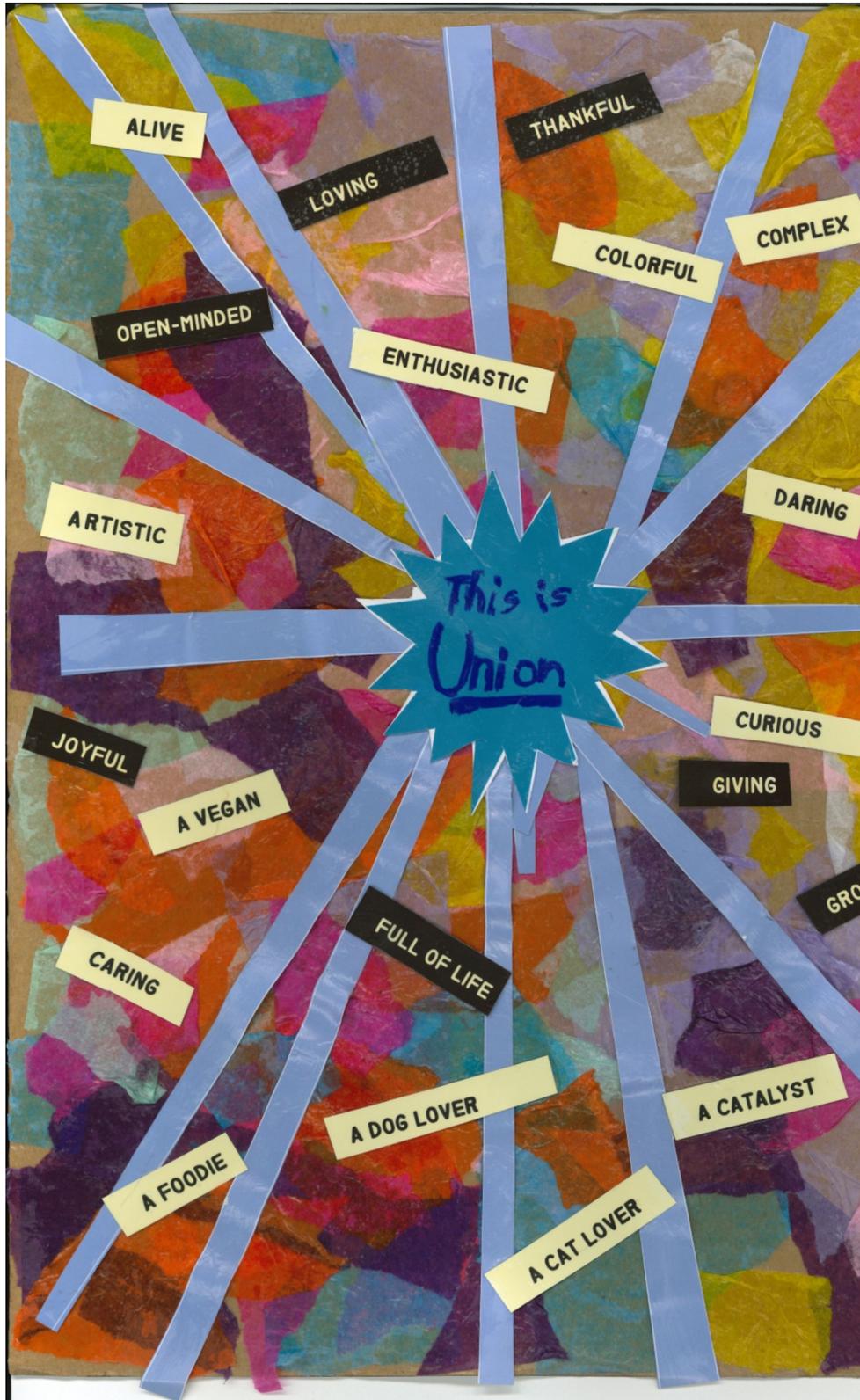


THE CHURCH OF CHRIST, UNION  
166TH ANNUAL MEETING  
Worship, Reports & Business  
March 10, 2019



# 165TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 12:30 PM MARCH 10, 2019

*“Union Church works with all followers of Christ and works with all who work with Him, respecting each person’s conscience; working by love, endeavoring to keep the unity of the spirit in the bond of peace.”*

PAUL SMITHSON, MODERATOR

REV. KENT GILBERT, PASTOR

## Continuing Our Worship with Our Work

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## Tasks of Order for a Meeting of The Congregation

The following procedures and actions have been adopted in our constitution to conduct our work in ways that are both efficient and respect Gospel teachings in the decisions we make. Every effort to respect those participating as well as those affected by our decisions is cherished. Questions of procedure are always permitted, and can be asked of the Moderator at any point of a gathering. References to the sections of the constitution are in parentheses.

### **Meeting Procedure:**

Meetings of the congregation shall be guided by Christian faith and teaching and the provisions of this constitution and by-laws, according to Robert's Rules of Order (newly revised), where applicable, to ensure a climate of mutual respect and orderly procedure. (Section 3.7.2)

Any member may request a written ballot for any vote, which will be honored without question.

### **Quorum:**

The quorum for a congregational meeting shall be twenty-five members. (Section 3.2)

### **Parliamentarian:**

At meetings of the congregation, the moderator will appoint a parliamentarian as an advisor on matters of procedure. (Section 3.7.1)

### **Minutes of the Previous Meeting:**

Minutes of the previous meeting(s) are printed on the following pages.

### **Recognition of Our Paid Staff:**

We are indebted to the daily work of our paid staff. Seen and unseen, they make possible our ministry in various and specialized ways. We offer our deep thanks for their contribution to the work of Union Church in 2017.

Shirley Carlberg, Bookkeeper  
Joan English, Office Administrator  
Gabriel Evans, Director of Music Ministries (partial year)  
Carla Gilbert, Pastoral Support  
Kent Gilbert, Pastor  
Elly Green, Nursery Care Team  
Dave Kobersmith, Church Administrator  
MacGregor Lakes, Custodial Support  
Jack Marshall, Media Coordinator  
Pearl Marshall, Handbell Director  
Chris McKenzie, Youth Director  
Michelle Mecham, Nursery Care Team  
Laura Nagle, Program Support  
Maggie Park, Youth Group Assistant  
Bernardo Scarambone, Director of Music Ministries (partial year)  
Rachel Small Stokes, Associate Pastor (partial year)  
Hope Tarter, Nursery Care Team  
Lydia Zaring, Nursery Care Team (partial year)

# Congregational Meeting Minutes

## ANNUAL CONGREGATIONAL MEETING OF UNION CHURCH

**Sunday, March 18, 2018**

The meeting was called to order at 12:30 p.m. by the Moderator, Paul Smithson, following a **meal** prepared by the Pastoral Relations and Finance Boards. The moderator declared a **quorum** and appointed Gail Wolford as **parliamentarian**.

**Minutes** from the March 19, 2017 annual meeting; the April 30, 2017 called meeting for budget revision, and the December 10, 2017 annual budget meeting, were **unanimously approved** as corrected (typos).

**Recognition of Our Paid Staff.** We acknowledged our indebtedness to each of them who make possible our ministry in their own particular ways.

### **PROPOSED ACTIONS:**

**#1 Nominating Board Report.** *Carla Gilbert thanked those members who have served, continue to serve and will serve this coming year as board members and officers. The slate was corrected to add Kelly Madden's name to Faith Development to correctly reflect that she had already been serving, and to remove Bill Stolte's name from those to be elected to Finance. Several people had declined to be elected to a board but would willingly volunteer in the work. **The Clerk's position is still not filled, as well as a few other board positions.** The slate, although incomplete, was presented for vote and **passed unanimously.***

On behalf of Church Council, Rev. Kent presented the slate for Nominating Board which **passed unanimously**; and for Honorary Lifetime Deacons, Bob and Jean Boyce, who were elected by an affirming shouted vote!

