

**ANNUAL REPORT  
2020**



CONGREGATIONAL MEETING

*Lake Shore Presbyterian Church*

**Sunday, January 31, 2021**

Please bring this copy with you to the  
Congregation Meeting Following Worship

**LAKE SHORE  
PRESBYTERIAN CHURCH**

**Special Called Meeting of the Congregation  
January 31, 2021 11:45 a.m.  
In person only**

1. Opening Prayer.
2. Approval of By-law changes allowing for virtual meeting.
3. Motion to Reconvene under the new By-laws.

**Agenda for the Annual Meeting of the Congregation  
January 31, 2021 11:45 a.m.  
In person AND on ZOOM**

1. Opening Prayer.
2. Welcome and Instructions.
3. Recognition of those who have entered the Church Triumphant during 2020.
4. 2020 in Review.
5. Finance Team. 2021 Budget.
6. Personnel. Retirement recognition of Virginia Stieler. 25 years of faithful service.
7. Nominating Committee. Recognize those going off of boards and elect the new officers.
8. Pastor's Terms of Call.
9. New Business for Docketing and Referral Only.
10. Motion to Adjourn.

## **CONTENTS**

The following reports are summaries submitted by each responsible church officer. Each original report is on file in the church office, any omissions are inadvertent. If there are oversights, kindly call this to the attention of the church office. The Office Manager does edit reports when needed.

We trust this method of reporting will prove helpful and informative.

# STATISTICAL REPORT

## Member Necrology

Joyce Arlene Robinson  
Kenneth Christian Olson  
Christene Miles  
Laurie Brooks Lozon  
Ann Campbell Bungard  
Catherine Anna Lewis  
Donalda McLean Matlin  
Bonnie Brady Akom  
Kenneth Oliver Sutton

## Non-Member Necrology

Leo L. Rader

## Session Statistical Report

Membership Roll as of December 31, 2019	313	
Additions of Membership Roll in 2020		
Profession of Faith	1	
Reaffirmation of Faith	3	
Letters of Transfer	<u>2</u>	
Total	6	
 TOTAL	 319	
Losses from Membership roll in 2019		
Transferred to other churches		
Deceased	9	
Removed	<u>8</u>	
Total	17	
 TOTAL	 302	
 Membership Roll as of December 31, 2020		 302
Sacrament of Baptism Administered		
Infant	2	
Adult	<u>0</u>	
Total	2	
Member Marriages		
Member Marriages	0	
Non-Member Marriages	<u>0</u>	
Total	0	
Member Funerals/Memorials		
Member Funerals/Memorials	3	
Non-Member Funerals/Memorials	<u>0</u>	
Total	3	

# Pastor's Annual Report

As I reflect back on our year together, I think about the year in four stages:

## Pre-COVID

We started 2020 like any other. But that didn't mean business as usual. We know in this age the church must be innovating. One innovation was our new leadership training program. As we welcomed a great new class of board leaders, we implemented a training that includes 10 hours of classroom time that offers grounding in faith and in the vision and values of Lake Shore Church. Second, we had tremendous plans for a year of family outreach events, and we got started with Jack in the Beanstalk. Then we gathered our families together for "Family Game Night." Nearly every one of our member-families came to participate! In worship we journeyed through the book of Galatians and started Lent talking about developing spiritual practices as we treated Lent as a "Boot Camp for the Soul." On Ash Wednesday we had an amazing service with a unique and dramatic "Spoken Word" on fasting.

## Early-COVID

Lenten worship was forced online as the pandemic hit and the stay-at-home orders were issued. We wondered if things would be back to normal by Easter (HAHA!). During that initial disruption, we were intentional about three things.

1. Maintenance of Divine Worship: We figured out how to immediately go online so that worship would continue at home. It was novel and exciting, and we were so grateful to hear a Word from God and to see so many interested in tuning in.
2. Staying Connected and Caring for Each Other: We mobilized an every-member prayer call to check-in and pray for and with one another.
3. We Expanded our Food Pantry. We made a commitment to stay open and did more by becoming an "Emergency" Food Pantry making food available whenever the office was open.

