

DAVIS
COMMUNITY
CHURCH

ANNUAL REPORT

FISCAL YEAR 2021 - 2022

Davis Community Church

DCC's Vision Statement 2028:

We seek to tend the wellbeing of the place and people around us.

We help people thrive—body, mind, and soul.

We will grow in gratitude and generosity, offering a sense of belonging, meaning, and engagement.

We will be focused by our anchoring strategies for

- becoming more diverse,*
- cultivating spiritual practices,*
- leveraging new economic practices,*
- broadening active participation,*
- recovering and extending the moral actions of Jesus, and*
- stewarding our land and buildings responsibly.*

(Anchoring Strategies are more fully explained on page 2.)

Vision 2028 Description

On Diversity: We will increase our diversity—race, ethnicity, age, gender-identity, socio-economic status, and more—in order to more fully represent our state, nation, and world. We must intentionally shift away from white cultural dominance and embrace a flourishing pluralism as the way of the future. Conscious pluralism is a parable of Christ’s gospel; it is one of the key gifts Christian spirituality can offer the 21st century world.

On Practices: We will cultivate an environment that promotes a vibrant inner life and physical wellness through a wide array of spiritual practices, embedded in all aspects of congregational life. These practices will deepen our experience of God—the reality of God’s love, peace, hope, transformation, and healing. A healthy and vibrant spiritual life is essential for wellbeing and grows from the heart of Christian faith. Spiritual practices can also build bridges between persons of other faith traditions from whom we can learn and with whom we can work for the wellbeing of the world.

On Economics : “Economics” comes from the Greek New Testament word, oikos, which means “household”; it’s a term that refers to more than money. Any time we consider our finances, we will do so in light of our whole community, our common “household”. We will enter the new economic future, financing our unique expression of Christ’s mission and ministry by involving the community in advancing the common good. So we must embrace technology, new trends in charitable giving, and promote DCC as a meaningful and robust socially responsible organization—a "go to" investment for those who seek the common good. These practices will include habitual, impulse, and legacy giving by "members" as well as others who are inspired by our work.

On Participation: We will draw more people into a sense of authentic belonging and active participation by becoming a hub (both physically and virtually) for involvement and activism. We must steward innovations in technology as vital ways to foster a strong network of relationships and involvement. While we will create a broad array of ways people can affiliate, learn, serve, and experience authentic community, we value intentional, regular gatherings where our core values and practices like stillness, storytelling, prayer, ritual, learning, mentoring, and serving (to name a few) ensure that every person can find their place among an ever expanding circle of companions and friends.

On Action: We will seek to embody the ways Jesus challenged the assumptions, structures, and systems of power and privilege that created injustice, oppression, and abuse, and kept in power those who benefited from their positions of privilege. We will embody the courageous way of divine love not only outside the congregation, but inside it as well—facing our own complicity with injustice and our blindness to its effects. We will give voice to the voiceless, advocate for the marginalized, and leverage our power to create a community and world where “there is no needy person among us” (Acts 4.34) and where the creation is no longer languishing in despair (Romans 8.21).

On Land-Use: We will participate with the city of Davis in its new 2040 Vision to help create a thriving and sustainable community. Our land and buildings are of great value in terms of financial and social capital. We must steward this land responsibly; it can fall into ruin and irrelevance or it can be a source of economic, environmental, and relational flourishing for us and the community. How can we be part of a thriving downtown, a model for the way a religious community can help engender a new vision for human community that benefits the region and the planet?

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“Resilience as a Sign of the Gospel”

An Opening Meditation for Our 2021-22 Annual Report
Pastor Chris Erdman

The fiscal year July 2021 through June 2022 was a remarkable year in just about every way you can imagine. I don't need to name the many challenges we faced; your mind and body know them too well. And yet, every week, Davis Community Church rises again to provide you, and so many others throughout our community, with resources for resilience, ways to find hope, expressions of love, and actions to help create better communities, a more beautiful world.

Resilience is core to our gospel faith. Easter is a symbol of what it means to keep rising again, no matter what challenges may come. And Christmas is our symbol of the presence of the Divine, always with us, even when the light feels thin and hope seems fragile.

As you read this Annual Report, you'll read testimony from across our ministry about the many ways we're rising up, week after week. Our leaders offer a window into the many things we do: some of them you know well—for they nourish and sustain you. Others will surprise you. And I hope you'll say, “Goodness, I didn't know we did *that*.” I hope as you read these pages that you'll find yourself feeling good about your church and your participation in it whether you're new to this community or have been here for what seems like forever.

These reports not only celebrate the past, they set up the future. Just as the future is fragile without a solid foundation set in the past, so the past needs the future as the goal of history's unfolding. So, in these pages you'll also glimpse the future; you'll glimpse where we're headed.

Among the several strategies that guide the unfolding of our shared Vision2028 is one called, “On Action”. It reads: “We will give voice to the voiceless, advocate for the marginalized, and leverage our power to create a community and world where ‘there is no needy person among us’” (a phrase taken from the Bible: Acts 4.34).

As you read this Annual Report, I'd like you to read it through that lens. And may those words inspire us to rise up again and again and again, a resilient people, bold and courageous as we enter a new year of mission and ministry in the way and wisdom of Jesus.

Areas of Celebration

Pastor Eunbee Ham

Looking back on this past year, here are the areas that I celebrate with our community.