**#2 Motion to Adopt Long Range Plan.** *That Union Church engage in a Strategic Planning Process in the Spring and Summer of 2018 to discover and unite behind passionate and purposeful mission goals centered on our core values.*

Rev. Kent introduced the planning process task force that Church Council had authorized in January, 2108: Betsy Whaley, Ellen Mink, Grace McKenzie, and Betty Hibler, along with Rev. Kent. Full description and timeline for activities are in the Annual Report, pp.11-12. Discussion followed regarding sustainability, feasibility, inclusivity, all-church involvement, commitment to environmental responsibility. Betty Hibler reminded us that we have evolved from a single pastor church to a program church. Hazel Morris moved, Sarah Broomfield seconded the motion to make a new long range plan. **Passed unanimously.**

**#3 Motion to revise 2018 budget.** *Due to Associate Pastor Rev. Rachel Small Stokes being called to another church, the Finance Board suggested a revised budget to Church Council. The Council reviewed the budget and these changes are presented for approval to the congregation.*

Church Administrator Dave Kobersmith led us through re-assigning monies that would have been used as the Associate Pastor's pay package, \$68,135.

We paid Rachel a total of \$8,354.10 through February 11, 2018. Therefore, in our 2018 budget we have surplus of \$59,780.90. The budget originally passed had a deficit of \$19,186.00, thus providing a budget surplus of \$40,594. This was suggested to be used for Temporary Staffing, \$20,000; Long Range Planning/Possible pastoral search, \$10,000; and \$10,000 put aside in a contingency fund. This leaves a budget surplus of \$594.90. A summary of the 2018 budget is on p.13 of Annual Report.

Debbonnaire Kovacs wondered if the money originally designated for a financial consultant might not now be restored to the budget. Dave K. responded that we need to complete the planning process before we reach that point.

Motion from a board requires no second. **Passed unanimously.**

**#4 Motion to Grant a Pastoral Sabbatical.** *That Union Church authorize a sabbatical leave of 4 months for Kent Gilbert to be taken in 2019 for the purpose of renewing and refreshing his ministry and the ministry of the Congregation, and that the congregation initiate appropriate planning per the Sabbatical Leave Policy. The dates of the sabbatical and a specific sabbatical plan for both the pastor and congregation (including staffing support) shall be developed in consultation with and approved by the Church Council.*

Discussion about time block: the 4 months includes annual leave and continuing education time. Sabbatical every 5 years is a standard in UCC. Late spring/early summer is first practical time since we will be in the midst of planning process.

Motion from a board (PRB) requires no second. **Passed unanimously.**

**#5 Motion to Re-Covenant with Habitat for Humanity of Madison & Clark Counties as follows:** *The Church of Christ, Union, covenants with Habitat for Humanity of Madison & Clark Counties to commit financial and human resources in the following ways:*

- *Pray for the Ministry of Habitat for Humanity*
- *Spread the word about Habitat for Humanity's ministry throughout the community*
- *Organize work parties to help build homes locally*
- *Provide financial support as a congregation for Habitat for Humanity*
- *Encourage members to serve on Habitat for Humanity of Madison & Clark Counties' boards and committees*
- *Lift up opportunities for volunteer services in other counties through Habitat for Humanity, International*
- *Provide assistance for Habitat for Humanity of Madison & Clark Counties' offices as needed*
- *Agree to review this commitment annually and, in faith, renew our commitment to Habitat for Humanity's ministry to end poverty housing.*

Motion from Church Council requires no second. **Passed unanimously.**

**#6 Motion to Re-Covenant with Bread for the World.** *That Union Church Renew our commitment as a Covenant Church with Bread for the World and, in so doing, agrees to support Bread for the World by our financial gifts, by educating our congregation on hunger issues, and through an annual Offering of Letters.*

Motion from Church Council requires no second. **Passed unanimously.**

### **Reception of 2017 Annual Report**

The Moderator opened the floor for discussion/additions to the individual reports. Gabe Evans, Director of Music Ministries, explained the need for organ and piano refurbishment and maintenance. See his report for specifics (pp.32-35). Fund raisers will be forthcoming! Clerk reported a typo that should be corrected to say minus 8 for number of participants this year. Bob Boyce, on behalf of Properties Board, asked for prayers for Steve Boyce and praised his contributions in the past; and was grateful for Dave Kobersmith's role with that board. Operational Budget date was corrected to 2017 (p. 61).

Charlie Hoffman moved to accept all reports as corrected. Laura Nagel seconded. **Passed unanimously.**

**Installation** of new Board Members and Officers was led by Rev. Kent and Moderator Paul Smithson.

**No new business or announcements.**

Rev. Kent closed the meeting leading us in song and prayer at 2:00 p.m.

Jean Boyce, Clerk

## **ANNUAL BUDGET MEETING OF UNION CHURCH**

**Sunday, December 9, 2018, 12:45 pm**

After a lunch prepared by Shirley Carlberg, Moderator Paul Smithson called the meeting to order, confirmed presence of a quorum, and appointed Gail Wolford parliamentarian *pro tem*. Rev. Kent led the congregation in a prayerful song.

**Budget: Jean Boyce moved the approval of the 2019 budget as presented by Administration and Finance Boards and approved by the Church Council.**

### **Discussion:**

Treasurer Greg Lakes explained that the budget presented had been approved by the Church Council based on pledges, which are lower this year. Expressions of concern over decreases in pledges were made by some members of the congregation. Overall revenue for 2019 is less than in 2018. Patti Smithson, Financial Secretary, and Dave Kobersmith, Church Administrator, agreed this decrease is due to decreased pledges, less money from the Lambert fund, and lower amounts of non pledged gifts.

Chris McKenzie shared that the increase in budget for youth ministry is due to increased enrollment and activities of youth.

Several members questioned the lack of funds for an Associate Pastor position. According to Rev. Kent, that is because the process of defining the position has not been completed. There still needs to be discussion on the type of Associate, i.e. the number of hours. His suggestion was to adopt this budget and then amend at a later date.

Gail Wolford asked about the availability of monies for Rev. Kent's sabbatical. According to Dave Kobersmith this has been budgeted for.

Sue Blyth wondered about funds that the Worship Board was supposed to put into a savings account each year for imminent large expenses, such as fixing our aging sound system. Dave Kobersmith answered that the plan is on hold for now but recognized there is a need.

Other discussion included concern of a deficit in the church budget carried over several years. The congregation should look closely at upcoming expenditures and revenue as the Visioning Process is completed.

### **Budget was approved.**

**Administration Board** discussed the 2019 Covenant and Call of Reverend Kent H. Gilbert. Two changes were made to this document. Added to item #13 is that no two pastors will be on sabbatical leave at the same time, as in the case of one pastor delaying leave. Item #17 determines a comprehensive evaluation of the pastor be done by the congregation and church council every three years. Added to this is a one year review by the Pastoral Relations Board. Paul Smithson moved that the congregation accept the 2019 Covenant and Call with Reverend Kent H. Gilbert. The Covenant and Call was **accepted**.

**Finance Board** explained our new endowment fund investment with Thrivent Financial/ InFaith. As presented the funds will only be used for building and property, mission, and unspecified donations. Only interest gained on the funds will be used for these purposes. These funds will provide a good place to invest large donations.

Some expressed concerns included the choice of Thrivent Financial as the investment firm. Of the concerns being Thrivent would have too much control. Marty Hensley explained the Church becomes voting members of Thrivent. We name specific people to communicate with them. We can withdraw all our money from Thrivent if we so choose. Fees per year are less than other investment firms researched. Finance Board thoroughly researched a variety of investment companies and determined Thrivent best meets needs of the congregation.

Bylaw 15 will be voted on Sunday December 16, 2018 due to an oversight. Three weeks are needed for congregational review before agreeing to accept.

