



West End Presbyterian Church

West End | North Carolina



2020 MID-YEAR REPORT

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Staff Reports

A WORD FROM OUR PASTOR

REV. MAGGIE F. BEAMGUARD

THE YEAR OF THE PIVOT

I'm sure I'm not alone in reflecting at this mid-point of 2020 that this year has not gone as I expected. On the cusp of the new year the Elders and Deacons had a wonderfully rich retreat where hopes for the year were shared and we explored how we would live out our shared values. Our leaders left with a charge to evaluate the ways their mission teams embody our values. Two new Mission Teams were established: a Fellowship Team and a Congregational Care Team in order to help us expand our sense of community and care for one another.

While we were dreaming and planning, a microscopic pathogen was working its way around the globe. Little did we know then the challenges we would face, not just as a church, but all humankind. Plans were set aside or abandoned, schools closed, businesses were shuttered, and the church had to find new ways to connect outside of the sanctuary. When we had our first online worship service in March, I truly believed we would be back in the sanctuary in a couple of weeks, certainly by Easter. After we got through Easter, and I realized we were in this for the long haul; I shared some of my concerns and uncertainties and fears with my spouse, David. He wisely said: "Maggie, it's a pandemic, no one knows what to do." Indeed. It was a relief to hear that I did not have to solve it.

But we did have to pivot, to adapt. Our initial plans for 2020 were, out of necessity, put on hold. With my colleagues across the nation, I found myself learning how to edit videos and publish them online. It was a steep learning curve. And the staff rallied. "The Gathering Room @ WEPC" was born, and is a place where we can gather virtually since we cannot safely gather in person. Within a matter of two weeks after the shut-down, a new ministry for our Tutoring students began: Staples for Students, a weekly food drive of grocery basics to help our tutoring families. The support for this ministry has been spectacular and enthusiastic. How heartwarming to know that our generous congregation continues to serve our community. Our church leaders learned how to use ZOOM so that the nitty-gritty work of the church could continue.

Flexing our creative muscles, special events were planned for our high holy days. We decorated the church van and went on a Palm Sunday Parade, waving at our neighbors in Seven Lakes North and West. On Easter Sunday, we had a drive-through Flowering of the Cross, and we rejoiced to see one another's faces. On Pentecost, we had another drive through, planting pinwheels in the church yard as a symbol of the Holy Spirit's presence with us.

No, as I pause now to reflect mid-year, this was not what I planned. I could not, in my wildest dreams, have imagined the events that would unfurl or the creativity and resilience that we would summon.

That resilience will serve us well as we adapt to another unexpected change. I, like you, was disappointed that our long-sought Associate Pastor, Todd Davidson, would be leaving us in an untimely manner. It feels as if we

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hardly got to know him as a friend and colleague. It was a tremendous thing we did, to extend a call to an Associate Pastor. It took faith, courage, and hope. With this loss, there is a danger that our sense of discouragement would overwhelm us, that we would abandon our hopes and God's vision for us, that we would become embittered. But I know better. I know that while we may feel sad, disappointed, and even anger, that we are made of tougher stuff still. God is steadfast and faithful. And we are resilient.

While this has been an unpredictable year, full of twists and turns, it has also taught us some valuable lessons. Among them: we are far more resilient and adaptable than we ever realized, we may never take for granted again the freedom to sing loudly a beloved hymn in the fellowship of believers, that regular worship provides rhythm to our days, and that the church is not nor ever has been a building – but a people.

We are only half-way through the year. We are not finished pivoting. It may feel like we are turned around and upside down some of the time. But as I look back over this year so far, I get the sense that God is in the shake up, loosening restraints of the past, making us a more nimble people who are more reliant on God's grace than ever.

Friends, we are in this together.

DIRECTOR OF MUSIC

JENNIFER THOMAS

2020 has undoubtedly been a year of challenges as Director of Music, the volunteer singers and ringers, and the church overall.

After a successful Christmas season, January and February continued along as every year with the seasons of Epiphany and Lent. In addition, music abounded on March 8th with the installation service of Pastor Todd Davidson.

When COVID-19 set in and quarantine commenced, all church activities came to a standstill including church services and music in the church as we know it. Our staff, eager to keep our worship services going and our congregation connected, have been producing worship services via video every week since March 16th.

