in K-5th grade ministry as soon as the pandemic hit! Faith and Fun Storytime, Faith Family Bingo, Focus and Love Is.... Devotional Classes, Weekly Mission in Motion, and Music and Movement were held each week on zoom all summer long. Many of these classes and more continued throughout the program year too. In addition, Jodie posted several virtual videos each week on the WCC Elementary facebook page engaging kids and families in a variety of ways throughout the program year. Since we all knew Advent wouldn't look the same, kids could experience the “12 Days of Christmas Countdown” where she showed how to make simple ornaments at home out of everyday items. Mission opportunities, arts and crafts, cooking, and faith-oriented activities were woven into the 9-11 minute videos.

**Vacation Bible School-** Elementary and Early Childhood ministries held their first-ever Virtual VBS in August entitled Focus! Families picked up their box of supplies at church which was organized with activities for each day of the week. Every day kids checked in on FlipGrid where they could post a picture of their family doing one of the daily challenges. Hannah and Jodie responded to the kids each day on flipgrid too! Prizes were delivered to campers homes if they participated in Flipgrid fun! We had over 70 kids participate in virtual VBS!!

**Milestone Ministry-** Our Milestone Ministry is a big part of our family ministry program every year. This year both the 4th grade Bible Milestone and 5th grade Communion Milestone were changed to a virtual format which included zoom gatherings, on demand videos, and an in-person Bible presentation and Communion experience. Lots of families participated and found meaning in this new way of learning and fellowship. And, now we have a series of great videos to share every year when a family misses a class!

## MIDDLE SCHOOL MINISTRY

When we started to be at home last spring, Christa started doing Tuesday Trivia on Zoom for any middle schoolers that wanted to join and we had fun learning all sorts of new facts and connecting through being silly.

We were sad to not be able to enjoy our annual retreat in April, so we created a Virtual Friday Night Retreat. A bag of supplies — snacks, confetti poppers to start the night, coloring supplies and sheets, activity sheets, glow bracelets and more — were delivered to each student to be a part of the night. We had fun playing games, praying in color, and having a glow dance party.

In May, we welcomed our 5th Graders to Middle School Ministry and celebrated our 8th Graders, all via Zoom and with cupcakes. We figured out how to stay as connected as possible to our students during this crazy time. The Middle School Board helped to make many deliveries happen.

Over the Summer, we enjoyed Camp in a Box and Mission Week. For Mission Week, each grade did a day in person with friends where we went to Every Meal to pack meals for other students at our own schools and enjoyed an afternoon of art projects, games and water fun outside at WCC.

This fall we enjoyed doing small groups outside around bonfires a few times a month along with doing our 6th Grade Milestone via Zoom and videos to watch at home. We found ways to connect as a Middle School Leader team even if that meant coming together to laugh about our pets on Zoom. When Covid numbers spiked we returned to small groups and full group games via Zoom for connection and laughter... all things that help our Mental Health during this time.

We also enjoyed doing our 7th Grade Milestone via Zoom, and sitting awkwardly in quiet as we talked about pressures that we face and support that we have in our lives.

We were excited to gather for in person small groups again in March in the West Lot around bonfires. It was nice to see people off a screen and connect in person once again.

## HIGH SCHOOL MINISTRY

In April we welcomed Molly Schroeder as our new Director. The pandemic challenged us, but we found ways to connect in meaningful ways. Molly hosted weekly zoom sessions with each class to get to know students. We even hosted a multiple-day digital retreat complete with a DJ, games, and breakfasts “together!”

Summer was a time for building relationships in High School Ministry. In COVID safe and socially distanced ways, a team of student leaders met with the adult leaders. We also enjoyed campfires that were hosted by small group leaders. It was a great way for Molly to get to know students and work with her adult leaders.

Our Senior class journeyed together to the BWCA with their leaders Andy and Katherine and made memories to last a lifetime.

Seniors recorded their faith talks in August and were able to view videos that special people in their faith journey recorded to celebrate them and share how they too touched their lives.

A new ministry, Prayer Partners, was introduced in the Fall to connect members of the congregation with our graduated students as they take their next steps post-High School. Students have enjoyed the notes, prayers, care packages, and continued connection with WCC. Their partners have enjoyed the connection and we are excited to continue this ministry with them.

Fall brought a new journey with Digital Confirmation for both the current freshman and sophomores. The completely digital option utilized an interactive online platform that they not only interacted with Molly, but with each other. This format was well-received by students not only for its flexibility but also because it allowed for more of their individual questions than in a traditional classroom setting.

Milestones also went digital this year with our Freshmen and Seniors participating in this new format.

## SPECIAL NEEDS MINISTRY

What a year it has been. The plans and ideas we put in place at the end of last year for our team were challenged greatly by the need to stay safe at home. That said, we did what all ministries and communities did in 2020, we became experts in the art of pivoting, and we did it well. Thank you and your families for being flexible as we created new ways of worshiping, connecting, and growing our ministry. It is crazy to think but we actually grew during lock down! Here are a few highlights for the year broken down by category.

**Parables Worship** – We started the year in person, moved to Leslie’s living room where we went LIVE on Facebook, spent the Summer on the dock, then moved to prerecorded Sundays in the Fall. And all along the way, you tuned in and joined in! Thank you!

### **Worship Highlights for 2020...**

- We had more guest preachers than ever before, and they represented us well!
- You helped us by delivering the prayers in worship each week too!
- Our music and guest artists were beyond amazing, thanks Autumn!

**Partnership** – This past year, Parables and WCC were chosen to be the first ever “Church Chapter” for the international organization Best Buddies — a sister to Special Olympics. WCC Special Needs Ministry will partner with Best Buddies to make our church, our community, and our world a more inclusive place by helping to break down barriers to inclusion by offering people with disabilities the gift of friendship. These friendships will be created right here at WCC, through the Buddy Pairing process. This is a great way to move from “welcoming” to “belonging”. Please let us know if you would like to learn more about how you can support Best Buddies here at WCC.