Reverend Kent dismissed the meeting with singing of the Doxology at 2:20 pm.

Linda Parsons, Clerk

## CALLED MEETING TO AMEND THE CONSTITUTION BY ADDING BYLAW 15 Sunday, December 16, 2018, 12:30 pm

Following the worship service Moderator Paul Smithson called the meeting to order and declared a quorum. Sally Hindman volunteered to be parliamentarian *pro tem*. There were many questions and confusion at the December 9 budget meeting about the bylaw to form an Endowment Fund. Shirley Carlberg of **Finance Board** moved to accept the original motion for Bylaw 15 to establish the endowment. Shirley Carlberg moved to amend the second version of Bylaw 15 that was created by the Finance Board after listening to discussion at the December 9 Congregational meeting. Patti Smithson seconded the motion. Bylaw 15 approved. Full text of Bylaw 15 is below.

Thrivent/InFaith will be used as a financial service but can be changed at a later date if the Congregation chooses. Funds can be changed by transferring or leaving with Thrivent and starting a new fund. Finance Board hopes for a significant amount and doesn't feel qualified to manage this. Outside investors also ensure personal interests don't interfere with judgment. The endowment fund is meant for new contributions, not changing the budget. It is seen as a way to increase our money. A certain level will need to be reached before any funds may be withdrawn. After a time the funds may be used for property, mission, and unrestricted needs.

Linda Parsons, Clerk

### BL 15 Endowment and Endowment Committee Established

**15.1 Endowment Established:** The "Union Church Endowment Fund" shall be established to enable Union Church to promote funding for certain specific long-term or ongoing needs and projects and the overall financial stability of Union Church. The intent of the Endowment Fund will be to retain and grow the principal of the fund, utilizing only the earnings for distribution. Distributions are not intended to be used for general operating expenses. The Endowment Fund shall consist of three separate accounts, two of which will be permanently restricted in purpose, and one unrestricted:

- a) **A Buildings and Grounds endowment account**, the proceeds to support capital projects, improvements, or repairs of Union Church's physical properties.
- b) **A Mission and Service endowment account**, the proceeds to support church and community service, social justice, and charitable giving projects.
- c) **An Unrestricted endowment account**, with proceeds to be used as determined by the congregation.

**15.2 Committee Established:** To manage such endowed funds as may be entrusted to Union Church, an Endowment Committee shall be established. Upon adoption of this by-law, the Endowment Committee shall be the Finance Board until April 1, 2020. Beginning April 1, 2020, the Endowment Committee shall consist of four members, three of whom are voting members. One member shall

be elected by the Church Council from its own membership. One member shall be elected from the congregation for a three-year term typically at the annual spring meeting with other elected positions. One member shall be the Treasurer. One member shall be a member of the Finance Board, as a non-voting member of the Committee. Actions of the Committee must be agreed to by at least two of the voting members. The Committee shall meet at least two times per year. The Church Council shall have the authority to appoint members to the Committee to fill vacancies that occur on the Committee. The term of the appointment shall be until the next annual meeting.

**15.3 Duties of the Committee:** The duties of the Endowment Committee are:

- a) To create necessary relationships with appropriate financial services and/or companies for the creation of the Endowment Fund.
- b) To educate key audiences about the Endowment Fund, promote contributions to the Endowment Fund, and solicit donations in the appropriate manner.
- c) To assist donors in the process of making gifts to the Endowment Fund according to Union Church financial policies and procedures for accepting or rejecting proposed gifts by donors.
- d) To determine and fulfill procedures and policies for the soliciting, processing and dispositions of disbursements in accordance with the Union Church constitution, financial policies, by-laws, and all applicable federal and state laws.
- e) To report to Church Council at least annually any new gifts received, investment returns earned by the Endowment Fund, the size of the Endowment Fund, and details of specific disbursements.
- f) To at least annually recommend to the Church Council the amount available for distribution from the Endowment Fund, taking into consideration the investment growth of the Fund over the previous year, the new gifts added to the Fund, the distributions previously made, the need for distributions and such other factors as the Endowment Committee deems relevant. There is no obligation to make distributions from the Endowment Fund in any given year. The Endowment Fund is not intended for normal operating expenditures.
- g) To act as the Union Church designated advisor to any financial/investment agency regarding all operational and management matters, including requests for distribution of funds

**15.4 Funds Management:** Funds in the Union Church Endowment will be invested with the Thrivent/InFaith Community Foundation. The Union Church Endowment Committee will act as the advisors to Thrivent/InFaith Community Foundation with respect to all administrative matters and the day to day operation of the Endowment Fund. Any disbursements directed to agencies other than Union Church must be directed to legally qualified recipients as defined by the designated investment company.

15.5 **Disbursements:** The Church Council is responsible for handling all requests for disbursements, directing the Endowment Committee to arrange for such disbursements as have been approved, and for ensuring that proceeds from the restricted accounts are used for projects consistent with their designated purpose. Church Council shall annually provide a full accounting of disbursements requested and made to the congregation, as well as the balance, additions to the fund, and any earnings/losses of the Endowment Fund.

15.6 **Continuation of the Endowment Fund If Union Church Ceases to Exist:** In the event that the incorporated body known as "Union Church," ceases to exist, then the Union Church Endowment Fund shall continue and be used to benefit the legally designated successor corporation, consistent with state and federal statutes.

## Report of the Nominating Board

Many thanks to those who have faithfully served this past year and shared their time and talent to make Union Church the “beloved community,” where all are welcome to do so:

- our Pastor and Staff, with whom none of this would happen without their active participation and encouragement,
- those who have served on Boards and Committees without whom we could not be the visible witness to our Mission Statement for ourselves and our community,
- those who have agreed to continue to serve and who have graciously accepted the invitation to join in that leadership to keep us looking toward maintaining and growing ourselves into the future.

The Nominating Board consists of Carla Gilbert, (chair), Jenny Hobson, Ashley Cochrane and Kim Kobersmith...with thanks to those members on Boards who also actively recruited folks to serve.

With this report, the Nominating Board presents the following for election for the year 2019 with hopes that some of the those spots that are in need of filling will be done so by those present at the Annual Meeting or shortly thereafter.

Respectfully submitted,

Carla Gilbert, Chair

Names in **bold print** to be elected at Annual Meeting. Names in regular print have been elected and are already serving.

### OFFICERS:

Treasurer: **Greg Lakes 2022**      Financial Secretary: Patti Smithson 2020

Clerk: Linda Parsons 2021      Moderator: **Paul Smithson 2022**

Vice Moderator & Chair of Church Council: **Jean Boyce 2020**

### ADMINISTRATION BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Sharona Nelson	Lisa Vaughn	<b>Ellen Mink</b>
Gail Wolford*		

### COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
<b>Betsy Whaley</b>	<b>Amy Schill</b>	<b>Sara Murphy</b>

\* chairperson

FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Jenny Bromley	Jane Mecham	<b>Jenny Hobson</b>
Kelly Madden	Ashley Cochrane	<b>Donna Eder</b>

FINANCE BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Shirley Carlberg*	Martin Hensley	
Charlie Hoffman*		
<b>Sharona Nelson</b>		

MISSION AND SERVICE BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Annriette Stolte	<b>Betty Hibler</b>	<b>Dorie Hubbard</b>
		<b>Tennant Kirk</b>

NURTURE AND CARE BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Gerry Blanchard	Donna Abner	<b>Mary Lou Wiese</b>
Stanley Kramer	<b>Cheryl Caruso Payne</b>	<b>John Payne</b>

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
LaRee Jacobs	Jeff Pool	<b>Chris Green</b>
Debbonnaire Kovacs		

PROPERTIES BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Paul Jacobs		<b>Sally Hindman</b>
Robert Boyce*		<b>Howard Carlberg</b>

WORSHIP BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Susan Pross Kramer	Sue Blyth	<b>Lorilyn Howie-Kipphut</b>
	Jennifer Melton	<b>Alvera Perman</b>