It was a jolting time but as I look back, I see how it was filled with such blessings. Adapting quickly to what was needed, I preached the series, "Anchors for the Storm," one of the most appreciated and viewed series of the year. We then formed a "Re-opening Task Force" as we entered into discernment about how best we should get back into the building.

## COVID-Summer

On July 12<sup>th</sup>, we returned to in-person worship by offering worship outside. This 10:30am "on-lawn" service brought together elements of traditional and modern and had a new and unique style which was well received. Summer attendance turned out to be great as we maximized participation through our online and on-lawn options. We even met some new neighbors as many visitors joined us for worship on-the-lawn. We figured out how to include the kids and ended up having mini-Sunday School classes each week. The beloved summer sermon series was on Jacob and his slow transformation from self-interest to the one whose name became "Israel." Programming continued and we did Summer Camp for our youth as well as a "Love Your Neighbor" festival for our kids and families which included the Second Mile Center. Then came a Zoom parent conversation on raising our kids in the context of racial injustice. As the end of summer turned into fall, we stayed outside for as long as we could and launched our annual church-wide series. We looked at Ed Stetzer's

materials on being “Christians in the Age of Outrage” as we sought to be agents of peace in the midst of a divided nation filled with hate, anger, and vitriol.

## **COVID Year-End**

As we found ourselves back inside, we transitioned once again, adding a livestream option for online worship. We talked about the “Joy of Giving” and received some new members. As we entered Advent, I preached a series titled “Those Who Dream.” Christmas was different this year but with insight from some of our most impactful offerings of the year, we organized an outdoor Christmas Eve experience. It took about 30 volunteers to pull it off, but in the end, it was well worth the effort as we welcomed the church and the neighborhood to experience the Christmas Story in a meaningful way. We end the year with the sense that even as the community spread of the virus is great, we are in the final phase of the pandemic and we are looking forward to a new year. We know 2020 will have changed us. We don’t fully know what that means and so we’ve entered a prayerful process and commissioned a Special Task Force for Worship to help discern how God would have us worship and staff ourselves post-COVID.

## **Additional Thoughts**

With the challenges and grief of all that is lost notwithstanding, we have found many blessings. We have gained clarity around what is important and have experienced how God is with us. As the pace of life slowed, we’ve found room to try new things. Some have failed and others like online worship show great potential. Taken together, the year is not only leading us into innovation but also teaching us how to innovate. This will surely increase our kingdom impact in the years to come.

I end the report by offering my thanks. First to a staff that adapted, changed, and worked through the trials and challenges of the year with great endurance. Every staff member’s job changed this year as we adapted and sought to figure out how to be the church in 2020. Second, I thank our church leaders. Instead of cowering in fear or closing up shop, leaders stepped forward with openness, wisdom, and a willingness to adapt and do the hard work required as we figured “it” out realizing that the forms of our ministry (worship, care, youth, kids, mission, etc.) had to adapt in order to be effective. Finally, and most importantly, I want to thank the whole church for your graciousness and expressed gratitude. No doubt there were many imperfect decisions and things that could have been better but in the midst of everything you offered your advice, thoughts, encouragement, support, and understanding. As we begin a new year with optimism and hope, we find ourselves closer in heart and mind. We find that we are in this together and as we each bring our best, we discover that God has given us everything that we need because he has given us his grace. And his grace is sufficient!

In Christ,  
Pastor Adam

## Report of Session 2020

Lake Shore Church has been truly blessed in such an unprecedented year with the COVID 19 pandemic. The Session has been grateful for each and every one of you and the grace you have shown during this time as we tried to find our way to meet the needs of our church and of our community. You have continued your financial support necessary for Lake Shore to keep our pantry open and to provide food to so many in need. We were able to hold worship on our beautiful grounds during the warmer weather prior to returning to indoor worship.