In addition to selecting, practicing and recording music for worship on a weekly basis, I have attempted several musical undertakings to keep the choir engaged – some more successful than others. First of all, I attempted a virtual choir via Zoom but was not able to put it together because the platform wasn't technically appropriate and participation was down. Several music fellowships via Zoom have taken place as well as two hymn sings – unfortunately both had low participation. I also created a music video called "A Moment for Music" which was well-received – two more videos are currently in the works. In addition, I will be attempting to do another virtual choir project in the fall if I am able to master the software and have good participation.

Needless to say, it has been frustrating yet rewarding at the same time. The worship videos are great and a wonderful tool for ministry and outreach. So what will worship look like 2-3 months down the road? We cannot know for certain. Singing in choirs and congregations is not recommended due to the aerosol

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produced. As a result, my mission is to come up with creative and meaningful ways to continue to bring music to worship and to the congregation. Never would I have anticipated such a challenge 10 years ago when I came to WEPC!

CHURCH ADMINISTRATOR

MARTHA REEVES

I'm grateful for the opportunity to serve West End Presbyterian Church as Church Administrator. I celebrated my third year of service on May 15, 2020. I'm blessed daily in my work. In the area of administration, from January to date my job has changed in many ways to adapt to the modifications in our community and world. Working from home became a new normal for a while. I was able to continue my office work remotely from home on a laptop.

I continue to work with Session, Staff, Building and Grounds, Deacons and other committees to administrate the business and maintenance of the church and to help guide, direct and manage the critical functions to meet the church's daily and long-term goals. I provide Administrative Assistance to Rev. Maggie F. Beamguard, Senior Pastor. Staff continues to meet weekly, often via Zoom as we continue planning for worship, caring for each other and the community, managing church business, and figuring out new and meaningful ways of communication with you, our church family.

In February the Annual Statistical Report was filed with the Presbytery of Coastal Carolina. The data used to prepare and manage this report consist of correspondence and maintenance of membership transfers in and out, deaths, baptisms, confirmands and new members. In order to create this report a good database must be maintained. I work daily on keeping this data accurate and up to date, coordinating with the Membership Committee.

REALM, a cloud-based church management software was launched in the fall of 2019 and I oversaw the transfer of membership data and implementation of the software. This software is designed to keep us connected as a church family, and help our staff manage church operations more efficiently. I'm currently working in Realm's virtual learning resources to find new ways to meet WEPC's changing needs. Maintaining daily computer equipment and information technology (hardware, software, server backups) has become more important than ever and I work with IT professionals, Wayne Mims and Tim Kline to keep our system up, running and protected.

The weekly e-blast have become a standard way of communication. Each Friday a weekly email is sent out through Mailchimp to include: a note from the Pastor, upcoming events, prayers, birthdays, newsletter and links to other interesting information or registration forms. Some weeks reminder emails go out midweek to remind the church community of announcements, like Maggie's Zoom Fellowship. Bulletins are not being printed, but slides are being created in Canva (design software) weekly and included in the worship videos that Pastor Maggie puts together. Each Sunday morning, I send the worship video link out by 8am in an email to the congregation, post the link to facebook and update the church's website with the newest link.

Many things have changed in my role, but many things have remained the same. In the area of office administration, I continue to:

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- Pick up mail from post office and receive deliveries.
- Hold a credit card and sign checks as needed.
- Create forms, invitations, special flyers, booklets and mailings, etc...Graphic design of electronic & print media.
- Purchase office supplies, equipment, face mask, hand sanitizer, disinfecting wipes.
- Coordinate supplies for ministries: curriculum, welcome packets, handbooks, new member packets and gifts, candles, oil, paper goods for the kitchen, etc.
- Maintain the office budget for printing, supplies, postage, information technology and equipment leases.
- Compile, edit, plan, and produce the monthly church newsletter distributing it via email, postal service, and website.
- Clerical duties include filing, copying and communications.
- Update weekly prayer list and prayer communications.
- Answer the telephone, emails and correspondence in a timely and accurate manner and responded to the needs and requests of the staff and the congregation.
- Recycle paper, copier ink and toner.
- Administer the pastor's discretionary fund to those in-need seeking assistance with clothes, food, housing, medications and utilities. Purchase food vouchers from Food Lion, coordinate payments with electrical companies and public works and maintain data in a spreadsheet to verify who has been helped, when and how they were helped
- Accepted the offerings for the Staples for Students (Monday – Thursday 9am-12pm) and take them to the Crawford Center on Thursday evenings for distribution (Ending July 16)
- Manage the rental and use of the church facilities (Crawford Center, Hogan Youth Center, sanctuary and Church office wing) for events (weddings, meetings, etc.). Communicate policy to members and non-members, following through the entirety of the process approval to collection of fees. Recently notifying and working with individuals who had events planned during this time of shut-down to reschedule.
- Coordinate issues concerning the Columbarium with Pete Chase.
- Maintain the website, keeping it up to date and user friendly with meaningful and relevant information for WEPC's congregation and community.
- Coordinate with Building & Grounds for facility maintenance and repairs, keeping a working list of vendors with contact information.
- Greet and direct contractors and others working on church property as needed for access and communication. For example, in March the heating and air company conducted their service agreement which means they are on the church campus most of the day checking HVAC systems. In June, the fire extinguisher's were serviced in all three buildings.