We sought to challenge the assumptions, structures, and systems of power and privileges that create injustice, oppression, and abuse by going through an anti-racist training as a community. The leadership at DCC sought to be a public voice that advocated for reproductive justice while it condemned white supremacy, police brutality, and gun violence. We met with City Council members Lucas Frerichs and Gloria Partida to discuss how our church can engage in effective advocacy and antiracist efforts within the city.

We sought to live into anti-racist values that support our shared liberation (abundance, transparency, collaboration, both/and thinking), which manifested in our decision making in a myriad of ways. We moved to a Shared Google Drive for greater accessibility and transparency. Pastor Chris, Emma, and I worked hard to collaborate and diversify our music style, speakers, and worship leaders to bring marginalized voices to the forefront.

For the first time, DCC celebrated World Communion Sunday where congregation members from diverse backgrounds shared their stories of communion. DCC celebrated its first Pride Sunday and heard stories that are often silenced on Mother's Day and Father's Day. The Session, in partnership with the Worship Ministry, antiracism leadership cohort, Flo CoLab and many other DCC members, approved the launch of Sacred Space—an alternative worship service that seeks to diversify our own worship expression as well as provide a more radical hospitality without imposing a high bar of religiosity.

Flo CoLab developed to become a vibrant and welcoming place where young adults could connect and grow in our faith together. We developed Holy Happy Hour and made sure that families with young children could attend. We did all of this and more through the pandemic, and we ought to be proud of every little thing! I am looking forward to another year of the Spirit's movement among us and give thanks for the congregation's energy, intelligence, imagination, and love.

Grace and peace,

Pastor Eunbee

Minister of Congregational Care & Engagement
Elisa Stone

In 2022 we are working to reengage our congregation within the ebb and flow of COVID outbreaks. We offer all our programming, with the assistance of two zoom room screens, in hybrid form. Hybrid offerings offer those out of town, the physically challenged and people who prefer to be online access to DCC and all we have to offer! We continue to attune to the needs of our siblings of color as we increase our awareness to dismantle white supremacist culture in our congregational care.

We continue to welcome new friends both online and in person to our worship and programs and have increased our connections to those people through our curiosity cards, cafes, and pastoral team's outreach. We care for the congregation in varied and vibrant ways throughout the year with meals, cards, visits, care and love. This ministry is looking for a new Chair to plan that care.

I continue to witness a loving God at work in programming and inclusion in the ways we care for the congregation.

Minister with Children and Youth

Kate Boxeth is DCC's Minister with Children and Youth. A report on activities of the Children's Ministry can be found on page 10, and Youth Ministry can be found on page 15.

Minister of Music
Emma Turnbull

DCC's Music Ministry has had an eventful year, emerging from the lockdown and moving to weekly in person rehearsals. We all managed to find a way to sing masked, stay distanced and find the joy in our music making. As the church opened for worship gatherings, our choirs and instrumentalists started out with small ensembles and eventually, we moved to full participation. We learned a new way of listening to each other and giving thanks for the opportunity to hear and create live music in our sanctuary once more. Many of our ensembles have recruited new singers and instrumentalists over the past year. We also joined with a string quartet made up of musicians from Davis High School to create a beautiful recording of Silent Night by Dan Forrest.

My administrative teams have helped me keep going and carried much of the weekly updates and communication amongst our choirs. Jeff Pelz has worked tirelessly to help mix our sound for the weekly live streams along with Aaron Jones, Troy Huang and Ann Bartholomew. This continual attention to detail has allowed us to grow our expertise and knowledge within our Tech Team. We were able to present a Spring Concert in May and our annual Music Sunday in early June with a varied selection of music accompanied by LouAnn Higgs. What a great way to finish off the year!

Personnel Committee

Sharon Neilson, Chair

The Personnel Committee continues to perform the functions of a Human Resources Department. Committee members provide support to staff, recruit for open positions, maintain the DCC Employee Handbook, review the annual benefit options, assess new positions, and write or revise job specifications.

The Committee works closely with the Pastors, Session, and the Finance/HR Administrator to accomplish these tasks. Each year has brought something new, and this year will be no different. We look forward to helping with the challenges to come.

This year the Committee said goodbye to three members. Ruth Coleman (Session Liaison), Jeanie Istas, and Marie Cartwright. Continuing service are Sue Bennett and David Duncan. Starting service on the Committee this year are Heather Carson, Janet Mukai, and Hanna Bartram (Session Liaison). They have all shown themselves to be valued and capable members. Join me in thanking these volunteers for their service.
Sharon Neilson, Chair.

Commissioned Ministries of DCC

Betty Lou Schultz – Coordinator for Ministry Chairs

DCC continues to use the session adopted structure with commissioned ministries to ensure that session's vision is carried out, thus allowing the session to concentrate on big-picture visioning and policy. Commissioned ministries are given decision-making authority over activities within their commissions. Using DCC's Vision Statement 2028, the ministries planned activities to *give voice to the voiceless, advocate for the marginalized, and leverage our power to create a community and world where "there is no needy among us."* (Acts 4:34)

Last year's Annual Report pointed out that no parent group was meeting for Youth Ministry and Adult Formation Ministry was not meeting. We encouraged people to consider becoming a part of one of these two vital ministries. I am happy to report that a parent group has been meeting regularly with Janis Cooke providing leadership and input for our Youth program. Adult Formation has not yet been re-organized, and a goal for this year is to find people who are called to this area of ministry. **Congregational Care is looking for a new Chair. (See Minister of Congregational Care for their report.)** Chairpersons of DCC's various ministries meet monthly to coordinate their work and find ways to support each other. As Coordinator for Ministry Chairs, I hope that you will read the following reports from DCC's commissioned ministries. How might your gifts fit within the plans that they share? Everyone is welcome!