\* chairperson

The following are the Responsibility of the Church Council:

NOMINATING BOARD:

<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>
Jenny Hobson Carla Gilbert*	Kim Kobersmith	<b>Rachel Lakes</b>

HONORARY LIFETIME DEACONS

CURRENTLY SERVING

FOR ELECTION

Joan Bates	Joyce Henderson
Dottie Blackburn	Betsy Hoefer
Patty Boyce	Dorie Hubbard
Steve Boyce	Tom Hubbard
Jean Boyce	Loyal Jones
Robert Boyce	Dot Kindel
Helen Connelly	Jennie Kiteck
Jerry Cooper	Mary Miller
John Culp	Lois Morgan
Ramona Culp	John Payne
Richard Drake	Ann Rhodes
Joyce Fields	Steve Rhodes
Truman Fields	Bob Shaffer
Joy Frazier	Larry Shinn
Tom Frazier	Nancy Shinn
Jan Hamilton	Charles Wesley
Edith Hansen	Betty Wray

**Doug Hindman**  
**Hazel Morris**

\* chairperson

## Motion to Amend the 2019 Budget

### Motion

As Treasurer I move to amend the 2019 budget due to errors. These errors were created by cutting and pasting from one spreadsheet to create the new budget spreadsheet for 2019. Because the error affects salary and benefit totals for two staff, budget policy states that the congregation has to approve any changes to the budget. The error amounts to **\$554.82** more in expenses.

The 2019 budget in the list of reports is the corrected budget to keep the historical document accurate and because it was the intent of these increases to be in the 2019 budget presented to the congregation at the finance meeting and approved. If these changes are not approved, we will correct the 2019 budget found later in this report.

Here is what was approved by the congregation at the December 9<sup>th</sup> budget meeting. The bold numbers are the numbers in question:

	<u>2018 YTD Actuals</u>	<u>2018 Budget</u>	<u>2019 Budget</u>
6001.3 Pastor's Social Security Reimb	4,340.00	5,208.00	<b>5,208.00</b>
<b>6004 Church Admin Compensation</b>			
6004.1 Church Admin Compensation	19,216.80	22,539.00	22,989.78
<b>Total 6004 Church Admin Compensation</b>	<b>\$ 19,216.80</b>	<b>\$ 22,539.00</b>	<b>\$ 22,539.00</b>

The numbers in bold are what should have been in the 2019 budget:

	<u>2018 YTD Actuals</u>	<u>2018 Budget</u>	<u>2019 Budget</u>
6001.3 Pastor's Social Security Reimb	4,340.00	5,208.00	<b>5,312.04</b>
<b>6004 Church Admin Compensation</b>			
6004.1 Church Admin Compensation	19,216.80	22,539.00	22,989.78
<b>Total 6004 Church Admin Compensation</b>	<b>\$ 19,216.80</b>	<b>\$ 22,539.00</b>	<b>\$ 22,989.78</b>

Thus increasing our total expenses for 2019 from \$391,366.50 to \$391,921.32 a difference of **\$554.82**.

Greg Lakes, Treasurer

## Motion to Approve Pastoral Sabbatical Plan

### Motion

At the March 18, 2018, Annual Meeting, Union Church authorized a sabbatical leave of 4 months for Kent Gilbert to be taken in 2019 for the purpose of renewing and refreshing his ministry and the ministry of the Congregation, and that the Congregation initiate appropriate planning per the Sabbatical Leave Policy. The dates of the sabbatical and a sabbatical plan shall be voted upon today.

### **Proposed Dates: July 1-October 31, 2019**

**Proposed Plan:** The recent visioning process has identified four major areas of ministry we both value and hope to expand. On sabbatical I hope to recharge body, mind and spirit so we can undertake that valuable and holy work with renewed vigor. With a set of planned times for writing, exploration of various church models for leadership and development, and explicit time for family and “home,” I hope to delve into the hope of our new vision and return with insights about how we may continue our faith journey as a community.

Elements of the Sabbatical that will be included:

- Silent retreat at the beginning and end of the time.
- Writing a series of short essays on “pastoral care in the public square”
- A retreat to the isle of Iona, and travel and research on various church renewal movements, including the “Thomas Church” movement in Sweden and Denmark.
- Extended time with Diana and our families in Colorado, Ohio, and Virginia.
- Time with colleagues and friends, gleaning best thoughts practices and fellowship.
- Additional travel as may be possible.

Unlike previous sabbaticals, this time I hope to be able to stay more at home to be with Diana (and the bees!), but that will require a special kind of discipline from all of us.

More details will certainly emerge as we plan for leadership in my absence, but the congregation will be well positioned to deepen and experiment with our new ministry plan, as well. I know that when we come back together we will have all we need to serve and love in new ways and to bring to flower all that has been planted in the weeks and months of planning.

Some funds have been set aside to pay for sabbatical replacement leadership, and Church Council will be charged with making those arrangements as we learn what personnel may be available in those months to help us. The congregation will be kept fully apprised and involved as we all discern next steps.

## Report of the Moderator

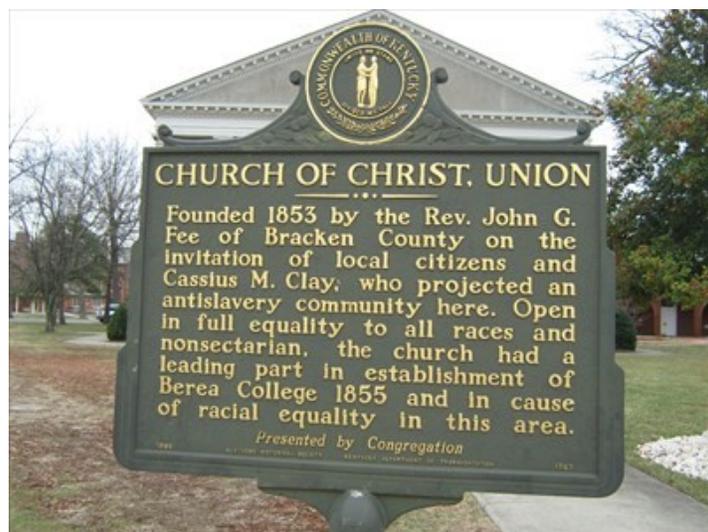
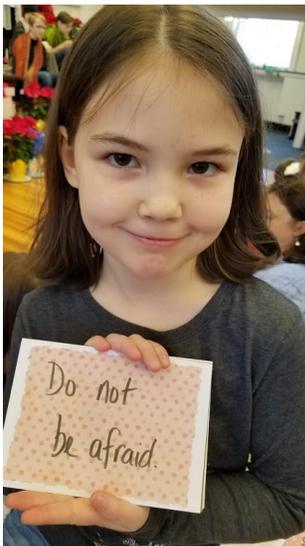
After my second year in office, I continue to feel honored to serve as Moderator for Union Church. Perhaps the most momentous event of the year was when we had to bid farewell to our beloved associate pastor Rachel Small Stokes who, until she was called to Immanuel United Church of Christ in Louisville, had contributed so effectively to our church's growth. Her departure left big gaps in our programming and in our hearts, but it offered us an opportunity to take stock of where we are and where we want to go.

I was a member of the group that was convened to plan and initiate a visioning process, to assess our needs and wants and to strategize about ways to achieve our goals. Small groups met in homes, at the church and even online to discuss opportunities and challenges as we plan for the next several years. Notes from the meetings and submitted by participants were collated and summarized, and over the last few months we developed lists of activities and programs in various categories of church life.

At this point we have held two all-church meetings to prioritize the many possibilities and come up with a list of our greatest needs, and the next step is to strategize about ways to make our priorities a reality. That next step is just now getting underway, and from there we will focus on implementing our plans.

It is an exciting time to be a part of this wonderful church. Thank you again for the opportunity to serve.