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FINANCE ADMINISTRATOR

PAULA MONTGOMERY

ACCOUNT RECEIVABLES

Maintained records of all donations and pledges made to WEPC. Deposit weekly collections. Track pledge payments and produce quarterly statements. Track and acknowledge payments to the Memorial Fund.

ACCOUNT PAYABLES

Pay invoices and other request for reimbursements. Pay quarterly Mission obligations to local and Presbytery organizations. Work with heads of committees to verify church expenditures.

PAYROLL

Process monthly payroll and fulfill state and federal monthly, quarterly and annual requirements.

OTHER DUTIES

Reconcile bank and investment accounts. Process credit card payments. Produce monthly financial statements. Process the semiannual NC Sales Tax Refund. Prepares information for Finance and Stewardship Committees as requested.

Ministry Teams

SESSION

JAYNE LEE, CLERK

The Session has continued to meet at least monthly even though we are on zoom to conduct the business of the church. Our plans have changed throughout this strange year. We had our officer retreat in January and focused on the “why” of our church and how to continue to grow and expand our mission. When the COVID-19 virus hit - everything changed, and our focus was on how to continue to reach our congregation and still be safe. We reviewed all of the recommendations from the Presbytery and determined that in person worship could not continue. Our church staff jumped on the occasion and were immediately able to begin You Tube services that have just been excellent.

We have had several special events to reach out to the congregation on Easter and Pentecost and have had opportunities for virtual meetings and gatherings on zoom.

We are meeting regularly to determine how and when to resume in person worship in the Crawford Center. We have approved upgrades for the sound system and other changes to make that setting more conducive to worship and to continue to offer a virtual service for those that are still not able to attend.

Each member of the Session continues to lead their respective teams in doing the work and mission of the church. Many of these teams such as Buildings and Grounds have taken the opportunity to make improvements at the church even when we could not be there for worship. We are thankful and blessed to have a committed and hard working group of elders to serve our church.

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CHRISTIAN EDUCATION TEAM

JUDY LAUT, CHAIRMAN

The Christian Education Team meets the second Sunday of each month (as needed). The CE team is given the task of overseeing, promoting, and implementing Christian Education within the church. An abundance of faithful volunteers support the efforts of the CE team. During the months of January through May, each Sunday, Sunday School classes are offered for both children, youth, and adults. A nursery is provided and staffed by a hired nursery caregiver during the Sunday School hour and Worship hour. The WEPC youth group meet Sunday evenings. During the months of June through August, Sunday school classes do not meet. The nursery continues to be staffed during the Worship hour.

Highlights of January through June:

*Scheduled nursery volunteers

*Birthday cards sent to the children of the WEPC members

*Sunday School was provided for youth K-5 each week until the church closed due to the pandemic.

FINANCE COMMITTEE

CHARLIE CUNNINGHAM, CHAIRMAN

Considering the present economic situation, the Coronavirus impact and the operational challenges; the West End Presbyterian Church (WEPC) 2020 Mid-Year financial situation is surprisingly good. The WEPC congregation and staff are to be commended,

WEPC financial figures on June 30,, 2020, Mid-Year of our fiscal year, are encouraging. The WEPC sanctuary and facility have been substantially closed during this period due to the Pandemic yet the congregation has meet the challenge of keeping pledges current and the congregation and staff have been working closely together keeping expenses considerably below budget.