Buildings and Grounds Ministry

Roger Kingston – Chair

Davis Community Church is an outward and inward-looking congregation that seeks “to tend the wellbeing of the place and people around us.” Our ministry is committed to stewarding our land and buildings responsibly for the sake of the present and the future. In doing so, we respectfully acknowledge that this land has sustained and been cared for by the Patwin band of Wintun native people for hundreds of years, and we envision our work as a continuation of their tradition of caring for the land and the people.

We are responsible for the buildings and grounds on our city block of property, and gladly work to assure that they are safe, secure, and attractive meeting places for the congregation, the neighbors, and the community. To that end, this year we have monitored our security patrol, improved our video surveillance and outdoor lighting, improved our landscaping and patio furniture, completed maintenance on our fire suppression and domestic water equipment, updated the sanctuary HVAC controls, and re-roofed one of our older buildings.

We have embraced technology used for worship and provided equipment for recording and broadcasting our services, thus reaching out to serve previously unreached people and welcoming them into our faith community. With the safety and comfort of the children in our care being of uppermost importance, we have added security locks and improved classroom lighting, and partnered with the nursery school parents to improve the outdoor play yard.

We partner with the church staff and the Yolo Food Bank by providing an attractive venue for free food distribution every Saturday for the unhoused and food insecure people in Davis. We also partner with the boys’ and girls’ scout troops that the church sponsors, helping them improve their basement meeting rooms.

In March we held the first all-church workday since the beginning of the pandemic. We had thirty-five volunteers, about equal numbers of church members and scout families from troops 111 and 1625. We accomplished a lot of landscape cleanup and kitchen cleaning in Fellowship Hall and the Fireside Room.

By working as a team and partnering with others to faithfully steward our lands and buildings in the present for the future, we are contributing to the vision of the church “to advocate for the marginalized and leverage our power to create a community and world where ‘there is no needy person among us’”.

Children and Young Families Ministry

Shaelee Haines, Chair

To bring parts of Vision 2028 to life in our ministry, we have been working more closely with DCCNS, sharing space and resources to “love God and love our neighbors” more freely and fully.’ To strengthen our relationship, we have met on zoom, put up a whiteboard to communicate gatherings and events to families at both DCC and DCCNS. We are working on making the most out of our shared space and becoming a more inclusive space for all families involved.

The COVID 19 pandemic has created challenges for everyone. In order to be a more inclusive and diverse space during the pandemic, our ministry attempted to create guidelines and boundaries for our ministry and its gatherings. In the process we discovered that we were inadvertently excluding some members of DCC. They reached out and were willing to get involved in a few meetings. They also helped with the crafting of new, more inclusive language. Another thing the pandemic did was to open a new way of getting together, and we moved forward doing Sudan school and ministry meetings on zoom. In doing so, we were able to involve more families. Families that participated on zoom ended up coming back to in person Sunday School once we were able to join in person.

(Congregational Care Ministry currently has no chair. For their report, see Elisa Stone’s report on page 7.)

Community Life Ministry

THIS MINISTRY IS LOOKING FOR A MINISTRY CHAIR

After 10 years of faithful service as Chair of Community Life Ministry, Katie Kingston has stepped down from leadership of this vital ministry of DCC. We are tremendously grateful to Katie for sharing her passion and leadership with us.

During the past year, Community Life provided activities that were possible under the restrictions of the pandemic. Last fall they arranged a “Bring your own picnic” social time for people to meet safely at the picnic tables outside. They tried a cookie exchange and hope to have a better response to that activity in the future. They had their annual meeting with the Scouts that meet at DCC and reported to session that these scout groups are now gender inclusive.

Spring activities included a park walk in nature in March and providing Stations of the Cross explanations for Good Friday. Community Life budget funds helped pay for the new picnic tables that allow DCC members to meet outside more safely. Finally, Community Life provided Holy Happy Hour, the Third Thursday social time.

Compassion, Peace, and Justice Ministry

The CPJ ministry continued to adapt to the limitations and challenges imposed by the pandemic. The ministry strove to promote Vision 2028 strategies, including giving voice to the voiceless, advocating for the marginalized, and supporting the neediest among our neighbors locally, regionally, nationally and internationally. CPJ ministry encouraged active congregational and community participation by supporting working groups, such as: Antiracism Cohort, Earth Care, Homelessness, Border Ministry, Disaster Response, and Immigrant Resettlement Support.

Last summer, **The Antiracism Cohort** sponsored a six-week hybrid training on, “Racial Equity as Spiritual Practice, which had about 80 participants. This interactive training studied the change process to dismantle white supremacy, focusing on building racial justice for all. The **Earth Care group** focused on the ongoing development of the church’s ability to safely expand access to worship and educational opportunities mainly via enhanced technology. The 51st anniversary of Earth Day was celebrated on Earth Care Sunday. The efforts of this group contributed to the sixth year in a row that DCC has been awarded the designation of Earth Care Congregation from PC (USA). This designation means that DCC improved our stewardship of the earth through enhancements in worship, education, facilities, and outreach.

