



# West End Presbyterian Church



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# ANNUAL REPORT 2021



## STAFF REPORTS

### A WORD FROM OUR INTERIM PASTOR

REV. THOMAS WESLEY MOORE, IV

Dear WEPC,

December 2021 was my first month to begin my ministry with you. 2021 was a difficult year for this congregation as you were navigating through the pandemic and an unexpected transition in leadership. This transition was not limited to a Head of Staff, but with the Christian Education Ministry and the Church Administrator. Yet, I am pleased to say, by the Holy Spirit's power, we are still standing.

In December, the groundwork was laid for Jennifer Thomas to become our full-time Director of Music/Church Administrator as well as WEPC to regroup and search for a Director of Christian Education instead of an Associate Pastor.

There are many uncertainties, but we are not going through this alone. As we are told in 2 Corinthians 5:7, "we live by faith and not by sight". This is not to say that we go forward in our journey haphazardly. We go forward prayerfully discerning where the Spirit is leading us.

Christ's Peace,

Pastor T. Wes Moore

### DIRECTOR OF MUSIC/CHURCH ADMINISTRATOR

JENNIFER THOMAS

Just when we thought everything was evolving to "post-pandemic new normal", our church was sorely tested. With the many staffing changes in 2021, I am grateful to our congregation for allowing me to serve in various capacities to keep the ball rolling.

We started 2021 still worshipping in our Crawford Center worship space. With the impassioned help of Tim Kline and the Music & Worship Team, that gathering space became that sacred space where we met and prayed as a congregation. Social distancing, masks and a no-singing policy did not prevent us from feeling the presence of the Holy Spirit and experiencing the spirit of community.

Highlights of that experience included an unforgettable Pentecost Sunday where our chains of prayers in colors of fire overflowed from the worship table and the sounds of our spirit-filled musical ensemble breathed life into the hearts of all. Summer music continued to flourish with guest musicians and thought-provoking themes for worship made manifest through the creative use of slides in worship.

September 2021 brought our return to the Sanctuary with appropriate celebration – bagpipes of course! Since Covid trends were still on the upswing, we were unable to have Chancel Choir although we attempted to resume several times. However, the Handbell Choir remained a strong presence in worship as well as the WOW Choir.

In October we said goodbye to our pastor, Maggie Beamguard, as well as our newly appointed Church Administrator. In an effort to maintain continuity and provide support to the congregation during this time of upheaval, I stepped in as Interim Church Administrator until the new hire started November 1st. As God had different plans, I once again stepped in as Church Administrator in December.



The season of Advent and Christmas brought new and different musical opportunities for our church. The WOW Choir presented “A Simple Christmas: What Christmas Means to Me” which included singing, ringing and each child sharing their viewpoints about Christmas. Our usual full-length cantata was abbreviated but nonetheless heartfelt. A vocal quartet and instrumentalists celebrated the season with “A Simple Christmas”, recreating the Christmas story through song.

I am indeed grateful to our congregation. Not only for their love and support, but for believing in me for the past 12 years. We have continued to thrive despite seemed hardship because of our faith – in God, this church and this community. With a grateful heart, I continue to serve as both Director of Music and Church Administrator in 2022.

Soli Deo Gloria.

Jennifer Thomas

## FINANCE ADMINISTRATOR

PAULA MONTGOMERY

### ACCOUNT RECEIVABLES

Maintained records of all donations and pledges made to WEPC. Deposited weekly collections. Tracked pledge payments and produced quarterly statements. Tracked and acknowledged payments to the Memorial Fund.

### ACCOUNT PAYABLES

Paid invoices and other requests for reimbursements. Paid quarterly Mission obligations to local and Presbytery organizations. Worked with heads of committees to verify church expenditures.

### PAYROLL

Processed monthly payroll and fulfilled state and federal monthly, quarterly, and annual requirements.

### OTHER DUTIES

Reconciled bank and investment accounts. Processed credit card payments. Produced monthly financial statements. Processed the semiannual NC Sales Tax Refund. Prepared information for Finance and Stewardship Committees as requested.