With a Revenue of **\$221,411, 49.09%** of budget, and the Expenses of **\$197,521, 42.73%** of budget; WEPC has a **Mid-Year \$28,890** net surplus to begin the remaining 6 months of 2020. We are grateful for the coordinated and enthusiastic way the congregation and staff have met these uncertain times. We need to continue this joint congregation and staff effort to keep our financial and serving situation from unravelling during these hard to understand and predict six months and more ahead of us. WEPC has been able to do it to Mid-Year and will be able to continue.

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WEPC SESSION FINANCIAL REPORT FOR JULY 20, 2020							
DATE EXPENSES PREPARED: 7/7/2020							
WEPC REVENUE & EXPENSE REPORT SUMMARY OF PERIOD ENDING JUNE 30, 2020							
		JUNE	JUNE	MID-YEAR	MID-YEAR	ANNUAL	% OF MID-YEAR
		ACTUAL	BUDGET	ACTUAL	BUDGET	BUDGET	TO ANNUAL BUDGET
REVENUE	OFFERING	\$ 23,104	\$ 32,834	\$ 219,613	\$ 197,000	\$ 394,000	55.74%
	OTHER	\$ 2	\$ 749	\$ 1,798	\$ 4,500	\$ 57,000	3.15%
REVENUE TOTAL		\$ 23,106	\$ 33,583	\$ 221,411	\$ 201,500	\$ 451,000	49.09%
EXPENSES		\$ 28,753	\$ 34,492	\$ 192,521	\$ 224,770	\$ 450,540	42.73%
INCOME/LOSS		\$ (5,647)	\$ (909)	\$ 28,890	\$ (23,270)	\$ 460	

BUILDINGS & GROUNDS TEAM

HAROLD JONES AND SHANNON KITCHEN, CO-CHAIRS

Shannon Kitchen, Harold Jones, Mac Clark and Martha Reeves (staff representative), share the responsibility of overseeing the maintenance and operations of our WEPC campus. This includes but not limited to numerous small routine maintenance jobs, such as changing light bulbs, repairing light fixtures, fixing door closures, changing HVAC filters, and/or arranging to meet with outside contractors if needed to handle jobs too extensive or difficult for DIYs to manage.

In regards to lighting, February 4th and 5th Pope's Electric serviced the can lights and replaced 35 tubes in the sanctuary, 2 bulbs in hallway behind choir loft with led lighting as discussed to prolong their lifetime therefore, prolonging how often we need an electrician to reach such heights. Upon returning on February 13, he unfortunately, could not replace rest of hallway tube lights because they required 3' tubes that he originally thought were 4'. In the meantime: All members of this team were instructed that these new fixtures must be replaced with LED bulbs only. NO Fluorescent tubes may be used as fixtures will EXPLODE when turned on.

The major undertaking this year was stages to resolve the Columbarium drainage issues. On March 17, Landscape Design Innovation Group, PLLC (LDIG) president, Jeremy Rust, met with session who approved this plan direly needed and to try to budget under \$12,000 in reserve from the Columbarium funds. First roadblock was he needed to remove the tree and shrubs outside of the bathroom doors as they were sitting on top of the septic tank that Marlins Septic needed for their inspection. Surprisingly, there were no cracks in the tank and no root invasion; outlet T needed to be replaced. Distribution box (which sits to left of the church office sidewalk and beginning of steps area) was in good condition and all septic lines are functional. However, 3 of these 4 lines coming from distribution box were located under the Columbarium! Initially the plan was to redirect the first line to the septic field area closer to office. However, after construction began, it was