Respectfully submitted, Paul Smithson



## Report of the Pastor



There are no dull children, and there are no uninteresting years. 2018 was powerful year of ministry, of changes, and of new visions emerging. Due to unanticipated staff changes, new additions to worship practice and personnel have marked this year as both rewarding and challenging. With the departure of our associate pastor to lead her own congregation, the pastoral responsibilities have had to be redistributed considerably. The hallmark of the year, however, is the way in which together we have grieved the departures of beloved staff and member but quickly

found strength and vision to respond to God's call in new and innovative ways.

Below items of note and record are briefly annotated so we can mark the year with both thanksgiving and recognition of God's provision.

**Staff Changes:** In February, Rev. Rachel Small Stokes, Associate Pastor for Faith Development and Community Life and Growth was called to Immanuel United Church of Christ in Louisville. Rachel's ministry with us for over 5 years was a great gift. Our partnership was particularly strong and the work she helped us all to accomplish was very fine. How best to continue the service and ministry after her absence precipitated our "What Next, Union Church?" Vision Process (which is detailed in other areas of our business), and generated church-wide conversations about ministry, staffing, support, and next steps. At my urging, we have waited to discern what God is calling and empowering us to do before rushing to replace the Associate Pastor position. This was good from many perspectives, giving us time to grieve the loss, but also time to strengthen our spiritual and organizational thinking around current needs, and to have the tough conversations about sustaining any new position with both clarity in description and sustainable financial resources. Those conversations have already yielded important information and more is forthcoming, with Church Council fully expecting to begin implementing a new staffing plan as we move through 2019.

In August of 2018, Gabriel Evans, Director of Music Ministries departed to new pastures in New York, City. Again, everyone at the church was happy for our friend and colleague and the opportunities, but also saddened to lose his considerable contributions to our worship experience. His departure, however, brought to us a new and valuable addition to our staff, Dr. Bernardo Scarambone. Dr. Scarambone came in October and immediately offered both warmth and expertise to choir and the music program as a whole. As interim director, his contract is currently through June of 2019.

**Congregational Notes and Milestones: Choir Invited to Carnegie Hall:** Prior to Gabe's departure he was contacted by a composer who had seen our vocal choir on YouTube. So impressed was he with their singing of one his anthems they were invited to join other choirs from around the country in premiering a new work by Mark B. Hayes at Carnegie Hall in November. Work and preparation began immediately (as did fundraising) and thanks to the dedication of both Gabe and Bernardo, the choir made a wonderful concert hall debut!

**Gift for Organ Maintenance:** Another testament to the power and blessing of the congregation’s ministry of hospitality came to us in the spring. Bill Leach, a Berea College alumnus, left Union Church \$18,000 to help maintain our Steiner-Reck pipe organ. Mr. Leach came to occasional reunion services, but treasured the spiritual experience and the beautiful music. We are indebted to his generosity and moved by his care of the future with his gift. Since we know that our organ will need some \$50,000 of refurbishment in the not-to-distant future, we were doubly moved.

**Worship Redesign:** This summer we undertook a significant redesign in our worship experience, adding a team who works with the pastor weekly to help create a more experiential, prayerful, and optionally active time. The impetus from me was to respond more viscerally to the challenges of what Mary Oliver described as the “heavy blades of the world” turning and churning. I felt as though we must feed our souls more deeply and in new ways in order to be renewed for sometimes heavy work. We wanted to give power and empowerment to the love and justice work each person is faced with, and to more ably recognize the true ministry of each believer. To do that, the worship group began utilizing music in more places in our worship. The addition of contemporary poetry and other voices of power to call us up and out of our ordinary lives has been introduced, accompanying and illuminating the scriptural themes. And significantly, we have given more time to prayer and prayer opportunities. Each service includes written questions for reflection in the pew or at home. Each service also now includes multiple action stations where those who wish may pray and meditate in new ways. We have also been choosing music that stays with us for a month or season, giving everyone time to become familiar with the particular poetry or musical power that “hymn of the month” might offer.



**Establishment of a Union Church Endowment:** After diligent work by a great task force and our Finance Board, the congregation adopted bylaws establishing dedicated funds for the future of our ministry. The details of the fund are available elsewhere, but I wanted to comment on the careful prayer and responsiveness of the congregation. There were good, appropriate, and hard questions to answer in this process and I thank each of you for raising them. Thanks to the ask and answer, and thanks to the care and prayer, I think we have planted a might tree for the future. I have already included the endowment in my will, and several others have already made plans to begin funding it. We may never see the good we do, but I am convinced that the blessing we plant today will grow great in a very short time.



**Pastoral Notes and Milestones:** This year has been exceptionally busy for me since many of the obligations in and beyond the church were predicated on the support of a more full staff. The Pastoral Relations Board has been helpful and supportive, as have all of you as we transition to new models, but I know that many things have fallen through the cracks. That said, I am proud of the many things the congregation has supported and encouraged beyond the walls of our church. If I am sometimes on the front lines, that is only possible because of your prayers, work, and faith undergirding the love we hope to act upon. Here are some other milestones to record:

**Kentucky Council of Churches:** My work as president of the Kentucky Council of Churches took on new dimensions when Governor Bevin made egregious attacks on poor Kentuckians via proposed Medicaid changes, and when he illegally closed access to the capitol buildings to clergy and other members of the “Poor People’s Campaign” a call for a moral revival in government policy. The Poor People’s Campaign has given me inspiration in the work of breaking down racial and economic divides and has brought me in contact with leaders such as the Rev. Dr. William Barber III, Liz Theoharis, and the Rev. Traci Blackmon, all of whom have made personal and powerful visits to Kentucky to support helping the more than 1.4 million Kentuckians living in poverty (yes, that is over 25% of the commonwealth). That work is important and I am grateful for the many of you who have joined in it, and for the forbearance and understanding when the responsibility to respond to the disgraceful “war on the poor” took me from you and the routine needs at the church. I am in my last year of presidency of the KCC, so my time responsibilities will be somewhat lighter by 2020.

**Election as Vice-Moderator of the Indiana-Kentucky Conference of the United Church of Christ:** All ministers of Union Church are required to remain in good standing with their home denomination. I was elected by my regional body to serve as Vice-Moderator for a term of two years. There is the expectation of being asked to step up to Moderator in 2020, but like Union Church, the IKC is considering a restructure. Duties include board meetings (via computer) which I have been able to mostly do on my day’s off.



**Madison County International Committee:** In 2018 I was made president of the MCIC, the county-wide group that manages our sister-region relationship with Hokuto City, Japan. This has been a very invigorating and inspiring aspect of community service. In October of 2018, Diana was able to join me as we led the delegation to our sister city, a delegation that included church member Eef Fontanez. The ties of friendship and culture continue to enrich me artistically, theologically, and relationally.

**For the future:** Our vision process in 2018 included house meetings, council and board deliberations, prayerful retreats, animated brainstorming, and a great deal of trusting God to open the way. The Quakers often use a phrase “let us proceed as the way opens”, to illustrate the active trust exhibited this year. We have identified the clear need to support families with spiritual strength and fellowship, and to continue our service to a hurting world. We know that all of us crave meaningful relations, friendships, and depth in our associations. In this the church stands apart from the world where there are plenty of superficial relationships, lip service but no actual strengths offered, and where we are told to be too busy to help anyone else. Union Church stands apart in our desire and ability to offer something different. And we do it in the spirit of love, not obligation. No spiritual extortion can ever be truly transformative.

To minister in ever more creative and bolder ways, however, we also know that we have “up our game” as far as stewardship, volunteer support, communications, and staffing. That is the nitty-gritty of the work we are engaging now. Even as I feel my own

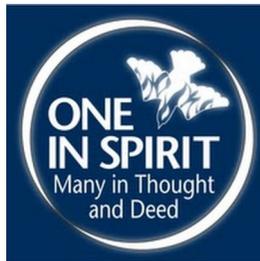
weariness some days, even then I can't adequately describe the energy and hope you and your work as a congregation give me. We dare not stop or fail. Too many need the loving witness of this congregation. Too many need the loving words that only you have been able to speak.