## MINISTRY TEAMS

### SESSION

JAYNE LEE, CLERK

The Session continued to meet monthly, however mostly by Zoom due to the pandemic, to conduct the business of the church during 2021. The session held its annual retreat via Zoom and focused on how to revitalize the church following the pandemic. The session voted to return to as many aspects of “normal” as we could during this crazy year. We were able to return to the sanctuary from the Crawford Center with continuation of masking and social distancing. We started congregational singing again since masks are worn. We restarted our in-person Sunday School programs and have had in-person WOW for the children and youth meetings. We continued to have some type of special event each Second Sunday usually arranged by our Deacons. We also celebrated many special events such as Confirmation Sunday, when 8 of our youth were confirmed as church members, and the return of fun events like Trunk or Treat for Halloween.

We have continued to be a strong and vibrant church through ministry and leadership changes, thanks to our session members and the many active members of our church who have gone above and beyond this year. Each member of the Session continues to lead their respective teams in doing the work and mission of the church. These teams have been very busy and the highlights will be under each team’s report. We are thankful and blessed to have a committed and hard-working group of elders to serve our church.

In 2021, we updated the Operations Manual of the church including many of our policies and procedures. We had several personnel changes that were handled by our HR/Personnel Committee. We are thankful to have an interim minister in place that was handled quickly and efficiently by our Interim Search Team. Rev. T. Wes Moore will be vital in helping our church and session to move to the next level with a pastor nominating committee and taking West End Presbyterian Church to what comes next in times of a global pandemic. We look forward to working with all our members to take part in what awaits us as a church in the “new normal”.

I would personally like to thank all of you for your support during my time as clerk of the session, and I look forward to working with Becky Watkins as the clerk in 2022. Remember... it takes all of us to be the church!

### BOARD OF DEACONS

RON SHEPARD, MODERATOR

2021 was another year of uncertainty as the Deacons first conducted their meetings via Zoom. As previously reported, Ron Shepard, Kim Auman and Amanda Brown Spiegel continued in their roles as Moderator, Vice Moderator, and Secretary respectively.

To the enjoyment of all and following COVID guidelines, we soon began meeting in person. Although our activities were limited, we did establish a schedule for Second Sunday activities to allow for some socializing and to promote fellowship. These events included after-church gatherings such as a lemonade social, ice cream social, as well as the Blessing of the Animals, and support for the Youth Group’s successful Trunk or Treat.

The reopening of the sanctuary for services was a major event. The congregation met outside and after a welcoming prayer was led into the sanctuary by a bagpiper. A new event was a luncheon the Deacons hosted for the West End Elementary School teachers prior to the opening of school. The luncheon was attended by most, if not all, of the teachers who were most grateful. It was a huge success. We once again presented the Nativity Trail. It was enjoyed by both members and visitors who were served chili on the somewhat blustery day.

The year ended with a combined meeting of the incoming and outgoing Deacons. Diane Moreton and Nancy Cunningham were introduced as the new Moderator and Vice Moderator for 2022.



## BUILDINGS & GROUNDS TEAM

BECKY WATKINS & MAC CLARK, CO-CHAIRS

The following individuals were team members for 2021: Ed Auman, Tim Kline, Shannon Kitchen, Laura Pitts, and Dom Rondello.

Challenging would be the key word to describe 2021. Think of it as your home maintenance on steroids! From the first meeting to the last, this team thoughtfully analyzed the many repairs and costs to maintain the WEPC campus and property. General maintenance is expected but two unauthorized entries with damages, plus the theft of the van's catalytic converter, created added unexpected "opportunities".

With our worship services moving into the Crawford Center the latter part of 2020, we began the year trying to enhance the appearance of both the inside and outside front with extra cleaning and some landscape changes. After many hours assessing the unauthorized entries, the decision was made to re-key both the Crawford Center and Hogan House and no longer use lock boxes. This was not done to inconvenience us but rather to prevent further intrusions.

From water leaks to replacing two A/C units, the mundane was handled. However, there were positives also. One highlight of the year was recognizing Frank Hayes for his continued work on the rose garden which he had planted outside the entrance to the offices some years ago. A small, engraved garden stake was added to the garden at a surprise presentation before worship on Stewardship Sunday. Another highlight was the church clean-up day where members joined the B&G Team to rectify many needed hands-on repairs.

Finally, the largest project of the year was the latest improvements to the Hogan House which enabled our church to temporarily host overnight guests. Many members assisted B&G with repairs and donations to keep our costs to a minimum.

This team wants all congregation members to be proud of our beautiful campus and to know that all efforts are being made to maintain them with minimum expenditures.