The **Homelessness working group** continued to support Davis Opportunity Village (DOVe), which was begun by DCC and advocates for the unhoused and marginalized living in our community. This year’s activities include ongoing support for the newly rebuilt Paul’s Place, due to be reopened this fall. The **Interfaith Housing Justice Davis group**, formed this year, identifies housing advocacy issues. Members of our congregation are active in this group that has encouraged the city to add to the low-income housing inventory in Davis along with support for first-time buyers. **The Border Ministry working group** continued to support our mission partner, Frontera di Cristo with the Café Justo coffee program. By facilitating the monthly purchase of coffee directly from the grower/roasters, DCC supports the program that allows farmers to remain on their farms. Our mission partners will visit in June 2023.

The **Disaster Response group** partnered with the Integrated Spirituality ministry on a one-day mission trip during spring break to help rebuild homes that were destroyed by fires. Seventeen people, including youth, participated in this project. **The Immigrant Resettlement Support group** organized a very successful congregational food drive for Afghan Refugees living in Sacramento. Over 20 bins of food were delivered to World Relief for distribution. Future immigrant/refugee support activities are being planned for the fall. CPJ used the DCC weekly e-newsletter to communicate opportunities throughout the year to become involved either virtually or in person in activities or causes that support Vision 2028, particularly advocating for the voiceless and marginalized. We will continue to look for ways to engage the congregation in opportunities to create a community and world where, “there is no needy person among us.”

Financial Support Ministry

Cheryl Essex, Chair

The Financial Support Ministry is charged with assisting the church in using financial resources wisely to advance God's mission at Davis Community Church. We collaborate with Session and other ministries to support their efforts through the annual stewardship campaign and preparation of the annual operating budget. We interface with the Finance and the Human Resources Administrator and the Treasurer to help manage income, expenses, and investments.

The Financial Support Ministry is humbled at the faithfulness you all have provided in this time of great uncertainty and change. Consistent with our Vision 2028, we are leveraging "new economic practices that foster sustainability, resilience, and involvement". We have been experiencing new levels of electronic giving, which provides such a convenient way to support the church's mission. More folks are using the DCC SimpleChurch app, which is a convenient way to give, pledge and review your giving record. We are also grateful to be the recipient of several special gifts that have enabled our church to support not only our church family members facing challenges but so many in the community facing hunger, fear, and dislocation.

This has been a learning year for the Financial Support Ministry as we welcomed new Finance and HR Administrator Brett Kersten who is full of questions and ideas for financial management improvements. We continued to review policies and update procedures on accounting and investment practices, and we clarified the role of all entities responsible for financial management.

Most of all, we are grateful for your generosity and dedication to the common good. We are honored by your trust. Please feel free to contact any of us with questions or comments.
Thank you!

The Legacy Circle of Davis Community Church

Legacy gifts allow the church to offer programs and invest in facility improvements that we could not otherwise fund and provides a financial bridge through difficult times. The Legacy team has taken a hiatus for the past year but is gearing up to provide education and inspiration in the coming year. If you would like to receive information about how to include DCC in your estate plans, please ask your financial advisor, view our website at <http://plannedgivingnavigator.org/dcc> or contact the church office.

New Expression Ministry

Jennifer Terra and Elizabeth Fulmer – Co-Chairs

Stephen Moon, Deborah Luthi, Moira Acosta (session liaison), Elisa Stone

New Expressions programs, ***Mosaics, Progress Ranch Meals, Integrated Spirituality, Purple Tree Cafe, Empower Yolo PlaySchool Experience, and The Village***, align and integrate many core values of DCC Vision 2028.

DIVERSITY: **Mosaics** focuses on intercultural millennials and Gen-XYZ-ers. **Progress Ranch Meals** supports the youth and staff by providing monthly meals. **Integrated Spirituality** offers spiritual practices that intersect with a variety of communities and cultures, religious and nonreligious. *Yoga in Spanish* and *Bienestar en la Palma de tu Mano Reiki* are two IS programs specifically for the Spanish speaking community. **Purple Tree Cafe** provides employment and community for people with disabilities and brings people with and without disabilities together. **Empower Yolo PlaySchool Experience** outreaches to multicultural families. **The Village** focuses on intergenerational community building. **Sankofa Saturdays** is a new program that provides 3rd-6th grade students of self-identified Black heritage to become scholars of black history: past, present and future.

CULTIVATING SPIRITUAL PRACTICES: Many **Integrated Spirituality** offerings specifically provide programs focused on **cultivating spiritual practices** including *Group and Individual Spiritual Direction, Blue Mountain Meditation, Bible Study, Centering Prayer, Kirtan Chant, Yoga, Singing Bowl Meditation, Contemplative Practices Series, Native American Flute Circle, and Seasonal Retreats*. The new *Sankofa Saturdays* program provides education and spiritual practices around KWANZA and the underlying principles. Integrated Spirituality also shepherds the DCC **Adult Formation programs** offered by Jim Goss and Pastor Chris. **In 2021, total attendance of Integrated Spirituality Offerings was 4663!**

LEVERAGING NEW ECONOMIC PRACTICES: Our IS Scholarship Fund, provides access to anyone experiencing financial challenges. Support for the Scholarship Fund includes donations from facilitators and special events as well as **“Share-It-Forward”** - an invitation for IS participants to support the Scholarship Fund with a donation as they register for an event.

