

2020 YEAR END STAFF REPORT

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Our vision is that every man, woman, and child on the Eastside would hear the good news of Jesus and see the love of Jesus lived out by their neighbors.

2020 REFLECTIONS

Soma Eastside Church exists as a church community because of the grace of Jesus (Ephesians 1-2) and He has called us to be part of a worldwide movement to make disciples (Matthew 28). We belong to the Soma family of churches, and the Acts 29 Network (living out the mission that started in the 28 chapters of Acts). Our mission moves forward as our members give their time, talent, and treasure out of response to God's grace. Our staff members help to organize, equip, teach, comfort, and inspire the members so that we can be effective in the mission that God has called us to complete. This mission is lived out 7-days a week in missional communities (MCs), and also regularly together as we gather on Sunday mornings. This report gives you a window into the work of Soma staff.

Challenges

The year 2020 was challenging for most, and the Soma Eastside staff and volunteers are no exception. Amid a world-wide pandemic, tumultuous political year, and civil unrest each of the Soma Eastside staff members were challenged to pivot and redefine their annual goals to make room for changing circumstances. In March, the world was faced with the spread of a novel Coronavirus and many of the staff voiced unanimous challenges in response:

- Schools shut down, and Soma Eastside's long time meeting place at Pacific Cascade Middle School was no longer available
- Staff had to quickly learn how to record, stream, and share high quality online services
- Staff, volunteers, and Elders had to learn how to meet in Missional Communities via Zoom, text, or phone call. Many of the ways that MCs minister to neighborhoods had to adjust or be completely put on pause due to restrictions.
- Each staff member adapted their job description and ministry goals to changing circumstances
- Volunteers, understandably, became scarce as in-person meetings were a concern for public safety
- The Washington State phased re-opening plan meant constantly evolving restrictions which impacted the Soma Eastside service structure throughout the year
- Online communication became the primary source of connection for the Soma Eastside congregation
- Many staff members experienced personal struggle and depression due to isolation, physical separation from loved ones, and changes in ministry as a result of virus-related restrictions





Apart from the pandemic, Soma went through other notable trials. Early in the year, we experienced the painful farewell of longtime associate pastor, Rich McCaskill. Many among the staff and congregation felt this loss. Additionally, the loss of pastors of sister churches to suicide weighed heavily on Pastor Paul's heart. We also underwent a long prayerful, difficult season of debating whether to merge with Bellevue Way Community Church (BWCC).

Praises

This year was difficult, and through it all God was with us. Despite separation and inability to see each other, the Soma body adapted and connected through online platforms, front porch meetings, outdoor gatherings (eventually indoor, too!), letters, calls and texts and lots of Zoom. Through many iterations of online streaming, recording, etc. Soma staff were able to offer an online service option to the congregation throughout the year and services have been viewed by people around the world. The Soma video ministry team continues to grow and has become a vital part of weekly services and communication via video. We continue to praise God through worship, lifting his name high in the midst of pain, struggle, and heartache - God's character is not affected by our circumstances, he is still worthy of our praise! The Soma Eastside Youth and Soma Kids ministries served dozens of young people throughout the year, and saw one youth member baptized at our annual Sambica Celebration Sunday event. Soma Eastside is blessed to partner with BWCC in orchestrating joint services, and have had a place to meet throughout the year. Tithing remained strong among the Soma congregation and we finished the year right on budget. Two staff members welcomed healthy babies this year, what joyous news! God is good.





In This Report

In the following pages of this report you will find 2020 summaries and 2021 goals for each of the Soma Eastside staff members. These summaries are adapted from individual submissions and have been revised for the purposes of this communication. Some are in bullet format, and some are in paragraph format. We hope this gives insight to the hard work put in by Soma Eastside staff throughout this unprecedented year, all Glory to God.



Soma Eastside 2020 Staff

STAFF REPORTS

The Lead Pastor, together with the Elder Board, serves to oversee and lead Soma

Eastside Church. We make disciples locally and support mission regionally, as well as

worldwide - therefore this role can be separated into local and regional missions.