## CHRISTIAN EDUCATION TEAM

JUDY LAUT, CHAIR

The Christian Education Team met monthly, 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, Sunday School classes are offered for both children, youth, and adults. Plans are in place should a nursery need to be provided during the Sunday School and worship hours. The WEPC Youth Group (6-12 grades) meets most Sunday evenings 6-8pm. Both Sunday School classes and Youth Group activities are suspended during the summer months.

Highlights of January through December:

- Plans were in place should the need have arisen for a nursery during worship or Sunday School hours. However, the nursery was never needed.
- Sunday School was provided for K-5, 6-12, and adults each Sunday once it was safe for the congregation to return to worship together in the sanctuary (September-December). Attendance was low or nonexistent in the K-5 and 6-12 classes. The Over Yonder Adult class met via Zoom each Sunday throughout the Sunday School year. The Agape class met in person each Sunday September-December.
- Eight students participated in Confirmation class, led by Maddie Beadell Clark, and were joyfully confirmed in April.
- Youth Sunday, led by WEPC youth, was held in March.
- The Youth Group, led by Maddie Beadell Clark, met via Zoom a few times January-June. Members were sent to youth conferences at both Montreat and Massenetta during the summer. In-person meetings resumed Sunday nights September-December.



## FINANCE TEAM

MARK "BUD" SALES, CHAIR

Considering the challenges through a full year of COVID restrictions, our church had a very encouraging year, financially. The Finance Team, under the very able leadership of Charlie Cunningham, along with members Jerry Arnold, Kent Droppers, Virgil Reid, Chuck Watkins, and Mike Thomas, steered our financial ship through those troubled waters, managing the difficulties encountered. Thanks also goes to our excellent Finance Administrator Paula Montgomery who kept the team up to date throughout the year.

For 2021 we had actual income of \$354,219 against a budget of \$355,450 or 99.65%. Sincere thanks go out to the congregation for their generous support during difficult times. Pledge commitments were met and the congregation and staff worked hard to keep expenses within budgeted limits. The biggest difference, of course, was in the staffing expenses with so many significant changes coming toward the end of the year. Against the year ending income, we spent just under \$313,000 giving us a net income of about \$42,000. At the close of the year the Session voted to allocate \$20,000 of that net to future capital expenses with the balance being held for future unanticipated emergencies.

With God's grace, we look to 2022 with the hope that future operational and financial challenges will be met with the support of our enthusiastic congregation as well as careful financial management.

## GENEROSITY TEAM

DALE SHEPHERD, CHAIR

The committee was formed for the Fall 2021 campaign. Committee members were Dale Shepherd, Ron Dunning, Jayne Lee, Page Brown and Virgil Reid. The resource used for establishing the theme was saltproject.org. The theme adopted was "Together for Joy", inspired by Psalm 98. "Sing to God a new song for God has done marvelous things. Make a joyful noise to God, all the earth. Break forth into joyous song and sing praises. Let the floods clap their hands. Let the hills sing together for joy."

Our goal was established which was 5% higher than the previous year. The target amount of total pledges was therefore \$368,000. Total pledges accumulated for the 2021 campaign were \$371,554. A successful campaign! Praise God for speaking to the hearts of a generous congregation.

## HUMAN RESOURCES TEAM

JOHN WILSON, CHAIR

With all the staffing changes in 2021, the Human Resources Ministry Team worked with the staff of WEPC to support their success in all areas in which they were involved. During the year, the Team provided guidance and recommended to the Session new policies, new hires, and changes in staff functions. They also handled termination proceedings and considered employee complaints or suggestions through a process that assured confidentiality if requested.

The Human Resources Ministry Team was responsible for reviewing on an ongoing basis the pay, hours of work, and benefit policies to ensure equitable treatment of all employees of WEPC. The Team was also tasked with maintaining current position descriptions for all staff and a written statement of the Church's personnel policies.

## MEMBERSHIP TEAM

ANN CHASE, TEAM MEMBER

The report of the Membership Team begins as it did last year – most activities were put on hold due to the pandemic. The annual review of the roll could not be completed as it was difficult to determine actual attendance due to both in-person worship and online worship. Current goals are to discuss ways to reach out to the congregation as well as updating the membership rolls. The Membership Team is need of additional members. If interested, please contact 2022 Chair, Peggy Crawford.