BROADENING ACTIVE PARTICIPATION: During 2021-22, programs were offered online and had participants from the Bay Area, southern California, Iowa, Illinois, Massachusetts, Canada, Ethiopia and Kenya! We provide some hybrid offerings and continue to develop a stronger online presence and broaden our communication efforts locally.

Worship Ministry

Bob Schultz, Chair

Every year the ministries of Davis Community Church are asked to look back over the year before to consider what we have done to embody our DCC Vision2028. Last year we paid special attention to our resilience to not just survive, but also to *thrive* through the pandemic. The DCC leaders worked closely with our COVID Council to take everything that COVID sent our way and create new responses to the challenges that seemed to throw a wrench in the system every time we thought we had discovered or created a new solution.

Our COVID Council would ponder the latest challenge with masks or social distancing or serving communion and pass their medical and scientific advice to Session, and then Session would share any new guidelines. There were circumstances that led us to close the sanctuary, but we did what needed to be done to minimize disruptions and to keep those who attended our services as safe as possible.

The ministries went back again and again to Vision 2028 and found one of the guiding strategies, “On Action,” to be a critical directive for reaching out through scripture and taking action. *“We will give voice to the voiceless, advocate for the marginalized and leverage our power to create a community and world where there is no needy person among us,” (Acts 4:34)*

We found ways to allow larger segments of our population to take an active part in delivering the liturgy in the sanctuary and through Zoom and YouTube. Even people who live too far away to attend services can read scripture or guide people to participate in our services. Our Flower Guild collaborated with Congregational Care to create, prepare, and deliver flowers or cards or snacks to cheer up people who had an illness or injury so they would feel cared for.

We have developed a supportive collection of over 30 people to help serve as ushers, including long-time members and people new to us. Together we have learned how to enter our weekly attendance and populate the Simple Church data base that keeps the staff leaders in direct touch with people and the many activities we have to offer.

Through creative and thoughtful outreach, our congregation is growing and diversifying as a hybrid church with live services as well as Live streamed, YouTube and Zoom offerings. There are many opportunities such as classes that can encourage the soul to flourish. There is a sustained commitment to meditation as well as financial resilience. It creates a community of the informed and helps people find ways to make personal connections, even under the most difficult circumstances.

Youth Ministry

Janis Cooke, Chair

Fruits of the Spirit are love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control (Galatians 5:22-23a).

Youth Ministry has persisted in difficult times to be a place for sharing and growing the fruits of the Spirit with teens of Davis Community Church.

Youth Ministry serves young people in grades 7-12 and their families. Regular Youth Group gatherings are the core of Youth Ministry. In September through May, Youth Group met weekly on Sunday afternoons for fun, fellowship and a lesson. In summer months, the schedule was more varied and included a pool party and whitewater rafting. Unfortunately, due to Covid we were unable to hold overnight events, namely beach camping/conservation education weekend in July and a Snow Blast weekend in Tahoe.

Youth Group is led by our Minister with Children and Youth, Kate Boxeth, and several dedicated adult volunteers (most without teen-age children!) who give of their time to support youth through life experiences and spiritual growth. On behalf of myself and other parents, I extend deep appreciation to Kate and Tim Boxeth, Christian Georgely, Blayne Morgan, and Kelly Jones.

Youth Ministry offers leadership and service opportunities that involve some teens in addition to, or instead of, weekly Youth Group gatherings. Three teens are teaching Sunday morning class for 4th-6th graders. Youth participated in Family Service Saturdays (organized by Kate and benefitting church members and facilities) and the March 25, 2022 service day in Paradise, CA.

Currently, Youth Ministry faces a challenge of low attendance at weekly Youth Group gatherings. We appeal to God to continue to guide us in ministering to youth and helping them come alive in all their fullness of body, mind, and soul.

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(NOTE: Pages 16-32, DCC financial reports for 2021 and DCC Budget will be found in a separate pdf file titled: DCC Financial Annual Report 2021-22.pdf)

Davis Community Church Pastoral Terms of Call

CONGREGATIONAL MEETING DATE July 24, 2022

PASTOR Chris Erdman

TERM July 1, 2022 to June 30, 2023*

**The terms will be pro-rated to August 2, 2022 under the Terms of Dissolution*

The Session is recommending that the congregation modify the terms of call for Pastor Chris Neufeld-Erdman for fiscal year July 1, 2022 to June 30, 2023.

COMPENSATION TYPE	PRIOR \$ AMOUNT	5% RAISE	NEW \$ AMOUNT
Salary	73,822		78,788
Housing Allowance	25,500		25,500
	99,322	4,966	104,288

OTHER TERMS	PRIOR \$ AMOUNT	NEW \$ AMOUNT
Continuing Education Expenses (Study Leave)	1,500	0
Professional and Travel Expenses	3,350	294
Pension and Medical Coverage <i>based on General Assembly mandated rate of 37% of Salary and Housing Allowance (Pension Benefits 11%, Death/Disability Benefit 1%, Medical 24.5%)</i>	36,206	38,867
Optional Dental	910	No change
Optional Vision	100	No change
Study Leave – 2 weeks		Pro-rated to 7.23 hours
Study Leave carryover – 120 hours (3 weeks)		Session approved carryover of 120 hours with Terms of Dissolution
Vacation – 4 weeks Unused vacation carryover*– 96 hours**		Pro-rated to 14.48 hours **Session approved carryover of a 96 hours (2 weeks + 2 days) with Terms of Dissolution.