2020 Duties & Accomplishment Summary:

EAD PASTOR, PAUL DEAN

Local Mission

- Lead the Elder Board in shepherding the flock, and making critical decisions for the church. (Monthly on Wednesday nights, as well as urgent matters throughout the month)
- Lead and equip the staff in overseeing the weekly ministry of SEC, setting yearly goals, and encourage staff to take steps towards making disciples of Jesus in their areas of oversight. (Tuesdays at 1 pm)
- Teach and exhort SEC Members and community to follow Jesus through Sunday sermons, MC leadership (Thursday nights), and DNA/Bible Study leadership (Friday afternoon).
- Pray for our congregation, weekly services, and congregation members in crisis.
 (Wednesday mornings as well as urgent matters throughout the week)
- Assist in Leadership Development through Gospel Leadership Classes (Tuesday afternoons), and monthly MC Leaders meetings (1st Sunday of every month).
- Exercise Pastoral Care
 - Meeting with members who have significant life issues giving them biblical counsel and referring them to counselors.
 - o Praying for the sick.
 - Officiating at weddings, funerals, baby dedications, baptisms.

Regional Mission - Since we planted the church in 2005 God has called and equipped me to work toward unity among churches in the region, encourage and help existing pastors, and see new works started.

Acts 29 US West Church Plant Funding board

- Yearly interviews, data collection, and funding decisions for new church plants on the west coast.
- Soma Area Lead, Pacific Northwest
 - Provide care for local pastors
 - Organize training for future pastors
 - Support local church plants
 - Support struggling churches (Tacoma in 2020)
- Providence Heights Board
 - Be a visible blessing to our community.
 - Encourage PH leaders in their effort to establish a Jesus-centered training center for at-risk women.
 - Recruit volunteers and fundraise for PH
- Mercy Church Board (Quarterly meetings)
 - Provide support to Pastor Chris Rich and developing Elder board.
 - Help with critical decisions.
- Gospel Life Church Board (Quarterly meetings)
 - Provide support to Pastor Rob Meyers and his small Elder board.
 - Help with critical decisions.
- Director Seattle Area Pastor's Network (Unify, Encourage, Strengthen churches in the region) (Quarterly meetings)
 - Provide forum for discussions about Pastoral matters.
 - Stand for the Gospel together through yearly sermon series prep.
 - Pray together and work for unity and revival.
 - Provide opportunity for area pastors to build relationships and be encouraged.
- Seminary Start-up Board (Quarterly meetings)
 - Explore options for starting a regional seminary.

2020 Successes

- Assisting in the creation of a women's training center on the Eastside (Providence Heights). We've been working on this for years. I believe this will be a huge blessing to dozens of women in 2021.
- Encouraging and praying for congregation members to create Aroma Coffee Company, a true blessing to the city of Fall City.

- Coaching and encouraging and funding dozens of church plants through Acts 29 and Soma.
- Encouraging Michele Hare to move forward with planning an outdoor service in Fall City, speaking at that event and seeing many members for the first time in months.
- Beauty of a great turnout and a single baptism at Sambica Celebration Sunday event.
- Joy of doing outside services together in the summer after a long period of prerecording.
- Navigating unity with our sister church in Bellevue. This resulted in the stability of
 having a place to call our own for the year. If you've never been part of the setup or
 teardown team you have no idea how nice it was to have no setup or tear-down. We
 thank God for the generosity of BWCC, many churches on the Eastside have not met
 together since March 2020.
- Due to God's grace and a strong core of committed believers, we have a strong budget at the end of 2020.
- Joy of seeing God's word preached and having a larger reach (thanks to video) than
 we normally have. Our services have been a blessing to those locally, regionally, and
 around the world.
- I had the privilege of helping to plan and preach sermon series in the Psalms, the book of Esther, and Advent.
- I enjoyed coaching new married couples towards strength and trust in Jesus.
- Despite the challenges we had better attendance at MC leaders meetings than we have had in years. Thank you to the 38 men and women that lead/co-lead local missions. I am so grateful for you!
- Soma started a new MC during the pandemic! Thanks for leading Pitmans!
- Renewed Faith and new faith of neighbors.
- I got to witness deeper faith of congregation members through bible studies.
- I received the joy of being able to release funds (that Soma members so generously donated) so that an area pastor and his family could stay in his home and have a peaceful Christmas through our benevolence fund.
- Joy of helping Soma Tacoma, Mercy Church, and Gospel Life make wise decisions, care for people, and plant churches.
- Joy of listening to the Spirit as he quiets my heart, teaches me through good and bad decisions, and leads me through the most difficult year BY FAR in my 20+ years of ministry.