This year as I plan a sabbatical for refreshing and renewing my ministry, and I celebrate the incredible blessing of serving alongside you for these 22 years, it remains my hope and prayer that we neither let the church become stale nor grow weary of doing good and loving hard. Changes come, people must move to new places and new calls, but with faith and hope and love, the ministry of Union Church remains a light on a lampstand. The holy work of proclaiming God's impartial and ongoing love is never more needed than when night seems dark. Thank you for reaching, stretching, and working to extend that light even further.



Both Diana and I know how fortunate we are to have a faith family that supports us and the world with such care. Thank you for the many joys you have offered us and for the chance to continue in all the wild, weird, and wondrous work God compels!

In faith and joy,  
Rev. Kent Gilbert



## Report of the Chairperson of Church Council

From our Constitution: Church Council shall serve as executive committee for the congregation, prepare its agenda and serve as interim decision-making body subject always to congregational review. It is where officers, board chairs/representatives and staff meet to reach joint decisions and coordinate the various elements of the church program, working through the boards to achieve maximum effectiveness and avoid duplication.

The departure of our associate pastor Rev. Rachel Small Stokes in February, 2018, caused us to look at creative ways to provide service, leadership, and financial support for the areas Rev. Rachel had overseen.

- Carla Gilbert was promptly hired for pastoral care and, later in the year, Laura Nagle was hired for Community Life and Growth and Faith Development. Both of these are 10 hours weekly positions. Kudos to both of them for their excellent work!
- In January, 2018, Church Council approved a task force of 2-3 months duration to design a Long-Range Plan (3-5 years) for Union Church, including exploration of staffing, mission, etc. The goal was to be clear about our values and visions; how to arrange staffing around them; and identify other major projects in line with the congregation's 3-5 year future.
- Rev Kent called together a Steering Committee (5 persons) to lead us forward.
- Following that group's work during early spring, Church Council organized a series of House Meetings in May and June for long range planning discussions: What Next? What is God Calling and Empowering us to Do? (100 +/- participants)
- Yet another Visioning Group (8 persons) met twice in September, 2018 to consider the responses from the house meetings, and reported to Church Council in October and November. The data gathered so far can be summarized with 3 questions: What do we do? How do we do it? How do we sustain and resource it? (staffing needs) Many discussions centered on Rev. Kent's upcoming sabbatical timing and how to plan around that, and not confuse that staffing need with our ongoing 3-5 year plan. Their findings were reported to Church Council in October and November.
- January, 2019: two family meetings of the congregation (60 +/- participants) to react to the Visioning Group's findings and ideas.
- Early February, 2019 new Task Force (12 persons) met twice to consider the results of those family meetings. Priorities that emerged were Affinity Groups, Service Projects, Support for Families, and Organizational Strategies (business, financial, communications, volunteers...)
- Last group of family discussions (30 +/- participants for first meeting), late February, 2019 to give the Visioning Group clarity on how to define and propose plans for programming and staffing needs.

You can see this has been a long process and hope is we are nearing completion!

Other discussions and action before Church Council this year:

- Growth of Stephen Ministry
- Reinstatement of the Lambert Fund distributions
- Quarterly funding requests: departing gift and lunch for Rev. Rachel, ceiling mounted projector for Community Room, lectern for Cowan Chapel, water fountain replacement on 2<sup>nd</sup> and 3<sup>rd</sup> floors, thumbprint locks for Choir Room, expansion of our panic button capacity, replacement of security camera on entrance door from Cowan Chapel to Scaffold Cane.
- Approval of Endowment Fund. Sent to congregation for vote.
- Affirmation of our support of LaRee Jacobs as a “member in discernment” that will allow her to enter the ordination process with the United Church of Christ.
- Agreed to become a Prayer Partner with Bethlehem Lutheran Church in New Orleans
- Agreed, as her home church, to host the ordination Les Small Stokes January, 6, 2019
- Rev. Kent’s sabbatical, with no final plans or decisions to send forward.
- Approval of our participation in Room in the Inn for sheltering the homeless.



I thank all the Boards’ representatives who faithfully attended these important meetings! We strive for efficient use of your valuable time, but hope to never short change needed discussions for discernment and decisions.

Jean Boyce

Chair of Church Council



## Report of the Church Administrator

Working and serving with the staff and boards of Union Church is my pleasure. My report is always somewhat challenging to write due to the support I provide so many and the rarity it is for me to be solely responsible for any one project. As usual you will find some of my report in the reports from other boards primarily the Administration, Finance and Property Boards.

Administration Board related tasks:

- I am the keeper of the policies we are working on, but have not yet approved.
- I oversee year end payroll duties e.g. 1099's, update payroll benefits within ADP, and reports to the City of Berea.
- I work with the Women's Industrial Sewing & Crafts, for whom the church is the fiscal sponsor as they consider becoming a nonprofit. They are still in a new location and are currently making quilts to give to children in foster care among other projects.

Properties Board related tasks:

- The major projects for me this year have been coordinating the cleaning and replacement of 70 light bulbs in the 14 chandeliers in the sanctuary and a new concrete front porch.
- Prepare the solar payback by calculating the energy savings from our solar panels.
- A variety of building maintenance and preventive maintenance tasks.

Finance Board related tasks:

- The primary task this year was learning about and working with Thrivent and the InFaith. These companies collaborate to offer many services to individuals and congregations. It has been a goal of staff for some time to provide our congregation with information about how planned giving is one way individuals and families can support Union Church and by teaming up with these financial partners we now will have a coordinated plan to share with our congregation.
- Assisted the starting of the Union Church Endowment by working with Kent, the Church Finance Board and the congregation.

This year I have helped some individuals and the Nurture & Care board with some training in the use of Google Drive. This tool is one we use in a variety of ways and settings at Union Church. I recognize the challenge it can be for some, but for now realize it is one way that we can coordinate our varied work projects and track minutes for our Church Council meetings. It is also free.

This year has been a challenge from a personal perspective with Rachel Small Stokes moving to a church in Louisville in February and Gabe Evans' departure in August. Both were beloved colleagues and have been missed. With Gabe's leaving there were the details of the choir's trip to Carnegie Hall in NYC. I offered to take over where he left off for many reasons and was glad to do this. But I will say it took many hours of work to care for the details of this wonderful opportunity for our choir.

Submitted by Dave Kobersmith

## Report of the Interim Director of Music Ministries

I arrived to help with the music ministry in October, 2018, and from my first day the choir – as well as the entire church – received me with a fantastic attitude and open heart. The attendance has been consistent with an average of 20-25 members. The voices balance well and the positive approach towards new music helps tremendously.

As I understand, the piano in the sanctuary has been recently rebuilt. I tried to showcase the new instrument as much as possible during services through preludes, postludes and service music.

In November the choir was due to sing at Carnegie Hall, and during those first months we had to learn some very challenging repertoire to be ready for such an important performance, all while still keeping the quality of regular Sunday services. As already mentioned the commitment by the choir made the Carnegie Hall experience very positive. As a side note, I heard that our choir was one of the best-prepared ones for the concert!



Returning from NY, we jumped right into Christmas season and we were able to collaborate with several groups of the community.

After the New Year, I had my interim contract renewed until May and the choir is now working on Lent.

We have been working on a mixture between brand new repertoire and familiar pieces. Since my arrival we were able to expand the choir library with nine new pieces and the plan is to continually grow the repertoire to include a great variety of styles and techniques.

Also with the intent to expand music education to an already extremely musical environment, I started a music fundamentals class right before every choir rehearsal (on



Thursdays starting at 5:45). These classes are for the music beginner and we cover how to start reading music. My hope is to grow these classes so more and more people can learn how to read music.