*Per Session guidance on 10/17/2017, carryover of unused vacation weeks shall have the same limits as other employees (i.e. 1.5 times maximum rate). Based on the current vacation weeks provided, a maximum of 2 weeks of unused vacation may be carried over from the preceding year.

Davis Community Church Pastoral Terms of Call

CONGREGATIONAL MEETING DATE July 24, 2022

ASSOCIATE PASTOR Eunbee Ham

TERM July 1, 2022 to June 30, 2023

The Session is recommending that the congregation modify the terms of call for Associate Pastor Eunbee Ham for July 1, 2022 to June 30, 2023.

COMPENSATION TYPE	PRIOR \$ AMOUNT	5% RAISE	NEW \$ AMOUNT
Salary	36,125		39,931
Housing Allowance	40,000		40,000
TOTAL	76,125	3,806	79,931

OTHER TERMS	PRIOR \$ AMOUNT	NEW \$ AMOUNT
Continuing Education Expenses (Study Leave)	1,500	1,575
Professional and Travel Expenses	2,500	3,518
Pension and Medical Coverage based on General Assembly mandated rate of 37% of Salary and Housing Allowance (Pension Benefits 11%, Death/Disability Benefit 1%, Medical 24.5%)	26,625	29,284
Optional Dental	910	No change
Optional Vision	100	No change
Study Leave – 2 weeks Study Leave carryover – 4 days First Call Study Leave – 1 week (available only during 1 st 3 years as pastor)		Final Year of First Call Study Leave
Vacation – 4 weeks Unused vacation carryover* - **3 weeks (max of 2 weeks allowed)		**1 week additional carryover approved by Session for use in 2023

*Per Session guidance on 10/17/2017, carryover of unused vacation weeks shall have the same limits as other employees (i.e. 1.5 times maximum rate). Based on the current vacation weeks provided, a maximum of 2 weeks of unused vacation may be carried over from the preceding year.

ADDENDUM TO TERMS OF CALL TO PROVIDE TEMPORARY SUPPLEMENT
CONGREGATIONAL MEETING DATE July 24, 2022
ASSOCIATE PASTOR Eunbee Ham

TERM: August 3, 2022 until 30 days following installation of Interim Pastor.
 Session approved providing supplemental pay during the period prior from August 3, 2022 to installation of an Interim Pastor and for 30 days following installation in recognition of the additional pastoral, administrative and supervisory duties that will be performed during this time.

COMPENSATION TYPE	CURRENT \$ AMOUNT	% increase	NEW \$ AMOUNT	\$ monthly increase
Salary	39,931		49,523	
Housing	40,000		40,000	
TOTAL	79,931	12%	89,523	
Monthly	6,661		7,460	799
Pension & Medical (37% of Effective Salary)	29,284		33,123	296
				1,095

All other terms related to leaves, expenses and dental/vision benefits remain the same during this period.

Presbyterian Women Financial Report

July 1, 2021 through June 30, 2022

Opening balance, July 1, 2021 **1,290.59**

Income

Pledges	765.00
Memorial Donation	185.00
Circle Missions	282.00
Donations to Klevor Fund (Africa)	<u>2,700.00</u>
Least Coin	68.00
Donation cover set up wire service	75.00

Total Income **4,075.00**

Expenses

Program Operating Expenses

Bank Charges	60.00
Wire service to set up Klevor Fund.	85.00

Mission Donations – Presbyterian and other

National + International

PW – Synod + National	0.00 (To be paid in July)
Klevor Fund	2,700.00
Least Coin donation	67.00

Local

DCC Pledge	0.00. (To be paid in July)
Yolo Food Bank	165.00

Total Operating Expenses + Donations from PW **3,077.00**

Closing Balance, June 30, 2022 **2,288.59**

(Note: Due to COVID19, PW of DCC has not been holding large indoor gatherings and thus has not taken part in either the PW Birthday Offering or the PW Thank Offering this year. PW Circles have had few opportunities to meet for raising mission funds together. As things change, circles will again hold regular meetings and PW will offer gatherings with speakers and worship. PW has also not provided the Horizons Bible Study books to members. This, too, will be offered again when DCC opens to the point where books can be distributed safely.)

Submitted by Betty Lou Schultz, Treasurer-PW of DCC

DCC's Fellowship Groups:

Flo CoLab Hanna Bartram

Flo CoLab (Florilegium Collaborative) is a group of adults in their 20s and 30s looking to explore Christian faith in a supportive space. We meet weekly on Monday evenings.

On first and third Mondays we have social time and a potluck dinner. On second and fourth Mondays we have an evening of study and discussion. We collectively decide the subjects and materials we want to study together as we each seek to understand and practice our faith. We aim to be rooted in and wrestling with this faith, to explicitly consider multiple perspectives, and to build community. Our meetings are held at private homes, alternating between the Georgelys and the Bartram/Watkins households, and typically draw 8-12 people.

Real Timers Amanda Kimball

Real Timers, DCC's 40s/50s group, was started last October. The name came from a recognition of how redeeming it feels to *actually* be "real" with one another and to talk about things in our lives that can be difficult and unpleasant but are also very real and meaningful. It feels good to be seen and to see and support each other along the journey. We meet monthly for a casual brunch and meaningful conversation, and we also occasionally go on hikes together.