Approved a balanced budget for 2020

New officers were installed to the boards – Session, Deacons, and Trustees

A covenant with Pastor Isaac Chung was approved

Received six new members into membership

Reviewed and Approved Church Operations Manual

Session began holding meetings via ZOOM

Pastor Adam and the Sabbatical Team agreed to postpone his Sabbatical until further notice

Online Worship services were initiated.

A Re-Opening Task Force was formed to determine how and when we could safely return to in-person worship

Approved a Baptism for May 29, 2020

Approved holding Funerals of up to 50 people in the Sanctuary

Approved the purchase of technical equipment to allow Live-Streaming of worship services

Approved the Bookkeeper to convert to part-time employment

A new position of Part-Time On-Call Office Assistant position was created

Approved the continuation of the covenant with Pastor Isaac Chung

The Re-Opening Task Force proposed that a single worship service at 10:30 a.m. be moved inside to the Sanctuary beginning October 11, 2020. We will expand to two services when:

- 1). Attendance of 75 or more two weeks in a row at the 10:30 a.m. service or
- 2). Attendance of 125 or more at the 10:30 a.m. worship service.

Pre-recorded online worship service will continue

Approved the following policy for indoor services:

1. Masks are required (medical exemptions only) – worship leaders are exempt during active leadership of worship
2. No Congregational Singing
3. Social Distancing
4. Ushers to dismiss the congregation by rows starting at the back

The Session and Deacons jointly conducted an every member call prior to the beginning of the holiday season

Respectfully submitted,

Carole R. Koviak, Clerk of Session





## Abundance and Generosity 2020

Lake Shore Church had a very healthy financial 2020

- We set a budget of \$500,000
- Of that budget, \$479,899 was contributed
- Total Expenditures were \$469,090 for 2020
- Because of God's blessing, and we have cheerful givers AND we are good stewards of our money \$ 10,809. will roll into our 2021 budget.
- So, this surplus is a nice jump start for 2021

Many churches have taken huge financial hits in 2020 – we have managed to keep our heads above water, thanks to all of you!

The \$470,650 Budget for 2021 is based in part on \$400,000 pledged from this year's cheerful givers. This 2021 budget number factors in not only pledged dollars but monies given by people that faithfully give but don't pledge, loose offerings and sources identified on the income portion of the budget.

Even though the pledged amount is down \$32,000

- 1/3 of our 2021 pledgers increased their giving by an average of 32% - **that includes 10 brand new pledgers!**
- During this pandemic, that we are still in, that is incredible.
- It doesn't quite offset some of the loss. Sadly, we lost several members who have gone to be with our Lord.
- This shows that the people who are able to, are stepping up and the church is so grateful for that.

Respectfully submitted,  
Tim Thompson

## Mission Report 2020

Thank you to our church family for always supporting Mission outreach.

This year has been so different from every other year in our ability to help others outside of our church.

Our food pantry was changed to a drive through operation. Families drive up and groceries are loaded into their vehicle, keeping everyone safe from COVID. Families who needed emergency food in between our open pantry dates were given groceries by our wonderful office personnel. We gave free food to 762 families (1,928 persons). Volunteers devoted 540 hours to keeping our pantry open. Thank you for all financial and food donations to our pantry.

Our Gift Tree for the Needy went online this year. With help from First Presbyterian of Warren, we were able to give Christmas joy to 20 families. 56 children who attend school in St Clair Shores were given Christmas gifts. Each child through age 12 received pants, shirt, and toy or game. Each child 13-18 received a shirt. Each family received the makings for Christmas dinner and a gift card for their main dish.

We made a cash donation to the Children's Home for Halloween for the purchase of treats.

We made a cash donation to Westminster Church for their Thanksgiving dinner outreach.

We provided financial support to Second Mile to help their outreach each month June through December.

For Christmas we adopted 28 Second Mile kids. Each child received pants, shirt, and \$25.00 gift card.

Our mission outreach looked different this year, but we continue to look for ways to help our neighbors in need. We look forward to resuming all mission outreach.

Thank you to my church family for your generosity, caring, and love of Mission.