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realized that the Moore County Environmental Health Department was only working a few hours & had so few workers in the office at one time due to COVID-19 restrictions that it was going to take weeks if not months for a permit and Jeremy could not be delayed indefinitely. In addition, the heaping piles of mulch and very matured azaleas and shrubs that he already removed was examined and seemed to resolve drainage issues with water lying on brick walkway that eventually created very slippery sludge covering. Also did not find it imperative to relocate that line since it did test to be functional as it was designed. It was going to be a precaution and felt confident in Marlin's perception that there were so many lines set initially with the forethought that it may someday be a larger facility with a larger number of people possibly then requiring more than one functional line. The 4th line runs under Japanese Maple, concrete sidewalk area going to rear part of parking lot. It also is not deep enough now with the settling and vehicles parking/driving on this unmarked septic field area, which now needs to be understanding requiring preventing any further parking in this grassy and gravel area to abate crushing it. Total cost for project was \$10,284 which was under the estimate he submitted \$11,675. Must add this remained under the estimate due to Building and Grounds team as well as Mac Jones doing some of the manual labor parts as they could. Attention now needs to be on effective sealing or coverage to resolve issue of leakage down Columbarium to preserve the niches. Pete Chase has taken great care of the Columbarium, but the bricks just cannot continue to be sealed painting it with "glue." He unfortunately, has had no response in past 2 years from 3 contractors that he reached out to for their opinion, for cost estimate of tin roof covering. Frank Hayes had only other suggestion: make concrete angled roof. Do not think there will be an inexpensive yet appealing solution and will be another high dollar maintenance project. Also, it was originally planned that the larger than anticipated rock Jeremy donated would be for the WOW children's rock garden. However, after further discussion with Jackie Kinney, we decided a more fitting place would be an area at the Crawford Center that could also be their own for future projects. The children want to display their brightly colored rocks with large rock as bright with a verse on it. Since having to remove trees and shrubs covering septic tank area, there will be a need to plant flowers for the bare space. In this space, it has been suggested that a plaque be made and placed by his area to show WEPC's appreciation for all of Frank Hayes' dedication tending to and keeping this office entrance looking so beautiful.

Spoke with Mac Clark, representative from the "Men's Breakfast" re: the men taking on a project for the youth building extended borders to new play tower, primarily to hold mulch. February 6th area paint lines placed of perimeter needed. Four had agreed to meet end of March to perform this; so, I had Scot Brown deliver 15 square yards of playground mulch. The men were unable to work on the border due to pandemic. This put a damper on so many activities here. Therefore, Mac Clark got everything and roped area which made a huge start for Matt Kitchen to finish. Harold Jones and Mac used front loader to get mulch dumped inside existing border that was needed anyway and will get more mulch when new area ready & Scot Brown available to deliver. Jill, Kylie and Cade McLaughlin; Megan, Matt and Shannon Kitchen spread it. Matt and Shannon prepped new area with Round-up and screening.

PRESSURE WASHING FOR CRAWFORD CENTER PORCH, STEPS AND SIDEWALKS TO OPPOSITE SIDE OF CHURCH quotes came from Evergreen for \$1200 on 3/21 compared to quote from Gentle Renew for \$550 which Gentle Renew was obvious choice. Held off on construction area from Columbarium walk to offices and

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side bathrooms. Hoping this smaller area would be easier for church member to perform like usual when have Work Clean-ups but unable to schedule this year due to COVID-19 as July 15.

At the very reasonable suggestion from Maggie Beamguard for light in evening when so dark and locking up by oneself. Therefore, MOTION SENSOR plug-in lights throughout Sanctuary and office hallway, as well as couple in Crawford Center. Also 3/23 CARBON MONOXIDE MONITOR was plugged into Crawford Center per advisement from Matt Bialer of Temp Control.

FLOWERS/BUSHES PLANTED IN FRONT OF CHURCH before Easter where dead hawthorns were removed end of last year, along left side of church between walkway and building, also on opposite side of walkway where the metal sign was removed.

CURTAINS FOR HOGAN YOUTH CENTER were donated for living room due to sunlight on Sunday Schoolers.

TOUCH UP PAINTING done to office hallway to end of bathroom. Shannon also caulked separating trim molds above sanctuary entrance door which continually have been attempted before, just continues as nature of old church.

SOLAR LIGHTS were purchased to place on steps of the Crawford Center, when so dark after events leaving church in dark.

The estimate for WAINSCOTING (removing and replacing old caulk and painting chair rail) in the sanctuary is \$4500.

HOGAN YOUTH CENTER still has 1 SMALL BATHROOM yet to be updated.

DOOR SEAL/FLAP needs be added to HYC across from door last on was added. Not that this led to snakes coming upstairs, but Harold and myself are not snake people, but were called to take care of it. Huge gap under basement door as well.

*Note: as of June 30th, we have used 36.87%. As you can tell, B&G has started off busy, slowing down a bit as still no services being held due to COVID-19.