**Parables Deacons Fund** – Our newly created Parables Deacons Fund has had a huge impact on the way we meet the needs of our families during this challenging time. We established this Pastoral Care Fund that people can make donations to, in order to help our families navigate the stresses of Covid 19 and the loss of in-person community support. Seeing the impact these funds have for our families is simply beautiful.

**Activities and Engagement** – Our primary source of engagement this year was through Zoom! Who even knew what Zoom was before 2020? I am so grateful for this tool as it helped us stay connected and meet new friends. Here are just a few of the fun things we did in 2020...

We hosted BINGO, a Talent Show, and Beverage Break and Book Club for parents. We brought in the team at Mad Hatter Wellness to help us learn about health and wellness in our AWE group (Adults Wednesday Evenings). We curated a little extra fun for families who signed up for our Halloween Event, Advent Kits, and our Mother’s Day and Valentine’s Day Love. Such Fun!

We partnered with our very own Family Ministry Team for events like the Trunk or Treat, Outdoor Movie Night, and we joined in their Fall ministry in a box, along with the Advent and Lent in a Box too! These came with fun drive-through pickup events and safe ways to see one another along with the chance to bring faith into the home.

**Special Needs Ministry Board** – This group of 8 kicked off their tenure in March 2020, at the start of the Covid shutdown, but that did not deter them! So far, their work has helped us build an appropriate infrastructure to accommodate serving our existing community better and growing through outreach to expand our audience. We are also in the process of doing some targeted research through focus groups within our own church family. The Special Needs Ministry Board also assisted with the following...

- The purchase of new AV equipment that is being used by the entire church.
- Moving us from Facebook Worship to the WCC webpage.
- Creating an accessible system for our worship archives.

**Looking ahead to 2021 our Special Needs Ministry Team is excited about...**

- Best Buddies being the recipient of the Easter offering as it will help us do amazing things as a church! Huge gratitude to John Ross and Mission and Outreach for choosing Best Buddies
- Applying to host “A Night to Shine”, Tim Tebow’s Prom, to be held in February 2022.
- Supporting more inclusive opportunities within the amazing programming our Family Ministry Team creates and in Summer Camp too.
- Returning to in-person worship with all of you this Fall!
- Most importantly, we want to be sure each of you know you are a part of this faith family and that we are in this together!

Thank you for supporting our ministry! We look forward to all the amazing things we can do together in the year ahead.

**Your Special Needs Ministry Team,  
Heidi Segedy, Leslie Neugent, and Autumn Toussaint**

## CAMP AND RETREAT MINISTRY

The Camp and Retreat Ministry completed its tenth camp season by providing a unique and relatable digital camp experience called 'Camp in a Box'. Over 100 campers attended this digital experience during the summer of 2020. Camp in a Box was supported by 16 camp staff who helped campers in their personal faith formation as they learned to identify and share God's gifts.

The Camp Ministry worked with the Human Resources Committee on the camp staff hiring process, successfully hiring 7 first-year counselors and retaining 9 multi-year counselors.

We now look forward to this summer where we will offer in-person summer camp at Chi Rho starting in June, offering an opportunity for campers to take a break from life's regular pace and patterns, and retreat to camp to experience some moments with God.

## BUILDING AND GROUNDS

The Building and Grounds Board made some big changes for the future of the church including planning to continue to maintain and sustain the church for years to come.

After solidifying a five-year capital expenditure plan in 2019 we expanded the plan to a ten-year plan. While things may change a lot in ten years, we are planning for maintenance projects to prevent those items from becoming replacement projects. Starting this year, we are doing considerable maintenance to the exterior of the building. Windows, sills and tuckpointing projects will begin and last through 2022. We also have plans for thermostats for rooms in the Gym wing, and more beautification projects to come.

The rain garden Eagle Scout project was completed this year. This was a community project of Boy Scout Cody Clark with the gardening and landscaping expertise of Lisette Chapman. This will help the drainage around the Heritage Patio and prevent future erosion.

As part of our dedication to sustainability, we continue to upgrade lighting to LED and plan to have 80% conversion by the end of 2021. We are also adding variable frequency drives to the HVAC system to make it more comfortable, increase efficiency, and lower costs.

We completed a resurfacing of the parking lot, the largest physical asset of the church next to the building. We now also have a long term plan for the ongoing maintenance of the lot and will be looking to resurface the east (Wayzata West) lot within the next five years. A special thanks to Don Miller, Jeff Page, the Board of Finance, and especially Jeff Stewart for his consultancy and expertise.

## BOARD OF FELLOWSHIP

In 2020, the Board of Fellowship met a unique challenge: How do we offer opportunities for fellowship when it's not safe to gather in person? First, we made it a priority to maintain our connectedness as a Board by meeting regularly via Zoom or socially distanced. Next, we learned from WCC Family Ministries about how to think outside the box and deliver inspirational programming in new ways.

### **VIRTUAL CHRISTMAS TEA**

Thanks to the leadership of Beth Schneider and our creative Board members, WCC was able to continue its beloved tradition of the annual Christmas Tea. Through the miracle of technology, a record number of friends and family across the country were able to enjoy a Virtual Christmas Tea in the safety and comfort of their own homes.

Local Christmas Tea attendees received gift bags filled with donations of tea, fragrant spices, biscotti, a candle, and Lindy Purdy's book "The Twelve Stories of Christmas". A team of volunteers led by Rick Graft distributed the gift bags during a drive-thru event at Church. Dressed in holiday outfits, Rick's team made sure everyone received a hearty "Merry Christmas!" along with their gifts.