It is my intention to include more and more members of the church in the service music. We have a very musical community and several members can sing, and play a variety of instruments. Additionally I plan to invite students from Berea and ECU to share their musical talents with the church.

I feel very blessed to be part of such a great church. I look forward every Thursday and Sunday every week and I am looking forward to continue serving the church for a long time!

Bernardo Scarambone, Interim Director of Music Ministries

## Report of the Handbell Ensemble Director

Membership - Participation in the handbell ensemble is open to everyone, regardless of previous music experience. While membership numbers always fluctuate with the personal schedules, we are delighted to consistently keep enough ringers on the roster to create the spiritually satisfying music we've come to expect of ourselves.

Handbell Ensemble Retreat - Last January, we gathered in the Union Church Parlor for an all-day retreat where the ensemble did some ringer-led group building and music activities, and began rehearsing repertoire for the upcoming handbell festival. Of course, a delicious pot-luck lunch and joyous fellowship accompany this event. It has become a regular part of our program that we look forward to each year.

Spring Handbell Festival - Several members of our ensemble traveled to Charleston, WV last March to participate in our third Handbell Musicians of America Spring Handbell Festival with over 400 other ringers from Kentucky, Ohio, Indiana, Michigan and West Virginia. The event included many class opportunities, as well as massed ringing under the baton of composer/clinician Brenda Austin.



Summer Program - Continuing the no/low-commitment format of our summer offerings, handbell anthems requiring only one rehearsal were offered in worship in the months of June and July. We also presented an informal August concert of the favorite hymns of the congregation.

Ringling in the Community - Our handbell ensemble was again honored with an invitation to ring for the Hospice Remembrance Tree Ceremony last December. We performed three Christmas pieces throughout the service.

Advancing Skill/New Growth - Our ringers continue to improve their technique and music reading proficiency. They are becoming more confident with bell changes and challenging rhythms, and have been voluntarily stretching themselves in music difficulty and the acquisition of new ringing skills.

It has been another exciting year for the Union Church Handbell Ensemble. We have a wonderfully enthusiastic, dedicated, and adventurous group of ringers, yet we couldn't accomplish all of this growth if it weren't for the able support of our Director of Music Ministries, the pastor, and Worship Board.



Respectfully submitted by Pearl Marshall, Handbell Director

## Report of the Clerk

### **Members who joined January 1- December 31, 2018**

Ruth McLain Smith  
Lothar & Carla Baumann  
David Parks  
Emily Hoskins  
Peter R. Haik  
Jen Eich & Amy Schill  
Ally Nurre  
Michael & Sara Murphy  
Brionna Neal  
Bob & Andrea Wescott  
Sean Mack



### **Members who have died January 1- December 31, 2018**

Gloria VanWinkle  
Minerva Bobbitt  
Ruth Butwell

### **Active members & participants who moved away or transferred January 1- December 31, 2018**

Ben & Chloe Groth  
Elizabeth Barrett  
Carol Gunkler Johnson  
Rachel & Leslie Small Stokes  
Gabriel Evans  
Jim & JoAn Gaines

**Active members who have transferred and/or been shifted to inactive status: 9**

### **Membership**

After careful examination and review of our records in consultation with Rev. Kent Gilbert, our membership as of December 31, 2018:

Active Members & Participants 285

Submitted by Linda Parsons, Clerk

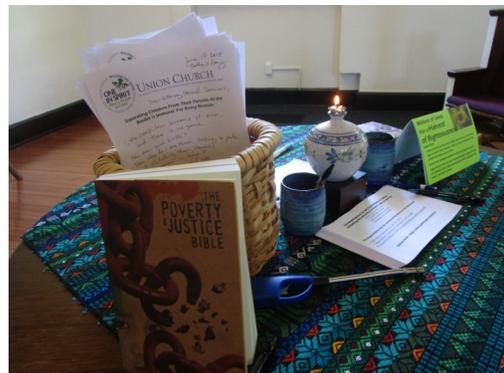


## Report of the Administration Board

The following work was undertaken this year by Staff Liaison Dave Kobersmith and Board members Ellen Mink, Sharona Nelson, Gail Wolford (Chair), and Lisa Vaughn.

- Reviewed staff performance appraisals.
- Requested Church Council to review use of Lambert Funds.
- Reviewed and approved Fiscal Sponsorship Agreement with Women's Industrial Sewing and Crafts.
- Reviewed and approved Interim Director of Music Ministries position and description.
- Worked with staff on replacement staffing upon the resignations of the Associate Pastor and the Director of Music Ministries.
- Revised Pastoral Terms of Covenant and Call.
- Reviewed and made revisions to the following policies: Conflict of Interest, Annual Leave, Health Insurance, Bereavement Leave.
- Continued ongoing review of the Staff Handbook.
- Reviewed UCC pastoral compensation guidelines to assess our standing in relation to those guidelines.
- Made budget recommendations in areas of pay, benefits and administrative expense lines.

Submitted by Gail Wolford



## Report of the Community Life & Growth Board

2018 was a difficult year for the Community Life and Growth Board. There was a lot of transition on the board as Pastor Rachel finished her tenure at Union Church, Susie Ritchie and Stephanie Runyan stepped down due to family needs and Annriette Stolte rotated off the board. We were not able to engage any new members of the CL&G board in 2018, leaving Betsy Whaley as the remaining member. We have also continued to feel the loss of Kevin Burke who was, for many years, the heart of hospitality for Union Church and the CL&G board. While we continued to focus on providing fellowship opportunities for our church family and welcoming newcomers into our congregation, our impact this year has been extremely limited.

We are very grateful to have the support of Laura Nagle now as a part time staff member. She has been invaluable to the board in keeping things going.

Our Sunday fellowship continues after worship with Coffee in the Parlor during the cooler months and Lemonade on the Porch in the summer. Laura Nagle took on the coordination of that program and has supported the volunteers who make that time of hospitality a possibility Wednesday Night Live is a special time to come together weekly to fellowship and share a meal. We are so thankful for Shirley Carlberg who has kept the program going by acting as chef and organizer; planning, shopping and preparing of our delicious dinners. We are grateful for all those folks who make WNL possible, providing potluck dishes for the first Wednesday, bringing soups during the winter, making coffee, helping to set up, and participating in our mission programs and recreational activities. The Christmas Eve Reception is always a big event in the life of the CL&G Board. This magical evening would never happen without the unfailing help of Bob and Jean Boyce. It's impossible to ever thank you.

We offer our sincere thanks to all our church family who stepped up to help us during this difficult year for CL&G.

Respectfully submitted by Betsy Whaley



## Report of the Faith Development Board

This year saw the Faith Development team re-organizing our work. We made modifications to the scope of possible work without the support and labor of an associate pastor. We had to cut several programs that have been possible in the past, but we are nonetheless pleased with all that was accomplished this year.

**Hiring of a 10 hour per week support person:** The highlight of our year was hiring Laura Nagle to support the work of Faith Development in the church. Laura's dedicated vision and ethic has brought new life to programming in how it supports the families of Union Church. Very few of the items listed below would have been possible without Laura's creativity, genius, and hard work.



**Children's Programming:** This year saw a revamping of Children's Church to Children's Learnshops of the Soul. Designed by Laura and the Children's Church team, each month of the school brings a new and discrete opportunity for children. Each module is stand alone so that we can promote each unit to new families and draw new children in, based on their interest. Modules have included poetry, the liturgy, the story of the Nativity through LEGO, and others. Attendance at Children's Church has increased this year.