Submitted with love, peace, and hope,  
Cheryl Smark

## **Sunday School 2020 Annual Report**

2020 has been quite a challenge for the Sunday School team, but like so many other programs, we have adapted. The program was running strong at the beginning of 2020, and in March came to an abrupt halt. While the church was closed, we used the Lake Shore Church kids Facebook page to post links to online Sunday School videos weekly and stayed connected with families through social media.

As worship resumed on the lawn, we wanted to re-connect with the kids and parents before school started, and in August we hosted a family night on the lawn where we taught kids about the greatest commandment, Love Your Neighbor. There was teaching about who is your neighbor and what it means to love them, music and dance from the Sign Mime group from the 2<sup>nd</sup> Mile Center, a family art project and we finished the event with a visit from the ice cream truck. It was so great to see so many of our families again!

We decided the safest way to hold Sunday School was to do it outside, so for the first two months in September and October, we modified lessons and set up tables and blankets on the lawn. Even though it was challenging on windy days, we made the best of it and started planning for the months we could not be outside. November and December were more traditional months of Sunday School however lessons were modified to make them compliant with social distancing and COVID precautions.

With many previous year teachers not able to return, we asked for help from some of the congregation and were amazed with the support that we received. We have many new teachers and shepherds helping us now and are so fortunate for these people who have answered the call. The Sunday School team is very appreciative and is hoping and praying that 2021 brings more stability and normalcy to the Sunday School program.

For those families that are not able to attend church in person, we are piloting a Zoom Sunday School class monthly to stay connected and keep the kids learning about Christ. The first Zoom Sunday School was on December 6<sup>th</sup> and we had 19 kids participate, which is a testament to the power of technology to connect all of us! It was a blessing to see so many kids participate, some for the first time in Sunday School, and others who were happy to see their friends on video. We will continue this monthly to make sure we are reaching out to both the in person and remote families.

If you have other ideas or suggestions on how we can better support the kids and families of Lake Shore Church, please pass them along. Thanks be to God for the blessings he has given to our Sunday School program!

Respectfully submitted,

Laura Glowniak, Diana Tarrant & Jeanne Bolt

## **Ignite/Fusion/Velocity Youth Groups 2020**

Wow, 2020 was quite a year! The youth started, what seemed to be a normal year, with an Ice-Skating Party in January. The kids and leaders alike had a great time with many ice skating for the first time. Then in February, 23 youth from the Fusion and Velocity groups headed to the annual winter retreat at Springhill! Camp. The theme this year was 'Make Your Move' where we used board games and fun competitions to reinforce the message. The youth and leaders had great small group discussions that helped deepen their relationship with God. The youth worshiped and praised God and enjoyed fellowship activities like tubing, horseback riding, and broomball tournaments with their closest friends and over 1,000 other Christian youth from around the country. Little did we know that this was one of the last events we would be able to hold for quite some time. March brought the COVID-19 shut down. The youth leaders pivoted to find new ways to bring the word of God to the youth. The leaders recorded short youth group lessons that were posted on the Facebook page for all youth to watch and began holding regular Zoom Meetings. The intent of the Zoom meetings was to keep in touch and give the youth time to interact with their friends and leaders and share their feelings, joys and concerns. We also incorporated fun bible trivia games and even a Zoom scavenger hunt. In July, we were fortunate enough to be able to hold our annual Summer Camp at Michindoh Conference Center. Our theme this year was 'Jesus is My Essential' where we focused confronting our fears and obstacles in life through our faith in and relationship with Jesus Christ. Camp looked different so that we could stay safe in the current environment but also afforded us the opportunity to try new activities such as the bubble slip-in-slide and the zipline. We are truly thankful for everyone who helped make camp possible. So many people went above and beyond to give our youth an awesome camp experience and a little bit of normalcy in such a difficult time. In September, we were able to resume 'normal' youth. We started with lessons and activities on the church lawn and moved inside (with masks) when the weather became too cold. Our fall activities included a night of yard games, a Halloween bonfire complete with a homemade Halloween costume contest, a candy scavenger hunt, and trick or treating where the youth told a joke, sang a song, or danced at stations instead of saying trick or treat. In winter, we took a bus trip to look at Christmas lights in Macomb County while we enjoyed hot cocoa and sugar cookies. We ended the year with a homemade ugly sweater competition and Christmas Experience where the youth traveled through different rooms in the church which allowed the youth to learn about the Christmas narrative in a more experiential way. While 2020 was truly an unprecedented year, the youth group continued to stay focused on deepening their relationships with Christ and enjoying fellowship with other Christians. We are also extremely grateful to the congregation for their continued support of the youth program. Without your support, this awesome program, dedicated to growing young disciples, would not be possible.