Attendees sipped tea in the warmth and safety of their own homes, as they enjoyed the Christmas Tea video program featuring beautiful Christmas music by Autumn Toussaint, Tanya Hughes and Sydney Baumgartner. Lindy Purdy read her new Christmas story which inspired us to look beyond material gifts. Finally, in keeping with tradition, the program ended with a candlelight singing of Silent Night.

The Board of Fellowship hopes to develop opportunities for in-person fellowship as our weather warms up and folks can gather safely outdoors. In the meantime, look for information coming soon about the WCC Fishing Derby, in June – an event for all ages to raise money for Summer Camp scholarships.

**Respectfully submitted,  
Kathy Handy  
Chair, Board of Fellowship**



## MUSIC MINISTRY

This was a very active, innovative, and “learning” year for the Music Ministry.

Music Ministry typically supports the weekly 8:00 a.m. Chapel, 9:00 a.m. Contemporary, 10:30 a.m. Parables, and 10:45 a.m. Traditional Worship Services, which also includes Super Bowl Of Soul, One Word, Ash Wednesday, Good Friday, Maundy Thursday, and many other special worship offerings. Chancel and Celebration Choirs, Tapestry Musicians, Children’s Ensembles, Disciples Plus Youth Ensemble, Adult and Children’s Handbells, guest musicians (JD Steele, Tonia Hughes, WSO Members) put in many hours of rehearsal and fellowship-building these small group ministries to become families.

### HOWEVER

When the Covid restrictions began March 2020, we turned to an online only format for Worship (which continued through the Summer) and involved musicians recording numerous songs at one time, to be used over multiple weeks. When rehearsals had to come to a stop, we sought other ways to make sure our music groups stayed in touch with each other such, as Zoom talent shows, handwritten notes, phone calls, weekly devotions, and even online parties.

September saw a brief return to in person worship where we offered one service, but due to the Covid guidelines and case numbers in our county, we were not able to continue that past mid October. Choirs, ensembles, and handbells still have yet to be able to rehearse/meet again safely.

Late this past Fall saw the hiring of a Director Of Digital Ministry and Worship Innovation, Joel Bowers. Joel is no stranger to WCC, having led at our WOW Worship services several times in the beginning stages. What a joy to have Joel’s knowledge of how best to translate music and worship online. We took this time as a Ministry to be innovative, and add a new style called “Modern”, and look forward to exploring and expanding that service and genre even further as we move forward.

One new avenue for us is to begin a true collaborative process in the digital realm, recording music that can be utilized at 2, and often all 3 worship services. This not only helps watch our stewardship (both time and money) but also exposes those watching to numerous sounds, faces, and styles. We hope this will continue in some way, even when we come back to a “regularly scheduled” Sunday Worship offering.

We began live in person worship again on Ash Wednesday 2021 with 1 Chapel service at 12 noon, led musically by Kraig, and a 6:30 p.m. Sanctuary service, led musically by Diane Tremaine, Joel, and Autumn. Through the season of Lent we offered a weekly 6:30 p.m. in person Sanctuary service. We celebrated multiple live Easter morning experiences and on Maundy Thursday as well.

### Parables Worship

Immediately following the lockdown, Parables Worship held live services (via Facebook) from Rev. Leslie Neugent’s living room until Summer. This service then took to the lake (on a dock at Big Island) during June, July, and August to keep the momentum going. Special thanks to David Kottke who assisted Autumn and Leslie with sound and music in their one time per month Summer “Worship On The Lake” Service, which saw dozens of

boats in person, and many more viewers online. With the addition of our Online Director, we have been able to really broaden our Parables Service to still involve many in our community leading prayers, and even preaching from home. Music is shared across all Worship platforms, so we are able to have organ, cello, vocalists, and even two world premiere videos (from our friends Charles Lazarus and his band, and Tonia Hughes who premiered a video filmed in our own Sanctuary). The online platform has even brought new faces from not just across the Twin Cities, but all over the nation. We also have a new member class from the Special Needs Ministry who will be welcomed “officially” soon. A reminder that God is full of surprises.

In February, we transitioned from a Facebook only platform (showing Worship) to the WCC main website based platform, just as our Traditions and Modern Services are. We continue to “host” each week, and have found the new platform much easier, more personal, and used friendly. Thanks be to God!

### **Good Works Community Theater**

When the Covid restrictions hit in March 2020, Good Works Community Theater had been rehearsing since January 2 to produce the musical “Big Fish” with 89 multigenerational cast and crew members. They were 1 week away from dress rehearsals when production had to cease. GWCT plans to bring the show to life March 17-21, 2022 (which will also be their 20th Anniversary).

Our WCC Music Ministry looks forward to a new year of leading music and worship in varying ways, reaching out to each other and the community, nurturing one another in the life of the church, and sending one another out in service to all people.

**Submitted gratefully,  
Autumn Toussaint, Kraig Windschitl, & Adam Reinwald  
(and Joel Bowers as part of our Worship Team)**

**2020 Annual Meeting Minutes**

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**HR Director's Report**

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**Treasurer's Report**

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**2020 Financial Statements**

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**2021 Proposed Budget**

**Wayzata Community Church**  
**Annual Meeting Minutes**  
**May 3, 2020**

**Call to Order:** The meeting was called to order at 9:45 a.m. by Moderator Ann Shaw presenting in Zoom Webinar format. Ann Shaw announced the meeting agenda was found on the second page of annual report which was emailed to members on April 30, 2020. Chris Pierson, Meeting Parliamentarian confirmed there was a quorum of people in attendance. Jane Nibbe, interim Secretary took minutes.