Prime Timers

The Prime Timers is a fellowship group inviting retired or nearly retired DCC members to share a meal once a month in a small group. Six or seven groups of 8-10 members make up the entire group which meets for a welcome lunch in September and a Christmas Party in December.

The Prime Timers have been dormant for the last couple of years, and we are ready to get together again. Watch for an announcement in our weekly DCC newsletter to see when the September luncheon will be held and be sure to RSVP. Contact Sue Larsen, susanclarsen@gmail.com, or Kathy Tyzzer, kyzzer@gmail.com, for more information.

3rd Thursday

3rd Thursday is a Holy Happy Hour where you can have some chips and salsa and a drink while playing a game on our north lawn. Meet with friends, make new friends. Families are welcome. We have sign-ups for dinner for your kids at 5:45 and provide free childcare so you, parents, can have a little break and spend time with your church family! We meet near the church office, at the picnic tables, from 5-7 each 3rd Thursday.

Cal Aggie Christian Association

Jim Soller (DCC member on CA House Board)

Cal Aggie Christian Association (CA House) began to emerge from some difficult COVID years in 2022 as students began returning to campus and the CA leadership underwent significant changes.

From a DCC perspective Jewel Payne, a member of DCC and of the CA Board, including several leadership positions, retired in May 2022 after serving for six years. New DCC representatives on the board are Carol Crofts and Jim Soller (who was voted in as Board Chair at the Board meeting in May 2022).

During the fiscal year 2021-22 the board led a restructuring of the professional staff by splitting the full-time position of Executive Director into two part-time Directors. The Rev. Dr. Jocelynn Hughes was named Director of Operations & Development while Lauren Jewett was named Director of Spiritual Engagement.

CA House is heading into the next school year (Fall 2022) with a full complement of students residing in the Multi-Faith Living Community (MLC).

Intercultural Mosaics (AKA Davis Mosaics)

Rev. Dr. Stephen Moon

Mosaics (www.nextg.org) is a New Worshiping Community sponsored by Davis Community Church and led by the Rev. Dr. Stephen Moon and supported by the hospitality gifts of Grace Moon.

Moved by a love of Christ, Mosaics originally brought new fresh expressions of the Body of Christ to meet the spiritual needs of Millennials and Gen Zers so that they could be transformed for Christ's ministries of justice, peace, healing and environmental stewardship for the world. Over time and especially during the pandemic, the Spirit has shifted and expanded the focus. The shift is from Millennials and Gen Zers to a ministry that is multi-ethnic and cross-cultural. While there is still intentionality with Millennials and Gen Zers because of the lack of attention given to their particular spiritual needs, the new focus is on intercultural ministry. In the midst of the pandemic, the Spirit has also brought a geographic widening. We now have participants who live in other states, even other countries!

Grounded in the theology that God is with us (*Immanuel*), we've wondered what that means for this ministry that is growing in unexpected ways. Mosaics is being planted to provide places to belong, places to practice "common good" in meaningful ways, and places to invite and to encounter God in many innovative ways. Most of the time, this year, the "place" was virtual.

During the COVID-19 pandemic, most of Mosaics' classes, events and fellowship have converted to Zoom meetings on Fridays, Saturdays and Sundays from 3 pm to 8 pm and continue to attract 5-8 new participants weekly. In addition to 12 weekly Zoom meetings, several small groups have been meeting in-person in the community, keeping social distance. In light of our new realities, Mosaics will continue offering hybrid social opportunities and classes. Currently over 500 people are registered as participants with weekly participation averaging 80 to around 100 active people who are joining from Mosaics' 3 meetup sites and the Facebook group for a total of 2500+ members who are registered and interacting.

Mosaics' **vision** is now to mobilize multi-ethnic persons, especially Millennials (aka "Mosaics" or GenY) and Post-Millennials (aka Gen Z) for the Kingdom of God by liberating them through love of God, grace of Jesus Christ, and Power of the Holy Spirit. Mosaics' **mission** is now to share God's love and grace in an intercultural ministry that is in-person and hybrid through 10-12 free language, cooking, and music classes, outdoor activities, spirituality-developing events, social gatherings around food and drink, and contemporary worship, so that all experience God's love and grace. Though not a part of the mission, several families from Davis Mosaics have become members of Davis Community Church, and many people from Mosaics now also worship with DCC. Mosaics is grateful for ALL that Davis Community Church gives us: facilities, staff support, pastoral support, financial resources, all with prayer and encouragement.

DCCNS Cooperative Preschool
Liz Allewelt-Smith, Director

ABOUT THE SCHOOL- In operation since 1973, DCCNS is a non-profit parent cooperative nursery school open to the community at large. DCCNS currently has four licensed program options:

1. Toddler Program (2 to 3 year olds); held two days per week for 17 children with rotating parent participation.
2. PM Program (2.9 to 5 year olds); held three days per week with 16-18 children with rotating parent participation.
3. AM Program (2.9 to 5 year olds); held three days per week with 24 children with rotating parent participation.
4. Combination Class (CC), held once per week for up to 16 children drawn from the AM and PM Programs with rotating parent participation. Details of this optional program are given below.