Respectfully submitted by Sheryl Mieczkowski

## Board of Deacons – 2020

The members of the Board of Deacons are called to assist the Session by overseeing the “Caring” aspects of the church ministry. The following is a summary of the activities and events of 2020.

- The Card Team sent out approximately 500 cards for birthdays, anniversaries, graduations, new births, get well and sympathy to church members and their families.
- The College and Service Member Team sent out small packages and cards to students living away from home and to our servicemen/women in the U.S. or overseas. This year we also sent out gift cards to college students regardless of whether they were away at school since a lot of them were virtually schooling. We sent gift cards to graduating high school seniors.
- The Share-A-Meal Team provided a meal to members recently home from the hospital or rehab, recently suffering the loss of a spouse or loved one. We also provided “new arrival” dinners to new parents.
- Funeral trays were delivered for members who passed away to local funeral homes. This year we did not do many due to funeral restrictions for COVID.
- The Deacon Funeral Team assisted in the Welcome Center helping provided baked goods and serving those along with punch and coffee at cookie receptions following funerals at the church. Again, this was affected by COVID this year.
- Typically, a cake for Sunday Coffee Hour was provided by the Deacons for both Mother’s Day and Father’s Day. This year church was closed to the public both of these days.
- The Prayer Shawl Team distributed homemade prayer shawls to celebrate weddings, births, baptisms, and to those with serious illnesses and shut ins. These are made with love and prayed over and blessed by our congregation quarterly. A higher number than usual were presented to church members and friends during 2020, since this was one of the few things COVID did not affect.
- The Deacons continue to contact members who are ill, homebound, in assisted care centers, or have special needs through our continuous care initiative. In addition, Deacons participated in both prayer chain phone call projects in March and November.
- The DITZ (Deacons in Training), are for any youth ages 11-18. These are our future Deacons. They host movie nights, make fleece scarves and other service projects, and have assisted us with things like the Candlelight Communion Service. This year their service was limited due to COVID. They did help decorate the church for Christmas and we had a movie night before COVID.
- The Prayer Chain Team (phone and email) was monitored by a Deacon and updated regularly throughout the year. Members or their families contact the church and request prayers as they are needed, and this is relayed to the Deacons. We use this list to offer Share-a-Meal, etc.
- The Deacons had to cancel the 15<sup>th</sup> “Remembrance Dinner” (formerly the Grief and Support Dinner) in November due to higher COVID numbers at that time and low attendance numbers

- The Candlelight Communion Service in early December was also cancelled. Typically an offering is taken and donated to a charity close to the Deacons' hearts. This year, the Deacons donated what they would have spent on the Remembrance Dinner and other events to the church's food pantry who went "above and beyond" this year in the midst of COVID.
- Deacons serving communion to those members unable to attend church was suspended from March-Aug. Those Deacons and shut ins who were agreeable, have now resumed receiving communion.
- Two deacons resigned prior to completion of their commitment during the course of the year for various reasons. They will be replaced when the new board begins in February, along with those whose service has concluded.

Respectfully submitted,  
Barb Lamb, Moderator of Deacons

## Lake Shore Trustees 2020

This year, Kurt Hohn was elected Moderator and Lisa Peterson was elected Secretary of this board. We received three new members: Ray Harvey, Jim Karwowski and Linda DeMers.