- Be a blessing to the congregation of Soma Eastside Church in tangible ways!
- Navigate hiring an Executive Pastor with the help of professionals and talented search committee members.
- Equip and train new missional community leaders.
- Equip and train a new group of deacons and deaconesses so that Soma can be a visible blessing to the Eastside.
- Learn better how to work with admin staff and deacons so I can focus on teaching, preaching, and leadership development.
- Learn better how to process emotions so that I can be an effective pastor for the longterm.
- Navigate bringing several new Elders on board.
- Navigate leading our church to finding a permanent spot to meet.
- Preaching through a study of God's character and promises, and planning and preaching sermons throughout 2021.
- Praying and listening and leading SEC to wherever God leads in 2021.

IRECTOR OF FINANCE, CHAD EDER

The Director of Finance's main role at Soma Eastside Church is to help us steward the monetary resources that God has given us and use those resources for the sake of his Kingdom.

2020 Duties & Accomplishment Summary:

Soma Eastside had a lot of business in 2020! As typical, we operated from a budget that was set in January. However, by April we realized that significant adjustments would be necessary. We made a substantial investment in equipment so that we could transition to live video. Also, we adjusted for the shift from renting space from the Issaquah School District to working with BWCC.

In March, we applied for and received aid from the Small Business administration. This gave us the cash-flow needed to maintain our ability to operate. Throughout the year we saw various changes in staff as we employed a total of nine people. We also implemented a new policy to accommodate Parental Leave and began an employee retirement plan for the first time.

A few families contacted us with financial need and we were able to provide a total of \$18,000 in benevolence to help with living expenses. Our building committee has been busy! We have been in conversations with several organizations about partnering to find a long-term solution for our weekly meeting space needs. Lastly, I have enjoyed ongoing interaction with our church family on giving and financial issues. A highlight in this area was the Soma Eastside Conversations Giving episode we produced in the fall.

2020 Budget Summary		
Category Totals	Budgeted	Actual
Church Plants	\$ 70,800	\$ 67,617
Employee Expenses	\$ 480,500	\$ 478,274
Facilities	\$ 39,200	\$ 41,819
Services	\$ 39,650	\$ 37,814
Community	\$ 28,200	\$ 24,361
Overall Expenses	\$ 658,350	\$ 651,764

- Keep our accounts payable current
- Maintain regular contact with vendors
- Keep payroll system in strong order
- Keep accurate records of financial accounts
- Develop and maintain our spending budget
- Provide regular reports
- · Keep our merchant service accounts
- Be in contact with donors
- Ensure human resource needs are met
- File all required governmental compliance items
- Manage tenants
- Negotiate property lease and/or purchase



OUTH PASTOR, TYLER SALDAÑA

The Youth Pastor's role is to join, equip, and work alongside the parents of SEC as they make disciples of their teens.

2020 Duties & Accomplishment Summary:

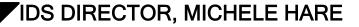
- Gathered 30+ students weekly at the Saldaña home
 - Empowered students to lead through serving their peers in musical worship, devotionals, prayer, and production.
- Lead through the Abide series which focused on spiritual and helped students practice
 the way of Jesus in their daily and weekly rhythms; had 3 guest speakers participate.
- Winter Escape 2020
 - Hosted 36 students, 19 High School and 17 Middle School (14 boys total which is a highlight); 5 guests
 - Finished the Abide series; 2 guest speakers
 - Intentional time partaking in spiritual practices
- Learned how to film, edit, and livestream videos.
- Launched the Soma Eastside Youth YouTube channel.
- Transitioned our Youth Nights to Digital Youth Night, utilizing YouTube for teaching, musical worship, and more as well as utilizing Zoom for Groups
- Taught through Faith in an Anxious World, a series on mental health and anxiety from Fuller Youth Institute; again, built on our Abide series.