**Opening Prayer:** Reverend John Ross opened in prayer.

**Moderator's Remarks:** Moderator Ann Shaw shared with the congregation that the Council members and officer made great progress on goals including: continuing to grow the relationship with St. John's and the Chi Rho Center for our camp and retreat ministry; establishing a Special Needs Ministry Board thanks to the leadership of dearly departed Phyllis Foreman and the amazing Leslie Neugent; envisioning a coffee shop where employees with special needs would work; looking at how we can connect and provide services to our seniors; progress on the provision of affordable housing and hosting the homeless; the Mission and Outreach board and Danielle Jones leading our response to the needs of our community and world. Ann also mentioned celebrating Lindy Purdy and her transition to Pastor Emerita, welcoming Heidi Segedy, Director of Special Needs Ministry and Molly Schroeder, Director of High School Ministry. In conclusion, recognizing an awesome staff and clergy response to the pandemic and forever thankful for John Ross, our senior pastor, Rustin Comer, Danielle Jones and Laura Janckila for their leadership.

**Approval of Minutes:** The minutes from the April 28, 2019 Annual Meeting were approved as published in the 2019 Annual Report on pages 21-23.

**Generosity Report:** Kathleen Poindexter began the Generosity Report reminding us that we MAKE IT MATTER when we put our vision into action. Wayzata Community Church invested into three core areas: Pastoral care to serve our aging population; Digital media to expand our reach and stay relevant; and Investing in our existing core ministry initiatives. The congregation had 648 pledges, increased the pledge amount by 4% to \$3500 and gathered \$2.26 million in total pledges. This show of generosity and our willingness as a congregation to keep our virtual doors open, fund our ministries so we all stay safe and healthy is crucial in this extraordinary time of need. Thank you for MAKING IT MATTER!

**Financial Report 2019 Report:** Jeff Page, Finance Director presented the Financial report by summarizing the results found on pages 27-28 of the Annual Report. Jeff reported \$2.8 million in contributions (an increase of 4%). Overall Operating Revenues were \$4.6 million and matched our expenses resulting in a balanced budget. Thank you to the congregation for your significant generosity in 2019, which funded the many great ministries of this church. CliftonLarsonAllen conducted its audit of 2019 financials in March. As in past years, we received a clean report. The complete audit is available for review in the church office during business hours. Jeff shared that the Heritage Endowment was renamed the Legacy Endowment and reviewed the following changes in how we manage it: 1) annual distributions now use a designated percentage method of up to 4.5% distributed each year and investment gains stay in the endowment to help the principle grow; 2) endowment funds placed in a separate account at Vanguard so funds are segregated; 3) annual distributions from the first \$3 million go toward the Capital

Reserve to fund ongoing maintenance of the building. The endowment grew from \$2.2 million to a record high of \$2.8 million as of 12.31.19. Thanks to the generous donations from members, new Legacy estate gifts, as well as investment gains. Going forward both direct endowment gifts and planned giving estate gifts will be important ways to build the endowment. If you'd like to become a member of the Legacy Society, please contact Laura Janckila at the church office.

**Adoption of 2020 Operating Budget:** Jeff provided a brief update on how our finances look so far this year including: year-to-date contributions are strong as some members have paid their pledge early; Staff was proactive in containing costs by quickly implementing a hold on non-essential spending in mid-March, and get back deposits on events that have been canceled; WCC-managed investments as of Friday are down only 9% year-to-date. The 2020 Operating Budget on page 29 of the Annual Report was reviewed. Pledge and non-pledge contributions for 2020 are budgeted to be \$2,850,000. This is 2% (\$60,000) greater than what was received in 2019. The overall budget for 2020 is \$4,519,000, which is down 1% vs 2019. Operating Receipts and Expenses are budgeted the same, resulting in a balanced budget. The Finance Committee worked closely with our Director of Operations, Laura Janckila, and the staff, and we reviewed each department's expenses to put together the 2020 budget, which has been approved by the Church Council and is now being brought to the congregation for approval.

- The motion to approve the 2020 operating budget was made, seconded, and passed by the congregation.

**Nominations and Elections:** Kathleen Palmer, Nominating Board Chairperson thanked her board members for their diligent work to bring forth strong candidates and presented the leadership slate for 2020. The slate of nominees for Officers, new Council members, New Deacons was read and the Slate of nominees for Board and Committee leaders was displayed on the webinar screen and on pages 30-31 of the Annual Report.

Officers	New Council	New Deacons
Moderator: Mark Palmer	Laura Babcock	Lezlie Bork
Vice Moderator: Meg Good	Rod Dummer	Tracy Burlow
Past Moderator: Ann Shaw	Andrea Fazendin	Kimberly Carlsen
HR Director: Kris Sanford	Meg Good	Flip Crummer
Finance Director: Jeff Page	John Hallberg	Cindy LaRue
Secretary: Jane Nibbe	Parker Hodges	Rod Sanders
		Craig Shaver

- A motion to elect the Church Council, Deacons, Officers and members of the other Boards and Committees, as listed on the 2020 Nominating Slate was made, seconded and approved by the congregation.

**Incoming Moderator's Remarks:** Mark Palmer was presented with the Wayzata Community Church Moderator's Bible by Ann Shaw and then shared that leaders of Wayzata Community Church are focused on thoughtful conversations given the great deal of change that churches are experiencing. He thanked Ann Shaw for her leadership, passion and focus for providing ministry opportunities for helping those less fortunate. Mark pledged to continue the work of Wayzata Community Church regardless of unforeseen circumstances as we serve with incredible and talented clergy, staff and volunteer leaders. You are all the reason that WCC is a special Christian place.