The following was accomplished this year:

- March 17, 2020 – The health department conducted the state inspection of the kitchen.
- We contracted with ERA Services, LLC for lawn care.
- The outside faucets were repaired.
- The carpet was cleaned
- We updated the chapel for simulcast.
- The ceiling in the atrium was repaired
- We contracted with Neighbor's Envy Lawn & Snow for snow removal

Respectfully submitted,

Lisa D. Peterson  
Secretary of The Board of Trustees

## **Funeral Ministry 2020**

Lake Shore Church cares! We care about those that are grieving. We realize that the loss of a family member is an extremely difficult time in a person's life. During that time, even the smallest concern can seem monumental. Unfortunately, funerals can be very costly and worrying about paying for the funeral can be very stressful.

At Lake Shore Church, we feel that this should be a time when a person or family can grieve and be surrounded by their loved ones, not a time to worry about how to pay for the funeral. While our church cannot alleviate all the costs related to a funeral, we can help to reduce the costs of the funeral service.

The Funeral Team consists of members that volunteer their time to provide the services required to hold a funeral service at Lake Shore Church. These teams greet funeral visitors, act as the point person for the family, and set up flowers. A Tech Person handles the lighting, audio, and when needed video needs. When requested, the Deacons of Lake Shore provide a light reception of cookies, coffee and or punch.

In 2020, there were three funeral/memorial services held at Lake Shore Church.

Lake Shore Church cares! We care about those that are grieving. It is our hope that this small gesture on our part will mean so much to those who have lost a loved one. We would welcome anyone who wishes to volunteer their time for this most important ministry. If that person is you, please talk with Stacey who will direct you to the appropriate person to answer any questions you may have.



## **Director of Music Ministries/Traditional Chancel Choir, Celebration Ringers, Organ**

Our Traditional Worship team met in January and February to plan the 9:15 a.m. worship experience. Thanks to Adam for providing us with his ideas and scriptures.

The Chancel Choir was only able to provide music during January and February during 2020, and then COVID shut us down. From then on, I planned the hymns and liturgy and played keyboard with the worship band. I also provided liturgists and hymn leaders for each of those Unity services as well as taping parts of the online service.

- On January 4th, the Chancel and Bell Choirs fellowshiped together at our annual Christmas party held at the home of Ginny Stieler.
- On January 5th, the Chancel Choir participated in the annual Epiphany Festival held at American Lutheran Church in Mount Clemens.
- On January 28<sup>th</sup>, the choir from First of Warren joined our Chancel Choir to sing for the Presbytery meeting, which was held at Lake Shore Church.
- A memorial service was held for Joyce Robinson on February 22<sup>nd</sup>, and for Ken Olson on March 9<sup>th</sup>. I played and the choir sang at both of those services.
- The Celebration Ringers provided music during the month of February.

It has been a tough year, but the people I have called to be liturgists and hymn leaders have stepped up each time they were called on. Through these 25 years, I have enjoyed every minute of my service at Lake Shore Presbyterian Church. I will retire at the end of January 2021

In Christian love,  
Virginia Stieler

# **Modern Worship / Tech / IT Services Annual Report**

It's been a verry different year as we all know, and ministry for my position continued to change drastically over the year. As a Canadian citizen it's been since mid-March 2020 that I have been able to cross the border and be physically present in the church building.

Through modern technology I've been able to stay in regular communication with the church staff and leadership, which has allowed me to play and record music weekly to continue to support the work of the church. Some of that technology is new, and I'll talk about that briefly.

A huge thank you to Pastor Isaac for stepping up and leading the live music very well with the band, and for being my hands-on help with many new technology projects.

## **IT Services:**

Most of the IT improvements this year were related to other projects needed to help us get online for pre-recorded and streaming services. There are a ton of technical aspects that have taken place, way too many to list here. We also recently updated our internet bandwidth at the church, giving us better streaming capability and internet performance at the church facility.