- Began talking through race and the church with SEY.
- SEY sponsored Grace, a kid from World Vision.
- Partnered with Michele Hare of Soma Kids to launch Groups Night in Fall on Wednesday nights; 10 weeks; Gospel Project curriculum
- Recruited and empowered middle and high school students to become Groups
 Leaders for Middle School Group down to elementary age.
- Launched two weekly in-person discussion book groups for High School Group (Can I Ask That? and The Color of Compromise); each Group consisted of 5 students who spent 8-10 weeks reading about, discussing, and sharpening their worldview in a wide array of topics; they also enjoyed being together
- Recruited and connected with students via lunches and delivering gift bags to students
- Zoom Christmas Party occurred with 37 students and 4 adult leaders in attendance; 8
 quests and 9 irregular students
- Winter 2021 was planned





Next year, I am hopeful to focus on building community and empowering leaders and students.



The Kids Director's primary role is to join, support, and equip parents as they make disciples of the children of our congregation.

2020 Duties & Accomplishment Summary:

At the beginning of the year I had been partnering with Soma Tacoma and was able to fully hand back their kids ministry to their Kids Director at the end of January. (Michele spent a huge amount of time helping Soma Tacoma after their Lead Pastor took his own life - she was a force for unity in the region)

When I started the year my priority for our families was to increase safety by transitioning to an electronic check-in system Sunday mornings. After Covid hit I transitioned to 3 goals; foster community, encourage kids to read the Bible, and teach kids how to pray. Due to Covid restrictions I've transitioned the majority of my efforts towards serving families during the week using technology, deliveries, or old-fashioned home visits. Soma Video Team Lead, Warren Mainard, helped me create a video series on prayer for kids. April - July we had an online Story and Movement Time which included weekly teaching on prayer. For Easter, over 100 gifts explaining the gospel story were delivered to 36 families. Eight of these gifts were handed out by kids to friends who don't know Jesus.

I also changed our curriculum to the Gospel Project, it is more digitally friendly and used by many of our local A29 churches. This curriculum was used during the 10 week online Groups Night Tyler and I launched mid-October. Soma Kids had 4 weekly groups, led by adults who mentored 1-2 teen leaders each. Together, our adult/teen teams served an average of 16 kids each week. Our favorite Group Nights were when we could pull off in-person gatherings like football and fire pit hangouts. Over this last year, dozens of bibles have been passed out to kids.

Apart from Kids Director duties, I offered 5 hours/week to help Pastor Paul with miscellaneous tasks. I spent a significant amount of time checking-in with members of our church family who aren't part of an MC. A highlight for me was coordinating our two Fall City worship outdoor gatherings. Another fruitful use of this part of my job was establishing a congregation member to coordinate Soma's involvement with Issaquah Community Church's Food Ministry. (This ministry was able to help dozens of families who suffered food insecurity due to Covid restrictions). For personal growth, I participated in Pastor Paul's public speaking class and

have been assisting him with his weekly Leadership Cadre. Elise Nacion (at BWCC) and I have had a weekly prayer session since May for our churches.





2021 Goals:

I plan to continue a slow and steady pace in 2021 with a lot of individual connections. These connection points will be investing in adult and teen team leaders as well as visiting with families at their homes. Parenting training will pick back up with either Vodcasts or Podcasts. Baby dedications will also start via video. Kids Ministry is traditionally for children within our church, but I am also actively seeking a team to start Safe Families again.

ERVICE COORDINATOR, ERIKA GIENGER

The Service Coordinator handles all of the organization and communication for Soma Eastside keeping the Sunday services running smooth and making sure that people have the information they need. This role allows the Pastoral staff to focus on teaching and prayer on Sunday morning as well as tending to the current needs of the congregation.

2020 Duties & Accomplishment Summary:

January - March

- Put together plans for a volunteer security team (put on hold due to Covid changes)
- Coordinated a new office printer
- Worked with Tech Team to create a monthly schedule
- Purchased supplies to make "Family Room" at PCMS more functional and inviting