## MISSIONS TEAM

ROGER ERWIN, CHAIR

Members of the Mission Team included Mac Clark, Anna Stevens, and John Wilson.

- We sponsored Christmas for Moore for 11 families consisting of 36 individuals.
- Six members of our congregation participated in Habitat for Humanity Apostles Build in Robbins which helped to build an affordable house for a qualified family.
- We did not have Tuesday Tutoring or Rise Against Hunger due to COVID 19.
- We contributed to the following charities:

Habitat for Humanity  
Family Promise  
Camp Monroe  
Friend to Friend  
Presbyterian Disaster Fund  
Good Samaritan Fund

Coalition for Human Care  
Food Bank of the Sandhills  
Massanetta  
Christmas for Moore  
Presbyterian Missions  
Montreat

## MUSIC & WORSHIP TEAM

ALICE DROPPERS, CHAIR

Music and Worship Team members included Louise Thomas, Donna McCallum, Nancy Cunningham, Jerry Phipps, Linda Dunning and Tim Kline. The team usually met on the second Wednesday of the month at 5:00 pm. We started the year with Zoom meetings due to the Covid-19 pandemic and switched over to in person in July.

The Music and Worship Team is responsible for planning, implementing, and evaluating all aspects of the worship service. The team works closely with the pastoral staff, music director and the Session in providing a meaningful worship experience for the congregation.

Most of the work by the team is “behind the scenes” work. Starting in January we planned for Lent. This year looked a little different due to Covid. Ash Wednesday was a self-guided service, Maundy Thursday we had virtual communion and the Good Friday service was held virtually. In a break from tradition, a Sunrise Service was held outdoors at 6:30am as well as the regular in-person Easter Service at 11:00am.

Due to the ongoing pandemic, Sunday worship continued in the Crawford Center. On September 12<sup>th</sup> we returned to worship services in the Sanctuary. Tim Kline came up with a plan to be able to video the worship service. We now can have the congregants worship either in person or watch online. A big thank you to Tim for making this happen!

Our first in-person communion was held on Worldwide Communion Sunday, October 3rd. We changed how we served communion to make accommodations due to the pandemic. The bread was handed out using tongs and the juice was in the little distribution cups. The congregants came up to the communion table and brought back the communion elements to have in their pew. This way everyone’s masks would only be off for a few minutes in their pew. Communion is now scheduled for every month.

In November, the team started planning for the Advent season. The Sanctuary was decorated by wonderful volunteers, Advent Readers were scheduled, and poinsettias are ordered. On December 1<sup>st</sup> we welcomed Pastor T. Wes Moore, our new interim pastor.



Volunteers were also on board to help with the worship services. Judy Laut coordinated the Lector program and Nancy Cunningham scheduled the acolytes. Next year we will start back up having ushers. This year due to the pandemic, the Deacon Greeter and Elder of the Month served to welcome everyone. They encouraged all church attendees to sign in since we are no longer using the friendship pads.

The work of the Music and Worship Team is truly a team effort. Our successes are attributable to a devoted, hardworking group. Thank you, Louise, Donna, Nancy, Jerry, Linda, and Tim.

## OTHER MINISTRIES

### PRAYER SHAWL MINISTRY

NELL JUDGE, COORDINATOR

Even though we're small in number, we make up for our caring with enthusiasm and purpose. We celebrated our 17<sup>th</sup> year of knitting, crocheting, and praying for those who are hurting. We also made cancer caps and NICU hats for infants at our local hospital. At our monthly meetings we reported on shawls delivered and offered concerns for those in need. As completed shawls are presented, we gave each a blessing of love and caring. Our small group meets the second Wednesday of the month at 10:30am in the Gathering Room.

### PRODUCTION TEAM

TIM KLINE, AV DIRECTOR & JUDY LAUT, AV CO-DIRECTOR

We consider video production a vital ministry and part of the church's mission. Many of our members are still not able to attend in person. Currently we have 94 subscribers, and our average number of views is 220 per month and have received several comments via Realm how much this ministry is appreciated. Even if we only had one viewer a week, we would deem our "mission accomplished".