**Senior Minister's Remarks and Benediction:** Senior Minister Rev. Dr. John Ross recognized Mark Bayley, Ann Shaw, Mark Palmer, Mindy Keenan, Kathie Challengren, Spencer Holmes, Andy Mullin, Tara Engebretson, Nancy Bordson, Jeff Page, Kris Sanford, Jane Nibbe for their service and paused to give thanks and remember Council Member Phyllis Foreman. He shared that his position of Senior Pastor continues to be a great challenge and blessing of his LIFETIME to serve this wonderful church... Preach and Lead worship; pastor to staff, lay leaders; urge mission movement; raise funds needed... this work I am honored to do among you. 2019 was a year of goodbyes to people I had known from the very start of my time in MN and it was also a year of seeing the full talents of our newest staff on display. Special thanks to Danielle, Rustin and Laura and the staff whom we consider to be family. It is not only what we do that matters but how we do it. 2019 was a year we took care of each other and let other things take care of themselves. 2019 was an unprecedented year of discernment in a wilderness I'd not know in 30 years of ministry; and it became a year of enlightenment and preparation... the last 7 weeks have given me my first glimpse of preparation. A global pandemic changes lots of things and there has been unprecedented grief as things in our lives ended before we were ready for them to end. A pandemic may change your METHODS but not your MISSION or purpose.

John closed his remarks by giving thanks to his family and the amazing people of Wayzata Community Church. Now receive this Benediction... a good word that grounds us in OUR collective mission to inspire the world with the inclusive love of Jesus. Go now into this new day refreshed by God, renewed by the Holy Spirit, and encouraged by the joy we know in Christ and don't let the world around you squeeze you into its mold but let God remake you from within for what does the Lord require of us but to do justice, love kindness and walk humbly with our God. Amen.

**Meeting Adjournment:** There being no other business, Mark Palmer adjourned the annual meeting at 10:21 a.m.

**Respectfully submitted,  
Jane Nibbe, Secretary**

# HR Director's Report

## Kris Sanford

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The past year has been one of transition, innovation, and rebuilding for the WCC staff. Covid has presented many challenges requiring staff to adapt and reimagine. I cannot say enough about the resiliency and care our staff has shown over the past year, working tirelessly to ensure the church doors remained open even if those doors were virtual. When imposed with pandemic shutdowns, our staff pivoted in a week to bring online worship experiences. Classes, programming and milestone classes for students and families, staff meetings, Summer Camp and more moved online. Creativity abounded as staff sought ways to walk alongside us and offer us ways to grow in our faith lives, to serve our neighbors and to care for one another.

The year has also been one of change. We said goodbye to Rustin Comer in late August as he left WCC to accept a call to serve as the senior leader of St. Matthew Lutheran Church in Walnut Creek, CA. In early October we welcomed Joel Bowers as our Director of Online Ministries and Worship Innovation and said goodbye to Laura Janckila and Katie Kraus. We celebrated Tereasa Nies who retired after 25 years of service to WCC in November. We have been blessed as Andrea Tatley's role as Minister of Pastoral Care continued to expand throughout the year allowing us to care more expansively for our members.

Change brings opportunities. The HR Committee has taken this past year of staffing transition to evaluate and assess roles, responsibilities, and workplace culture to ensure we are doing all we can to provide staff with the tools, structure, and support needed to do their best work. We have partnered with Good Leadership Entreprises to work with our staff to assess what is working and opportunities for growth. This work is ongoing and has led to realigned and a clarification of roles for our Resource Team. We also contracted with an outside HR Consultant to help us evaluate our Org Chart and management structures. Work is now underway to hire a Director of Operations and part time staff HR Manager to help lead our business administration and operations into the post-Covid world. In addition, a Search Committee has been formed and work is beginning to hire an Associate Minister to join our WCC clergy team and a second Search Committee is working to bring forward our next Director of Middle School Ministry.

It has been a joy and privilege to have served as WCC's HR Director for the past 6 years. I am amazed daily by the gifts and talents of our incredible staff. I am thankful for these people every day and the ways God is using them to equip WCC to respond to the needs of our world and our community.

**Kris Sanford**  
**Human Resources Director**

# Treasurer's Report

## Jeff Page

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Despite a year filled with uncertainty, Wayzata Community Church finished 2020 in a good financial position. The church finished with a balanced Operating budget, built our endowment, and maintained a strong balance sheet.

### **2020 Operations**

On March 13, 2020, the COVID pandemic forced the closing of our building, including the suspension of in-person worship services. As everything changed overnight, the staff did an amazing job of quickly developing inspirational on-line worship services, virtual camp-in-a-box, and numerous virtual events and ministries. Our wonderful congregation responded generously and despite many hardships, we met our 2020 contributions budget of \$2.85 Million. Thank you! However due to limited ability to utilize our facility and have in-person events, our other operating receipts and department revenue dropped almost \$500,000 vs. budget. With significant cost reduction efforts by the staff and the support of a PPP loan (which was converted to a grant), we were able to finish the year with a balanced income statement. Thank you again to our congregation for your inspiring generosity!

### **Endowment**

As of December 31, 2020, the church had a record high of \$3.2 million in the endowment. This included a \$2.0 million beneficial interest in a perpetual trust and \$1.2 million in the WCC-managed Legacy Endowment Fund. This is an increase from last year of \$165k in new endowment gifts and \$277k in net investment gains after distributions. WCC has made significant progress in building our endowment over the past few years, including implementing a 4.5% annual distribution rate, and a new segregated investment account to retain investment gains. The church has a long-term goal of an \$8 million endowment (two times our annual operating budget). Planned Giving efforts continue to encourage members to remember WCC in their estate plans.

### **Audit**

In March 2021, the firm of CliftonLarsonAllen conducted its audit of 2020 financials. As in past years, WCC was given a clean report with one exception: the church chooses to not depreciate its assets, which is fairly common for churches. The complete audit report is available for review in the church office during business hours.

### **2021 Pledges and Budget**

The 2021 "Together, we can . . ." pledge campaign resulted in 602 pledges totaling \$2.05 million, with an average pledge of \$3,400. Subject to the approval by the congregation, a 2021 budget was approved by the Church Council. Contribution income is budgeted to be \$2.85 million, which is flat to what was received in 2020. The overall budget (including Department Revenue) for 2020 is \$4 million and is balanced.