March - December

- Managed online communication platforms
- Worked with BWCC staff and volunteers to put on joint services
- Maintained communication with various venues as we navigated location plans and changes for Sunday services
- Worked with Pastor Paul and the staff to create a communication chain to ensure every Soma Eastside attendee was checked in with on a regular basis
- Worked with Soma Video Team to make Sunday services accessible from home via video/live stream on Facebook and YouTube, and by providing liturgy scripts and song lyrics online when we met outside and the live stream did not include those elements
- Coordinated posting of blogs, devotionals, letters, and videos from church members to ensure connection while in-person meetings were limited
- Served as "Covid-19 Supervisor" (King County requirement for businesses to operate)
 - Kept up on current regulations, ensured that steps were taken to meet new regulations as they were released by the Governor, King County Health Dept
 - Prepared Covid-19 response plan which was kept on site at BWCC per King
 County regulations
 - Ensured proper cleaning and sanitizing of BWCC in order to meet current quidelines for Religious Services
 - Communicated current guidelines and restrictions to church community
 - Managed supplies to meet current guidelines (masks, gloves, hand sanitizer, approved Communion elements, etc)
- Coordinated Sambica Celebration Sunday event, following ever-changing state and county Covid guidelines
- Completed Soma Eastside website redesign in August
- Took maternity leave September December with our newest little one, Dominic



- Continue to create/sustain volunteer teams
- Maximize online platforms to get more engagement & allow for more connection
- Network with church members who can help connect potential volunteers to grow sustainable volunteer teams
- Training and investing into deacon/nesses to help manage volunteer teams and other aspects of Sunday service

ORSHIP TEAM LEAD, COLIN BLACK

The Worship Team Lead's primary role is to make disciples of other musicians and to lead the congregation into regular worship of the one true God.

2020 Duties & Accomplishment Summary:

At the beginning of 2020, Soma eastside worked to assist in supplementing worship leaders at BWCC. Partnering with another local church and helping to meet their need was a beautiful accomplishment for the Soma worship team, highlighting their willingness to serve God's broader kingdom. Around Easter, I helped coordinate musicians, song choices, and sound management for the Soma Eastside/BWCC Good Friday service. I felt the audio production side of that service turned out great and was a step towards improving the audio quality for our online services. Through some trial and error, we were able to make the audio and worship portion of pre-recorded services repeatable and sustainable.

During the summer months, we launched outdoor in-person services. This entailed a different way of structuring the service from setup and teardown, scheduling volunteers who were comfortable in a live setting and making it a repeatable process. Eventually moving back indoors also created a new set of challenges in relation to service capacity and volunteer participation.

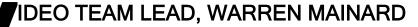
As we progressed into the winter months, finding willing volunteers to serve in music and sound roles has been challenging. In a big win, I have found a new way mix audio for online services and in house so as to achieve the best quality for both environments. However, that has created another volunteer position. This is great to include people in community and create the opportunity for discipleship but also difficult due to the lack of willing volunteers. Recently I have reached out and recruited more people into this audio engineering and worship leading mix.





2021 Goals:

My goal for this next year is to recruit a new people into leading worship and running sound for our services. I am hoping to be able to incorporate more youth into leading worship and running sound.



The Video Team Lead's primary role is to help make disciples when people are unable to meet in person.

2020 Duties & Accomplishment Summary:

(Warren was hired on staff in the spring as a direct response to challenges faced due to COVID-19 restrictions)

Initially, we took on the challenge of trying to produce a pre-recorded service. This required determining and purchasing the right equipment and learning how to use it. We kept improving and eventually put together a high-quality service.

Come summer, we moved to live outdoor services, which required new skills, equipment and additional volunteers on a weekly basis. With the help of Nathaniel Blue, we got the computer and technology in place to begin livestreaming on facebook and youtube each Sunday morning. Again, we overcame the learning curve and watched our quality steadily improve.

Come Fall/Winter we moved indoors and had a goal to improve our service experience for both those in person and online. This included adding a second camera as well as the ability to present lyrics and liturgy text for our at home congregation. This required even more technology, more volunteers and more training. Now we have 6 video ministry volunteers each week who work together to create our service on Sunday mornings. We have coordinated all Video Team members through Planning Center and are able to communicate during the service through headphones and the Discord app.





Looking ahead to next year, it seems clear that this ministry will continue to be essential in the days ahead. We need to continue to invest in this ministry and explore opportunities to build this ministry further. I am also looking forward to exploring additional ways that we can utilize video to help reach, disciple, teach, train and encourage our church family, friends and lost neighbors.

I would love to see us have a staff planning and dreaming session where we really take time to encourage one another, look ahead to the long term and dream about ways we can magnify Christ and multiply His Kingdom for such a time as this.