In September of 2021 we transitioned worship back to the Sanctuary. With the transition we only brought the recording equipment (cameras and laptop). We did not move the projector so continuing with the audio-visual media is not available. The plan is to assess the need and potentially add it in the future. We wanted to make sure the decision was not rushed, and any such addition was consistent with the history and architecture of the space. Our production records the worship service in "real time" but we are not livestreaming. The recording is uploaded to YouTube about 1 hour after the service. We added a second pan-tilt-zoom (PTZ) camera that allows us to add additional views and hopefully provides a sense of being in-person. Depending on the service activities, these views will vary quite a bit. The production booth is in the balcony. On any given Sunday you will see Judy Laut, and myself manning production booth. To provide some staffing relief, we added an additional person. Josh Markotich who is a sophomore attending Pinecrest High School. Josh joined us in December and is our sound engineer, learning the ins and outs of the digital sound board, the various microphones required during any given service, and the integration of the audio into the video production. Josh is also learning the video side of things and soon will be able to handle all aspects of both audio and video. We are very pleased to have Josh.

Audio-Video production can be highly technical and complex. Our goal has been to create a system that can be run by the lay person. On most Sundays we produce a quality service. Occasionally we have technical issues and failures. We appreciate the grace and forgiveness you have shown on those Sundays. We could still use some volunteer help. If anyone is interested in joining the Production Team, you will be welcome and will be happy to train you.



## TUESDAY TUTORING MINISTRY

LAURA PITTS, LEADERSHIP TEAM FACILITATOR

The WEPC Tuesday Tutoring Ministry Team, the Tuesday Tutors, and our congregation have continued to pray for our students and their families. Our congregation and those in our community have seen the need and given generously. Anna Stevens, WEPC volunteer tutoring coordinator, maintains a network among our friends in the Hispanic community and we respond as needs arise.

In the summer we initiated a vaccine clinic at the Crawford Center which was open to all. While only a few individuals came, we were happy that some of our high school students took advantage of this opportunity.

In the spring of 2021, a seven-year-old who spoke no English came to the U.S. with her father. Her mother did not accompany them. The young child was enrolled at West End Elementary and because of available funds, one of our recent high school graduates who came through our tutoring program, was able to be with her in the classroom. In three weeks, with this help, she was able to master rudimentary English and has continued to thrive.

This year at Christmas, WEPC again shared \$100 with eighteen of our Latino/a families. Let us keep these families in our hearts, minds, and prayers. Over the coming months, we will keep you posted about plans for tutoring to resume. We are encouraging vaccines for our families and Sandhills Pediatrics has been a great partner in this effort.

## WOW CHILDREN'S AFTERSCHOOL MINISTRY

JACKIE KINNEY, COORDINATOR

WOW, our Wednesday after-school program, began in 2021 with online meetings led by Maggie Beamguard and Jennifer Thomas. A core group of 6-8 children met weekly via Zoom for 45-minute lessons created to provide time for learning and time for engaging with friends -- a much-needed factor with schools still dealing with remote learning.

As schools reopened with in-person opportunities in August, the decision was made to resume WOW on Wednesday afternoons, with children and adults still masking to ensure a safe atmosphere. Jackie Kinney, Carol McDonald and Jennifer Thomas provided leadership for the group of 11 kindergarten through fifth graders. Activities included Bible lessons, crafts, games/outside activities, snack time and music. One highlight of the year was the WOW presentation, "What Christmas Means to Me: A WOW Simple Christmas" which was presented in worship on December 5th. Another special activity included the distribution of goodie bags to our church members 85 years of age and older.

It has been a very different experience as we have dealt with the ongoing pandemic issues. First, it is a smaller group than we are used to but that had much to do with the fact that such a large group aged out as they transitioned to middle school. Second, the children have been amazingly accommodating with their mask-wearing as it has become somewhat the norm for them. But the most amazing part was their reaction as they returned to the church building for the first time. They noticed (and excitedly commented) on their artwork in the halls. It was heartwarming to see their enthusiasm as they returned.

We anticipate good things for 2022 as Pastor T. Wes steps in to lead our Bible lessons each week. He will be an energetic and welcome addition to our WOW family.



## STAFF PHOTOS & CONTACT INFORMATION

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## SUMMARY OF MEMBERSHIP 2021

NEW MEMBERS	3
MEMBERS TRANSFERRED OUT	0
DEATHS	0
MOVED TO INACTIVE/OTHER	0
TOTAL MEMBERSHIP YEAR END 2021	239

## CONTACT INFORMATION

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