**Jeff Page**  
**Treasurer / Finance Director**



**Wayzata Community Church**  
**Summary Balance Sheet**  
**December 31, 2020 and 2019**

<b><u>ASSETS</u></b>	<b>2020</b>	<b>2019</b>
<b>CURRENT ASSETS</b>		
Cash	\$ 957,479	\$ 913,195
Investments	\$ 3,783,057	\$ 2,797,386
Other Current Assets	\$ 53,091	\$ 57,966
<b>TOTAL CURRENT ASSETS</b>	<b>\$ 4,793,627</b>	<b>\$ 3,768,547</b>
 <b>LAND, BUILDINGS, AND EQUIPMENT</b>	 <b>\$ 26,169,981</b>	 <b>\$ 26,169,981</b>
 <b>OTHER ASSETS</b>		
Art Collection	\$ 245,880	\$ 245,880
Notes Receivable--Long Term	\$ 139,000	\$ 109,000
Beneficiary Interest in Perpetual Trust	\$ 1,987,292	\$ 1,846,108
 <b>TOTAL ASSETS</b>	 <b><u>\$ 33,335,780</u></b>	 <b><u>\$ 32,139,516</u></b>
 <b><u>LIABILITIES AND NET ASSETS</u></b>		
 <b>CURRENT LIABILITIES</b>		
Bank Line of Credit	\$ -	\$ -
Accounts Payable	\$ 55,033	\$ 16,847
Accrued Expenses	\$ 4,104	\$ 95,543
Deferred Revenues	\$ 80,186	\$ 143,303
Other Liabilities	\$ -	\$ -
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$ 139,323</b>	<b>\$ 255,693</b>
 <b>LONG TERM LIABILITIES</b>	 <b>\$ -</b>	 <b>\$ -</b>
 <b>NET ASSETS (FUND BALANCES)</b>		
Without Donor Restrictions:		
Undesignated	\$ 1,171,363	\$ 465,128
Board-Designated	\$ 1,346,077	\$ 1,215,052
Investment in Art Collection	\$ 245,880	\$ 245,880
Investment in Property and Equipment	\$ 26,169,981	\$ 26,169,981
<b>Total Without Donor Restrictions</b>	<b>\$ 28,933,301</b>	<b>\$ 28,096,041</b>
With Donor Restrictions:		
Restricted for Purpose	\$ 917,862	\$ 871,564
Restricted for Time	\$ 103,958	\$ 116,825
Endowment	\$ 3,241,336	\$ 2,799,393
<b>Total With Donor Restrictions</b>	<b>\$ 4,263,156</b>	<b>\$ 3,787,782</b>
 <b>TOTAL NET ASSETS</b>	 <b>\$ 33,196,457</b>	 <b>\$ 31,883,823</b>
 <b>TOTAL LIABILITIES AND NET ASSETS</b>	 <b><u>\$ 33,335,780</u></b>	 <b><u>\$ 32,139,516</u></b>

# Financial Statements

## Wayzata Community Church Statement of Operations 2020 Actual to Budget 2020 Actual to 2019 Actual

	2020 Actual	2020 Budget	2020 Actual to Budget	2019 Actual	2020 Actual to 2019 Actual
<b>OPERATING RECEIPTS</b>					
Pledge Contributions	2,227,874	2,265,000	(37,126)	2,136,032	91,842
Non-Pledge Contributions	630,654	585,000	45,654	654,237	(23,583)
Internal Transfers	42,956	122,000	(79,044)	77,530	(34,574)
Loose Offering	6,066	40,000	(33,934)	37,446	(31,380)
Interest/Investment Income	4,670	2,500	2,170	1,691	2,979
Bequest Fund Income	-	-	-	32,000	(32,000)
Legacy Fund Grants (Heritage Grants)	-	-	-	16,000	(16,000)
Facility Use Fees	4,875	25,000	(20,125)	27,785	(22,910)
<b>GENERAL RECEIPTS</b>	<b>\$ 2,917,095</b>	<b>\$ 3,039,500</b>	<b>\$ (122,405)</b>	<b>\$ 2,982,721</b>	<b>\$ (65,626)</b>
<b>DEPARTMENTAL REVENUE</b>					
Business Office	770	-	770	1,660	(890)
Clergy Office	7,462	50,000	(42,538)	11,536	(4,074)
Building and Grounds	250,641	85,500	165,141	177,854	72,787
Communications	-	-	-	-	-
Membership	-	-	-	3,425	(3,425)
High School Ministry	27,433	94,000	(66,567)	87,515	(60,082)
Middle School Ministry	9,643	28,000	(18,357)	27,594	(17,951)
Elementary Ministry	7,158	24,450	(17,292)	29,580	(22,422)
Early Childhood Ministry	336	2,201	(1,865)	1,721	(1,385)
Nursery School	604,204	669,250	(65,046)	643,143	(38,939)
Adult Ministries	40,349	13,000	27,349	45,090	(4,741)
Camp and Retreat Ministries	37,715	305,298	(267,583)	307,133	(269,418)
Special Needs Ministry	6,555	-	6,555	-	-
Music	500	20,500	(20,000)	10,745	(10,245)
Worship/Altar	19,246	15,000	4,246	20,683	(1,437)
Pastoral Care	33,528	22,000	11,528	61,487	(27,959)
Fellowship	20,993	30,000	(9,007)	30,574	(9,581)
Mission & Outreach / Rummage	50,858	127,284	(76,426)	143,385	(92,527)
<b>DEPARTMENTAL TOTAL</b>	<b>\$ 1,117,391</b>	<b>\$ 1,486,483</b>	<b>\$ (369,092)</b>	<b>\$ 1,603,125</b>	<b>\$ (485,734)</b>
<b>TOTAL OPERATING RECEIPTS</b>	<b>\$ 4,034,486</b>	<b>\$ 4,525,983</b>	<b>\$ (491,497)</b>	<b>\$ 4,585,846</b>	<b>\$ (551,360)</b>
<b>DISBURSEMENTS</b>					
General Church	115,550	112,442	3,108	112,409	3,141
Business Office	550,541	587,296	(36,755)	543,747	(428,197)
Clergy Office	820,635	975,542	(154,907)	936,367	(115,732)
Building and Grounds	948,271	748,158	200,113	893,363	54,908
Communications	69,228	82,000	(12,772)	74,688	(5,460)
Membership	11,440	8,000	3,440	10,551	889
High School Ministry	49,504	116,500	(66,996)	121,332	(71,828)
Middle School Ministry	20,464	39,000	(18,536)	41,370	(20,906)
Elementary Ministry	14,942	32,450	(17,508)	35,352	(20,410)
Early Childhood Ministry	13,045	19,411	(6,366)	19,770	(6,725)
Nursery School	604,204	669,250	(65,046)	643,143	(38,939)
Adult Ministries	50,871	23,000	27,871	58,637	(7,766)
Camp and Retreat Ministries	165,814	405,331	(239,517)	392,001	(226,187)
Special Needs Ministry	15,927	20,000	(4,073)	-	-
Music	215,030	263,120	(48,090)	240,874	(25,844)
Worship/Altar	51,710	46,999	4,711	48,703	3,007
Pastoral Care	18,301	17,000	1,301	41,288	(22,987)
Fellowship	19,883	32,500	(12,617)	32,665	(12,782)
Mission & Outreach / Rummage	279,126	327,984	(48,858)	339,586	(60,460)
<b>TOTAL DISBURSEMENTS</b>	<b>\$ 4,034,486</b>	<b>\$ 4,525,983</b>	<b>\$ (491,497)</b>	<b>\$ 4,585,846</b>	<b>\$ (551,360)</b>
<b>NET</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