MISSIONS TEAM

MAC CLARK AND JOHN WILSON, CO-CHAIRS

Our team has approved 2 distribution of funds this year.

Habitat for Humanity	\$ 500
Coalition for Human Care	\$ 500
Family Promise	\$ 500

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Food Bank of Sandhills	\$ 775
Friend to Friend	\$ 200
Good Samaritan Fund	\$ 500
Presbyterian Disaster Assistance	\$ 750
Rise Against Hunger	\$ 200
Presbytery Missions	\$ 250
Tuesday Tutoring (covering receipts up to \$300 so far)	\$ 300

This is below our projected budget expenditures but we are being conservative at least until the 3rd Quarter to see what finances allow.

We have been in contact with Darron from Rise Against Hunger. RAH is proposing a Team meal packing method where only a single team may work at a table and work over an extended period to fill packs and weigh and prepare without a full event that we are accustomed to. We have decided to wait for in house Church services before we begin planning whatever type of event RAH may offer. This is some of the information available for what they want to try.

<https://www.riseagainsthunger.org/eventsafety/? ga=2.96634911.1683818968.1594835389-1732079741.1594835389>

We have adjusted the setup of our events to space no more than 10 volunteers at a time, spaced at least six feet apart. All room entry points and equipment will be sanitized for every event and shift All volunteers will be required to use a CDC-compliant mask in addition to our standard gloves. Members of vulnerable populations are asked to wait to attend a future Rise Against Hunger Experience, as well as anyone who has exhibited cold or flu-like symptoms in the past 48 hours.

STAPLES FOR STUDENTS

JOHN WILSON, VOLUNTEER COORDINATOR

As members of West End Presbyterian Church, we pride ourselves on reaching out and helping others in time of need – in fact, it is one of our Core Values.

For several months, your Mission Committee has been coordinating “Staples for Students” to support our Tuesday Tutoring students and their families by supplying a weekly bag of food staples on behalf of our congregation. We have completed our final distribution of food staples to 17 families.

On behalf of the Mission Committee I would like to express our gratitude for the exceptional support of this ministry by our congregation. Not a Thursday went by when we were not able to fill to overflowing a large grocery bag for our families. This effort was indeed a congregation-wide outreach, but without our own Anna

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Stephens' involvement, communication and coordination with our Latino families would have been difficult. Thank you, Anna.

Equally deserving of our gratitude is Laura Pitts, who coordinates our Tuesday Tutoring program and was a familiar face on distribution Thursdays. Laura was the force behind our "Super Thursdays" such as the Thursday before the Fourth of July, where we provided hot dogs, buns, and a watermelon for each family. Other special offerings included a large bag of local sweet potatoes and 5 pound bags of masa flour for making tortillas, in addition to the regular package of food for that Thursday.

To all who served as meal packagers and deliverers on Thursdays, thanks for being the heart of Staples for Students. As we move forward, know that Anna continues to stay in regular contact with our families, and your Mission Committee will continue to discern opportunities to support our church and community.

MEMBERSHIP TEAM

SHARON KUETHE, CHAIRMAN

The membership committee has put most activities on hold due to shelter in place orders resulting from the pandemic. The committee held a monthly meeting in February so that members could get to know each other and go over the role and duties of the committee. Longtime members Ann Chase and Julie James did an excellent job reviewing past activities and orienting new members to the new tasks of the committee. The remainder of the meeting was spent brainstorming ideas for ideas (often in conjunction with the fellowship team) designed to bring new friends and inactive members to the church.

A subcommittee met the next week to review the rolls and compile a list of inactive members to be sent letters to determine their desired status with regards to the church. Due to the fact that we are having church online and therefore have no way of knowing who is currently active and inactive, this project has been postponed until next spring.

MUSIC & WORSHIP TEAM

LOUISE THOMAS, CHAIRMAN

The Music and Worship Team Members include Tim Kline, Alice Droppers, Donna McCallum, Nancy Cunningham, Jerry Phipps, and Catherine Lott, Deacon. The Team usually meets on the second Tuesday of each month at 5:30. However, meetings have been suspended since March due to the COVID-19 pandemic.