NTERIM SERVICE COORDINATOR, ROBYN VOLK

Robyn's role was to cover Erika's responsibilities while on maternity leave.

2020 Duties & Accomplishment Summary:

During Erika's maternity leave September through December I helped cover the general duties of this role such as weekly service coordination, communicating with BWCC, social media communication, volunteer recruitment/scheduling, etc.. Additionally, there are three specific areas I felt I was able to provide value, and improve on:

- 1. **Soma All Church Email (ACE)**: we made the switch to MailChimp for our All Church Email formatting and distribution. This change has helped improve our communication.
- 2. **ProPresenter Slide Management**: In switching back to indoor services I was able to assist in creating service slides (lyrics, liturgy text, etc.) for both our in-person and online viewers. This has helped to improve the quality of our online services.
- 3. Transferring Materials from PCMS to BWCC: I helped coordinate with PCMS officials, worked with Michele Hare to organize a team of staff and volunteers to move and transfer materials to BWCC for use in a Family Room, as well as various music team materials.

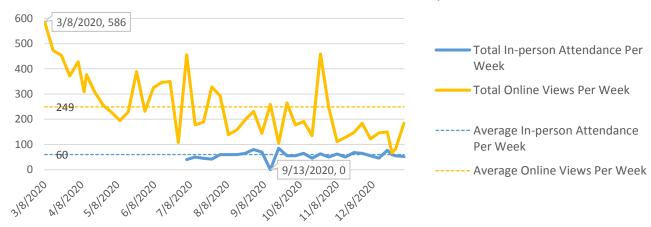


In January 2021 I took on a part-time role as Soma Administrative Assistant and hope to provide value by taking administrative tasks and scheduling off of Pastor Paul's plate to further free him up to lead, preach, and tend to the congregational needs.

2020 ATTENDANCE AND VIEWERSHIP

Average Weekly In-person Attendance		Average Weekly Online Views	
 Total	59	Total	249
Outdoor	56	Facebook	123
Indoor	58	YouTube	162

2020 Attendance & Viewership



Summary:

Average in person attendance remained similar for outdoor vs. indoor services throughout the year. The highest attendance was recorded at 80 people during the August 30th outdoor service. The second highest was a combined attendance of 77 people during the two indoor Christmas services on December 20th. The lowest attendance was 40 people on July 5th. The September 13th service was an outlier involving a last minute pivot to online only format due to smoke and poor air conditions.

The weekly average online views was 249 last year. Our very first recorded service on March 8th was posted to Facebook and received the most views at 586. We then switched to posting on YouTube starting with around 500 views per video with a gradual decline in views until about May when we started posting to both Facebook and YouTube. Between the two platforms we averaged about 250 views per week. Interesting to note there have been a couple videos that have "spiked" in views; for example July 5th video received combined 456 views, and October 25th video saw 459 views. Our least viewed service was Christmas Eve at 66 combined views.

STATEMENT FROM THE ELDERS

2020 was a year we'll remember for the rest of our lives. Things we took for granted: face to face conversations, access to goods and services, ability to assemble as we desired, were restricted. Loved ones struggled, sickness and death was a daily pressure point, businesses went bankrupt, friends and family found they did not agree on issues that caused painful division.

These trials tested our faith (James 1:2-4) and exposed our sin of idolizing comfort and convenience. We were challenged to extend grace and mercy to those closest to us as well as ourselves. We learned that worship and community can look differently but we're called nonetheless to worship in Spirit and in Truth. We pray these trials will be used to sanctify us and refocus our hearts on Jesus. We know that God works all things - even pandemics - for the good of those who love Him and are called according to His purpose (Romans 8:28).

God is still in control and the Lord's eternal plan is not threatened in any way. Genesis 50:20, Joseph addressing his brothers who sold him into slavery, has given me fresh insight and hope, "You intended to harm me, but God intended it all for good. He brought me to this position so I could save the lives of many people."

As we look forward to 2021, our prayer is that we grow in trust of the Lord and deepen our commitment to the Great Commission (Matthew 28:16-20) so that the Soma Eastside family continues to participate in the Lord's work to save the lives of many people here on the Eastside. Let us be thankful for the things we have taken for granted in the past, especially the freedom we have to assemble in peace and worship the Lord.

Soma Eastside Elders