# Financial Statements

## Wayzata Community Church 2021 Operating Budget by Department

	2020 Actual	2021 Budget
<b>OPERATING RECEIPTS</b>		
Pledge Contributions	\$ 2,227,874	\$ 2,100,000
Non-Pledge Contributions	\$ 630,654	\$ 750,000
Internal Transfers	\$ 42,956	\$ 160,000
Loose Offering	\$ 6,066	\$ 8,000
Interest/Investment Income	\$ 4,670	\$ 2,500
Bequest Fund Income	\$ -	\$ -
Legacy Fund Grants (Heritage Grants)	\$ -	\$ -
Facility Use Fees	\$ 4,875	\$ 5,000
<b>GENERAL RECEIPTS</b>	<b>\$ 2,917,095</b>	<b>\$ 3,025,500</b>
<b>DEPARTMENTAL REVENUE</b>		
Business Office	\$ 770	\$ -
Clergy Office	\$ 7,462	\$ 7,000
Building and Grounds	\$ 250,641	\$ 17,700
Communications	\$ -	\$ -
Membership	\$ -	\$ -
High School Ministry	\$ 27,433	\$ 30,000
Middle School Ministry	\$ 9,643	\$ 22,000
Elementary Ministry	\$ 7,158	\$ 15,400
Early Childhood Ministry	\$ 336	\$ -
Nursery School	\$ 604,204	\$ 644,250
Adult Ministries	\$ 40,349	\$ 3,000
Camp and Retreat Ministries	\$ 37,715	\$ 157,710
Special Needs Ministry	\$ 6,555	\$ -
Music	\$ 500	\$ 1,500
Worship/On Line Ministries	\$ 19,246	\$ 9,500
Pastoral Care	\$ 33,528	\$ 21,500
Fellowship	\$ 20,993	\$ 5,500
Mission & Outreach / Rummage	\$ 50,858	\$ 108,200
<b>DEPARTMENTAL TOTAL</b>	<b>\$ 1,117,391</b>	<b>\$ 1,043,260</b>
<b>TOTAL OPERATING RECEIPTS</b>	<b>\$ 4,034,486</b>	<b>\$ 4,068,760</b>
<b>DISBURSEMENTS</b>		
General Church	\$ 115,550	\$ 132,230
Business Office	\$ 550,541	\$ 559,175
Clergy Office	\$ 820,635	\$ 949,735
Building and Grounds	\$ 948,271	\$ 608,425
Communications	\$ 69,228	\$ 82,000
Membership	\$ 11,440	\$ 5,000
High School Ministry	\$ 49,504	\$ 45,000
Middle School Ministry	\$ 20,464	\$ 33,000
Elementary Ministry	\$ 14,942	\$ 23,400
Early Childhood Ministry	\$ 13,045	\$ 12,500
Nursery School	\$ 604,204	\$ 644,250
Adult Ministries	\$ 50,871	\$ 23,000
Camp and Retreat Ministries	\$ 165,814	\$ 237,710
Special Needs Ministry	\$ 15,927	\$ 15,000
Music	\$ 215,030	\$ 208,610
Worship/On Line Ministries	\$ 51,710	\$ 155,025
Pastoral Care	\$ 18,301	\$ 16,500
Fellowship	\$ 19,883	\$ 10,500
Mission & Outreach / Rummage	\$ 279,126	\$ 307,700
<b>TOTAL DISBURSEMENTS</b>	<b>\$ 4,034,486</b>	<b>\$ 4,068,760</b>
<b>NET</b>	<b>\$ -</b>	<b>\$ -</b>

## Wayzata Community Church Boards & Committees for 2022, 2023, 2024

<b>Moderator</b>	Meg Good
<b>Vice-Moderator</b>	John Hallberg
<b>Immediate Past Moderator</b>	Mark Palmer
<b>Finance Director</b>	Jeff Page
<b>Human Resources Director</b>	Dolores Urban
<b>Planning Director</b>	Ann Shaw
<b>Secretary</b>	Jane Nibbe