The majority of the work by the team is "behind the scenes" work. In January and February the Team prepared and set up communion services. Each week in January and February a member of the Team prepared the Childrens Worship Bags and tidied the sanctuary. During this period, additional volunteers, Judy Laut, Mac Clark, Alison McCloskey, Paula Taggart, and Dean Charles, coordinated the Lector Program, ushers for each Sunday, acolytes, and funeral and memorial services.

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In March, everything changed in our Church and personal lives. We stayed home. Thanks to the magnificent efforts of Pastors Maggie Beamguard and Todd Davidson, Music Director Jennifer Thomas Danis, and Church Administrator Martha Reeves, we have been able to worship online every Sunday. Once it is safe to worship in church again, the responsibilities of the Music and Worship Team will adapt to the changes in how and where we worship.

HUMAN RESOURCES TEAM

MAC JONES, CHAIRMAN

JOHN WILSON, VICE CHAIR

The HR team is made up of Carol Pate, Chip Lee, and Laura Scott. We meet as needed for any issues that may arise. We worked on the terms of departure and a dissolution agreement for our Associate Pastor who resigned effective July 31, 2020.

We use the WEPC Professional Development Process that was put in place by Rev. Maggie Beamguard “to create a faithful and professional work environment.” The HR team works with our Pastor, who is also the Head of Staff, to implement an individual work plan for the Head of Staff, the Associate Pastor, the Church Administrator, the Director of Music, and the Finance Administrator. All personnel have objectives, a self-evaluation, and feedback from the HR team.

BOARD OF DEACONS

RON SHEPARD, MODERATOR

The Deaconate of WEPC started the year of 2020 on January 14 with unbridled enthusiasm.

Ron Shepard is serving as Moderator, Kim Auman as Vice Moderator and Catherine Lott as Secretary. Volunteers signed on for Deacon of the Month, the Nominating Committee, and as coordinators for numerous events scheduled throughout the year.

Assignments were made placing Deacons on the Ministry Teams of Fellowship, Music & Worship, Membership, Mission, and Congregational Care.

At the February meeting, reports from the Ministry teams that had met were presented. Fellowship unveiled some new social events, Music and Worship presented uses of the Gathering Room and Hogan House, Congregational Care presented suggestions for memorial services.

The planning and hosting of Todd’s installation reception was a major event which we claim as a definite success as Todd was officially welcomed to his new home at WEPC.

Little did anyone realize that the anticipated schedule of church events would come to a screeching halt. We are eagerly anticipating the reopening of the church to worship and other community activities so we may continue our ministry in the service of the Lord.

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PRAYER SHAWL MINISTRY

NELL JUDGE, CHAIRMAN

The Prayer Shawl Group continues to knit and pray as 5 shawls have been delivered since January. Also happy to report we've added 2 new members to our group along with one knitter who does not attend monthly meetings but knit for our cause. Due to Covid19 our meetings have been curtailed until last month. We have a delivery of 20 cancer caps and Necu caps to be delivered to our local hospital..Our reserve supply of shawls is adequate at this time--Come--Join the fun and relaxation with a very special group of ladies next September.

WOW CHILDREN'S AFTERSCHOOL MINISTRY

REV. TODD DAVIDSON

The WOW program for school year 2019-20, like so many other activities, ended in March due to Covid. Despite this, it was good program year. There were 21 students in attendance, including two who joined us through friends mid-year. There were 5 faithful volunteers – Vikki Crafter, Jackie Kinney, Alison McCloskey, Carol McDonald, and Jennifer Thomas who staffed the program regularly to comply with Safe Sanctuary rules, in addition to Pastor Todd's leadership with weekly lessons. Additional church members volunteered their time to drive the van each Wednesday as kids were transported from school to the church. We used the Whirl curriculum, which used both the Bible and DVD stories to help teach. Each week also had crafts and games that went with the story and theme. Our kids and congregation faithfully raised a good amount of money through the Change for Haiti weekly donation. Highlights from the year included WOW kids signing in worship, the Incredible Adam Angel Christmas play and meal in the Crawford Center, and Ash Wednesday lesson ending with imposition of ashes.

TUESDAY TUTORING MINISTRY

LAURA PITTS, LEADERSHIP TEAM FACILITATOR

The Tuesday Tutoring Program follows the Moore County School calendar. The 2019-2020 program began on Tuesday, September 17, 2019 with 36 students and tutors. The hallmark of the success of this program is that each student has an assigned tutor/mentor.