## **Technical A/V Support:**

January 3<sup>rd</sup> 2020 we officially moved into the new tech room on the main floor. Along with this move continuous upgrades have taken place throughout the year including: Three TV screens replacing the one big screen, new iMac Pro and presentation software, new video camera and switchers, new lighting, along with a complete outdoor sound system enabling us to have outdoor worship during the summer of 2020. We have also replaced the projection screen in the chapel with two TVs and video switching and we are working on the cabling and tech needed to get our livestream working better in the chapel. We have just purchased in January 2021 a new Mac mini along with video conferencing system equipment for the chapel that will be installed and working within the next two months. This will replace the existing old tech computer in the chapel and give us great capability for online and hybrid church meetings.

## **Modern Worship:**

In mid-March we went online with worship and began the new world of online worship services. This brought with it a big learning curve for me and a lot of new work producing our weekly worship services for online viewing. We've been able to record on both sides of the border and produce the services here in my home editing studio. Thanks to Pastors Adam and Isaac, Ginny, Kurt, and many others for helping to get this up and going and working well. In the summer 2020 worship went outside and Pastor Isaac took over leading the modern worship band and then also production of in person services and tech when worship moved back inside.

## **Future Ministry:**

In the Fall of 2020, I informed Pastor Adam and the personnel team that due to border issues and personal life changes, I would no longer be returning to the Modern Worship position at Lake Shore Church. I was asked to continue with IT and also continue on in the role of Online Video Production for pre-recorded worship services, and it's my plan and desire to continue in these roles for the foreseeable future. May God continue to bless the ministry of Lake Shore Church.

Sincerely,



Rev. Kevin Saunders  
(Modern Worship Music & Technical Support Director & IT Services)

## MOPS Annual Report 2020

Lake Shore MOPS (Mothers of PreSchoolers) exists with the purpose of gathering and supporting moms at the church and in the community. MOPS gatherings are held twice monthly from September through May.

Below are some highlights from our 2019-2020 Season and the 2020-2021 Season thus far:

### **2019-2020 season:**

- Increased meetings to twice per month
- Held 11 monthly meetings at the church, held one meeting off site
- Total of 16 moms registered
- Averaged eight moms at each meeting
- 20 different moms attended at least one meeting - out of those, only four are members of Lake Shore Church - the others are moms from our community
- The last three meetings of the year were cancelled due to COVID. We did host two Zoom meetings and a six week Zoom Bible Study instead and had good participation.

### **2020-2021 season:**

- Held three outdoor meetings and two indoor meetings in the fall.
- Held one outdoor gathering this winter.
- Plans are still up in the air for how and when to meet safely moving forward.
- We are thankful for the connections and friendships we have made, and many moms continue to stay in contact despite not meeting regularly.

Respectfully Submitted,

Alison Grosch, Coordinator

**Lake Shore Presbyterian Church  
2021 Terms of Call for Pastor Adam Grosch  
To be approved by the Congregation on January 31, 2021**

**Compensation** – this represents a 4% increase over 2020

Cash Salary	46,426
Housing Allowance	<u>28,941</u>
	<b>75,367</b>

**Benefits**

403B Contribution (2.5% of Cash Sal & Housing All.)	1,885
SECA Allowance (8.2837% of compensation above)	6,243
FSA Contribution	2,000
(previously Medical Allowance salary/reimbursement and part of income 2021 amount would be \$1550 and a move of \$450 from reimbursable Professional expenses)	

Benefits based on Cash Salary, Housing Allowance, 403B Contributions

BoP Dues (pension/medical/ disability/dental)	<u>30,000</u>
%’s available upon request	
	<b>40,128</b>

**Professional Expenses** (per reimbursement)

Professional Expenses	4,800
Continuing Education	1,550
	<b>6,350</b>

**Total Compensation** **121,835**

Four weeks of vacation, includes four Sundays

Three weeks of paternity leave, includes three Sundays

Two weeks Continuing Education Study Leave plus three weeks carried over from 2020 per Session, includes five Sundays

A three month sabbatical is still available – COVID-19 cancelled in 2020