Our staff for the 2021-2022 school year includes:

- Liz Allewelt-Smith, Director, Head Teacher (PM)
- Rosa Gregorio, Assistant Teacher (PM)
- Paul Wolford, Head Teacher (AM and CC)
- Abby Gratzner-Owen, Head Teacher (toddler)
- Jenna Rodden, Assistant Teacher (toddler)
- Patty Yeung, Assistant Teacher (AM)
- Amanda McCall, Playgroup Leader

Our staff for the upcoming 2022-2023 school year includes:

- Liz Allewelt-Smith, Director, Head Teacher (AM)
- Rosa Gregorio, Head Teacher (AM),
- Paul Wolford, Head Teacher (AM and CC)
- Abby Gratzner-Owens, Head Teacher (Toddler)
- Jenna Rodden, Head Teacher (Toddler)
- Amanda McCall, Playgroup Leader*

HIGHLIGHTS FROM 2021-2022 School Year

Teachers & Staff

- We continue to be honored and blessed by outstanding teachers who all work well together, develop fresh and engaging programs for the children, guide member families, and support their board.

Programs

- Owing to the Covid pandemic this year, our facilities remained closed indoors all year. All children and adults were masked outdoors during the school day. Parents and teachers on site tested weekly and were required to be vaccinated. We were able to run a successful program all year without any Covid outbreaks.

Scout Programs at Davis Community Church

DCC continues sponsorship of the Scouting programs at the church. Included in this sponsorship are the following groups:

Boy Scout Troop 1625
Boy Scout Troop 111
Cub Scout Pack 111

This year members from Scout groups helped with DCC's workday, helping Building and Grounds ministry with their cleanup day activities.

Boy Scout Troop 111 - DCC Annual Report:

Beginning Balance July 1, 2021: 42,546.23

Total Income July 1, 2021 to June 30, 2022: +22,380.08

Total Expenses July 1, 2020 to June 30, 2022: - 28,883.00

Ending Balance June 30, 2022: 36,430.31

Boy Scout Troop 1625 Annual Financial Report

Beginning Balance July 1, 2021: \$15,958.63

Total Income July 1, 2021 to June 30, 2022: \$14,218.46

Total Expenses July 1, 2021 to June 30, 2022: - \$7,686.62

Ending Balance June 30, 2022: \$22,490.47

Troop 1625 has 50 registered scouts.

The Girl Scout Troop was dissolved due to too few registered members, and the bank account was closed.

Reported by: Brian Meux

Session Members 2021-22

Class of 2022: Ruth Coleman, Vickie Ito, Deborah Jory, Rick LeFlore/Roger Kingston
Class of 2023: Emily Henderson, Blayne Morgan, Leslyn Skog, Jerry Wang, JoAnn Diel
Class of 2024: Maria Cartwright, Bob Fung, Scott Jones (resigned), Emily March
Class of 2025: Moira Acosta, Hanna Bartram, Katie Georgely, Bill Lacy
Clerk of Session: JoAnn Diel (term: February 1, 2020 through January 31, 2023)

Ministry Chairs 2021-22

Ministry	Chair in 2021	Chair in 2022
Adult Formation:	Open	Open
Building & Grounds:	Ron Rushford	Roger Kingston
Congregational Care	Debbie Fung	Open
Community Life	Katie Kingston	Open
Children's Ministry	Janis Cooke	Shaelee Haines
Compassion, Peace & Justice	Jewel Payne	Liz Stevens
Financial Support	Cheryl Essex	Cheryl Essex
New Expressions	Jennifer Terra	Jennifer Terra/ Elizabeth Fulmer
Worship	Bob Schultz	Bob Schultz
Youth Ministry	Open	Janis Cooke

Personnel Committee 2021-22

(Committee Members may serve 2 terms of 3 years each)

<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Current Term Ends</u>
Chris Neufeld-Erdman	Pastor	No Term	NA-ex officio
Eunbee Ham	Assoc. Pastor	No Term	NA-ex officio
Betty Lou Schultz	Recorder (No Vote)	No Term	NA Chair Appoints
Hanna Bartram	Session Liaison	NA	NA Session appoint
Sue Bennett	Member	2	January 2023
David Duncan	Member	1	January 2023
(Open)	Member	1	January 2024
(Open)	Member	1	January 2024
Janet Mukai	Member	1	January 2024
Sharon Neilson	Member (Chair)	2	January 2025
Heather Carson	Member (Ombudsman).	1	January 2025

Nominating Committee Elected January 2022 (Year of Service)

(Congregation Members may serve 3 one-year terms)

Congregation	Session
Michael Coleman (3 rd)	Roger Kingston (2 nd)
Wendy Haws (3 rd)	Maria Cartwright (1 st)
Alf Brandt (2 nd)	
Marti Abbott (1 st)	
Vickie Ito (1 st)	

Church Membership

Members on the Church Roll, July 1, 2021	535
Members added to the Church Rolls	
Baptism and Confession of Faith	2
Profession of Faith, Reaffirmation	10
Certificate of Transfer	<u>1</u>
Total Added	13
Members removed from the Church Rolls	
Death	4
Deleted	<u>54</u>
Total Removed	58
Total Active Members on rolls, June 30, 2022	490

In Memoriam

*Blessed are the dead who die in the Lord . . .
they will rest from their labors, for their deeds follow them.*

Revelation 14:13

Amelia Goss - 6-27-21

Glen Erickson - 12-19-21

Martha White - 4-24-22

Margaret Allen - 5-28-22