This year the tutoring roll numbered 35 students - kindergarten through 8th grade. Our program began twenty years ago for Hispanic students whose mothers were non-English speakers. Two years ago we began work with students who were recommended by teachers and staff from West End Elementary. Our commitment to the Hispanic students continues as we welcomed five non-Hispanic students.

2019 ended with the celebration of the much anticipated Christmas party on December 17th. It is a highlight of the year, along with the end-of the year party at Johnson Point: complete with games, swimming, and boat rides. Tutors and students often stay in touch after 8th grade and as the students graduate from high school our congregation sends a note of congratulations with a monetary gift. These students have gone on to college and several have master's degrees.

2020 began on January 7 and ended on March 10th due to Covid-19. In late March WEPC's mission team began a "Staples for Students," a weekly food distribution program for 16 families totaling almost 100 people. The

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generosity of WEPC's congregation, the Tuesday tutors, and our neighbors in the area has been a bright spot for these families and the team that meets them each week to place a grocery bag and other food items and a few treats in the back of their of cars.

The tutoring leadership team is assessing how best to work with these students in the future. We will keep the congregation posted.

YOUTH FELLOWSHIP

REV. TODD DAVIDSON

Our 6th -12th graders met on most Sunday nights during the school year to enjoy dinner, fellowship, games, and a program. Kelly Wilson, Joanie Jones, Harrison Mabry, and Lois Ann Eisel served as youth mentors. The annual Turkey Bowl was churchwide fun. Our youth again participated in CROSS, an Urban Mission Experience in Charlotte. We shopped for Moore County Christmas and spent a fun afternoon jumping at an indoor trampoline park in Apex. Confirmation began and unfortunately did not finish due to Covid. This also caused the cancellation of beloved activities such as The Chicken Hunt, Massanetta, and Montreat. However by utilizing technology, our youth were able to lead in a Virtual Youth Sunday highlighted by our seniors doing the message. Despite having lost a great deal, those seniors were able to be recognized by the church on Pentecost Sunday with a "drive by affirmation". This morning also included breakfast together and fulfilling the tradition of footprints going up on the banner in Hogan House.

SOUND & TECHNOLOGY

TIM KLINE

In late 2019 we started to modernize the campus network. The goal was to take 4 separate wireless networks and two Spectrum cable accounts (Crawford Center and church) and upgrade them into one single uniform network across the entire campus. In layman's speak, this means that church staff and guests can use a wireless device in the Gathering Room, Sanctuary or Education wing, move across to the Hogan House and then to the Crawford Center without losing signal and without having to change networks. In addition, we were able to cancel one of the Spectrum accounts which saves the church a monthly expense of \$99.00 per month. Finally, the network upgrade improved the network security and provided remote monitoring and troubleshooting. It took a few months to get this done but it was fully completed by Easter Sunday of 2020.

Around the same time, the church installed a new listening system for the hearing impaired. The system is from Listen Technologies and consists of a transmitter that receives signal from the sound system and then sends the signal to a receiver. We have 6 personal receivers that can either be used with an induction loop (which allows the user to receive the signal to their hearing aid) or it can be used with a standard ear piece. In addition, the system connects to our campus wifi system. The user can then listen using an app on their smartphone with either wired or wireless earbuds.

The latest project for the team was to upgrade the AV equipment in the Crawford Center. The genesis of this project was the need to prepare to use the Crawford Center for in person worship with the ability to live

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stream the service in near real time. The good news is that despite the sound system being over 20 years old, it is still in good shape. The projector was obsolete and had to be replaced. The back wall is being repainted to use a larger screen. This is a significant upgrade that we hope will be enjoyed by all.

The second part of the project is live streaming. When we transition to in-person worship, we will also be transitioning from a pre-recorded YouTube to a near real time production. None of us on the team has ever done this before but we think we have a good plan and we are currently in the installation phase. As it stands now, there will be a main camera that can pan, tilt, and zoom so we can capture the service from different angles both close up and far away. In addition, there will be at least one fixed camera that will be used for very specific scenes. The cameras will all be remote control operated from the Media Room. We can leverage remote control because we previously upgraded the network. Remote control allows us to produce high quality videos with minimal volunteer production staff. Maybe even more important, is that once the system is built and tested, it does not require any technical knowledge to run.

WEST END PRESBYTERIAN CHURCH

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