	<b>Class of 2022</b>	<b>Class of 2023</b>	<b>Class of 2024</b>
<b>Council</b> John Ross - Staff	Georgia Burton Chris Ford Steve Harrison Laura Higgins Jeff Stewart	Laura Babcock Rod Dummer Andrea Fazendin Parker Hodges	Christen Christopherson Nancy Gnos Dave Kvamme Amy Larson Gary Orris Troy Short
<b>Deacon Board</b> Danielle Jones - Staff John Ross - Staff	Michael Fink Amy Fulco - <b>CHAIR</b> Kara O'Brien Ford Peterson Nan Peterson Todd Sorensen Rima Torgerson Mitch Workmon	Lezlie Bork - <b>VICE CHAIR</b> Tracy Burlow Kimberly Carlsen Flip Crummer Cindy LaRue Craig Shaver	Barb Boulware Lynn Colyer Chris Dale Mary Jane Hochstein Shannon Ryan Dan Savaloja Henry Scere Matt Wilcox
<b>Nominating Board</b>	Kathie Challgren Tara Engebretson Spencer Holmes Jan Ingwalson Jeff Johnson - <b>CHAIR</b> Andy Mullin Reid Shaw Mark Palmer	Nancy Benedict Karen Dummer Jim Gessford Jim Hartfiel Kathy Probelski Carolyn Riley	
<b>Adult Ministry Board</b> Danielle Jones - Staff	Tracy Burlow (Soul Sisters) Marcus Mianulli (Interfaith Ministries) Benjamin Shamrokh (Unique Family)	Karen Gill - <b>CHAIR</b> (CORE) Rick Graft (Mental Health Ministries) Margaret Green (Library) Deborah Lumendal (Soul Sisters)	
<b>Building and Grounds Bd</b> John Estrem - Staff	Don Miller Jason Park - <b>CHAIR</b>	Chad Gehrman Leigh Kallestad	Mark Escen Brian Trunk
<b>Fellowship Board</b> John Estrem - Staff	Erik Alexander Jan Grosshans Kathy Handy - <b>CHAIR</b> Kerry Seim	Tom Alexander Lori Haskamp Linda Marlin Beth Schneider	Karen Holtmeier Diane Kokal
<b>Early Childhood Board</b> Sara Luedke - NS Director	Brad Hammer - <b>CHAIR</b> Britta Nyberg Matt Miller	Ryan Haase Samantha Howard	Kristin Schwarze Madgett
<b>Children's Ministry Board</b> Jodie Nyberg - Staff	Ashley Drill Calista Hoster Rachel Kreger Megan Nowak - <b>CHAIR</b>	Kristin Hiller Julie Peterson	Jenny Zechmiester

# Nominations

	<b>Class of 2022</b>	<b>Class of 2023</b>	<b>Class of 2024</b>
<b>Middle School Ministry Bd</b> (6th - 8th Grade) Christa Bowman - Staff	Kari Abood Kate Dando Dawn Smiley-Schelle Jay Tapper Jen Zavitz - <b>CHAIR</b>	Amy Edwards Kristin Olson	Erica Farinella Katie Semersky
<b>High School Ministry Board</b> (9th - 12th Grade) Molly Schroeder- Staff	Tracy Bullock Jennifer Dyr Dahl - <b>VICE CHAIR</b> Jennifer Gabrielson Laura Pemberton Kris Pierpont - <b>CHAIR</b>	Ana Dyr Dahl Julia Srnec Holly Tapper	Bella Brinkman Hannah Rose Harbison
<b>Mission and Outreach Bd</b> Danielle Jones - Staff	Mark Kowalski - <b>CHAIR</b> Yvonne Lutz	Kate Breckheimer- <b>VICE CHAIR</b> Charles Good Josh Smith	Mark Bayley Bill Brann Barb Cross Gayle Crummer Nicole McKay Reid Shaw
<b>Special Needs Ministry Bd</b> Heidi Segedy - Staff	Jen Hawley Bart Foreman Justine Roberts Michael Petrasky	Brooks Anderson Melanie Majerus - <b>CO-CHAIR</b> Chris Neugent - <b>CO-CHAIR</b> Kerri Shay	
<b>Committees</b>			
<b><u>Art and Design Committee</u></b>	<b><u>Rummage Committee</u></b>	<b><u>Rummage Committee</u></b>	
Joyce Beauchane Lisette Chapman Peggy Douglas Nancy Holmes - <b>CHAIR</b> Jan Krier Mary Jo Newman Bonnie Schindler John Estrem - Staff	Sheri Andrews Barb Boulware Polly Carver Sandy Evans Jan Hagerman Ginny Herzenach Galen Hochstein - <b>CHAIR</b> Chrissy Lindstrom Deb Lumendal Ada Nuhn	Don Phillips Judy Reed Diane Rogers Rod Sanders Sylvia Sheeran Kim Sippel Penny Sprague Nancy Stranga Bill Boulware - Staff Danielle Jones - Advisor	
<b>Committees of Council</b>			
<b><u>Finance</u></b>	<b><u>Generosity</u></b>	<b><u>Human Resources</u></b>	
Jeff Page, Director Georgia Burton Rod Dummer Chris Ford Meg Good John Hallberg Dave Kvamme Troy Short Jeff Stewart	Sarah Linden, Chair Meg Good John Hallberg Parker Hodges Amy Larson Patrick Morgan, At Large Sarah Stout Miller, <small>AL Planned Giving</small> Jim Rice, <small>AL Planned Giving</small> John Ross, Staff	Dolores Urban, Director Laura Babcock Christen Christopherson Meg Good Nancy Gnos John Hallberg Steve Harrison Laura Higgins Chris Pierson, At Large 2023 Anne Sample, At Large 2022 John Ross, Staff	
*Staff are non-voting members			



**WAYZATA COMMUNITY CHURCH**  
**125 Wayzata Boulevard East**  
**Wayzata, MN 55391**  
**[www.wayzatacommunitychurch.org](http://www.wayzatacommunitychurch.org)**