**Youth Programming:** Our youth group continues to grow to almost past capacity as it provides a safe space for spiritual and personal growth for teens in our community. At present, a sub-committee is at work on a vision plan to help us serve the growing numbers of teens who find their home in Union Church Youth Group. Beyond regular meetings and service projects throughout the year, highlights include:

- A service trip to Highlander Center where youth worked on a landscaping project and invasive plant species.
- A fun camping and canoeing trip to Western Kentucky and Mammoth Cave
- Our Whole Lives -- a sexuality education program led by Carla Gilbert and Chris McKenzie

Please see Chris McKenzie's youth report for more of the details of the youth program at Union Church. The Faith Development committee is heartened every day by the number of youth who seek Union Church and the guidance of Chris and his assistant Maggie Parke.

**Adult Programming:** Six people regularly attended the bi-weekly Psalm group. We have read reflections on the Psalms by Thomas Merton, C.S. Lewis, and Walter Brueggemann this year as well as focusing on two psalms each session.

**Healing Arts Retreat:** Donna Eder took the lead in making sure that a Healing Arts retreat happened this Fall. Ten people attended a full





day retreat in September during which they learned formal and cursive forms of Chinese calligraphy as well as Chinese bamboo painting. The focus was on how these art forms help us maintain balance and a sense of wholeness in our lives, while also helping to center us and provide a means of easeful meditation.

**New Nativity Play:** Laura authored a new nativity play, and it was presented for the first time by the youth, children, and adults in our faith community. We hope to share this script with other churches as we believe it provides a model for a new way of thinking about a Nativity Play.

**Parenting Support Group:** Jenny Hobson led a fall support group for parents, caregivers, and other interested adults. The group examined new brain development science as a lens for supporting and understand young children in our lives. The group drew from Union Church members, community members, First Christian Church, and local school volunteers.

**God on the Quad and College Outreach:** The Faith Development committee had a booth at God on the Quad, a welcoming event for Berea College Freshman. We provided branded water bottles with church information as well as cookies. We are proud that Jordan Brown, age 7, worked at the booth and made contacts with lots of students! Union Church has seen a growth in college student attendance this year, both on Sunday morning and at Wednesday Night Live. Organized by Ashley Cochrane, we gave these students finals week care packages and are preparing to do so again for Lent. Currently, a subcommittee is planning ways to further serve and involve our college population.



## Report of the Youth Group Director

I am happy to report on another successful year with our youth program. This church family is always exceptionally supportive of our youth, and this year was no exception. You all gave of your time, your gifts, your welcome advice, and your prayers as we encountered new challenges, and continued the blessed work of addressing the needs of our community's youth. Thank you, and know we deeply appreciate your support. Below is a brief summary of the year.

### **What We Have Done** - Between March of Last Year and Now:

- **Regular Activities:** The Youth Group continues to meet every week during the school year on Wednesday nights. We also do one special fun activity per month outside the church.
- **Youth Group Assistant:** I want to recognize Maggie Park, our Youth Group Assistant, for her passionate service this year. We were able to hire Maggie at the beginning of 2018, and she has been an invaluable asset to the program since.
- **OWL:** Seven students completed three months of guided exploration into faith and sexuality through the OWL (Our Whole Lives) program. These students are now better equipped to navigate relationships, sexuality, and their identities as children of God.
- **Developed, implemented curriculum:** The group underwent a Superhero discussion series developed by the Youth Director to talk about who we are and what our own superpowers might be as individuals.
- **Summer Experiences:** As a youth group, we undertook two very special trips over the summer that were both fun and formative.
  - **Mammoth Cave:** Early in the summer, we visited Mammoth Cave and the Green River near Bowling Green Kentucky, we learned a lot about Kentucky's natural wonders and history, while also having a blast swimming and canoeing.



- **Highlander Center:** Later in the summer we took a trip down to Highlander Center in Tennessee to learn about social justice advocacy, and to do some landscaping and farm work for the center. I feel that this was a truly formative experience for our youth, who want to go back.

- **Youth Sunday:** We as a youth group planned and carried out a worship service for the church, using youth for all of the important roles. The theme of the service was inclusion, and we did several skits and activities around that theme. We also had a great sermon from rising senior MacGregor Lakes, who talked about the importance of inclusion drawing from his experience at the Highlander Center which was one of the youth trips over the summer.



- **New Program Year and Growth:** As Youth Group reconvened after our summer break, our group was suddenly double in size, going from an average group size of about 14 to around 28. During some meetings and events, we have had as many as 32 attendees, and the number of youth we impact on a less regular basis is even higher. These numbers have held fairly steady all year, since December our average group size has been around 24.

**What this means:**

- Creates need for more staff and volunteer time –staff is over extended.
- Transportation has become a larger issue in terms of the activities we undertake outside the church.
- We are outgrowing our space to some degree, we will need to reorganize/re-outfit the youth rooms.
- We have an unprecedented opportunity as a church to serve this community as a safe place for these youth to grow spiritually and to learn about love and what it means to be a servant of Christ.
- **Hunger Hurts Food Drive:** For many years our youth group participated in the Hunger Hurts Food Drive with Berea College’s Center for Excellence in Learning through Service (CELTS) program. The first weekend of the drive, we dropped off bags and instructions to our assigned neighborhoods and the following weekend, collected those bags full of food and delivered them to the food bank.
- **Christmas Pageant:** This year the Youth Group participated in the church’s Christmas Pageant, playing Shepherds, Wiseman, and Mary/Joseph! We had a great time, and got to work with the younger children of the church.
- **Cooking Dinner for Wednesday Nite Live:** Several times during this past year, the youth have come together to create the meal for our WNL programing. This is a great way to serve, learn to work as a team, and learn new skills in the kitchen!

- **Cooking for Room in the Inn:** The Youth Group have started what we hope will be an ongoing service to the Room at the Inn program: a program where Union Church hosts Berea's homeless one night per week. We have taken the skills we learned cooking for WNL and put them to further use preparing dinner for this wonderful program.

Again, I want to thank you for your support. I ask for your prayers for the coming year, as we discern how we as a program can develop to accommodate the growing needs of the youth in this community. Please feel free to provide Maggie and myself with feedback. We would love to hear from you, and always feel your input as congregation members is extremely valuable.

Chris McKenzie



# Report of the Mission & Service Board

Our goal in 2018 was to spend funds to aid those in need around the world. We have supported many organizations and individuals through gifts to organizations like MedWater, CoCoDa Project Alianza, Pikeville Pride, New Opportunity School for Women, BFCO's Frank Gailey Fund program, Appalachian Science in the Public Interest, American Red Cross, Habitat for Humanity of Madison & Clark Counties, Kentucky Council of Churches, Berea Kids Eat, Living Waters for the World, Support Centers International, back-to-school needs for local kids, Sustainable Berea, Global Seeds, Samuel's Kids and others, as well as aid and loans to individuals. We participated in the Spoonbread Festival.

Submitted by Sally Zimmerman, Chair



## Report of the Nurture and Care Board

In 2018 the Nurture and Care Board began to actively track statistics of interactions with the congregation and community. Since April the board has recorded a total of 189 caring acts. Of that number 139 were rides to church, doctors, the airport, and church activities. These have particularly benefited our elders who no longer drive. When Nurture and Care efforts and Stephen Ministry hours of service are combined at least 350 hours of service were provided. Members of the committee have driven a total of 4,010 miles to provide these services.

Beyond the numbers Nurture and Care reached out to the church community by providing receptions as needed for funerals and even for the first Union Church ordination. Stephen Ministry continues to grow in numbers and in impact. There are now twelve trained Stephen Ministers and four Stephen leaders in the church who strive to journey with ours in times of struggle. The continuing education and supervision included in this program enables all the individuals involved to grow in mind and spirit

Recently Nurture and Care has taken an active role in Room In The Inn. Room in the Inn is a program designed to feed and shelter the homeless in the coldest time of the year. Different churches take one night a week and provide for the homeless from November through March. Sunday nights at Union have seen an outpouring of service and concern as members join together to meet the needs of others.

The Nurture and Care Board looks forward to offering time honored ways of serving as well as searching for innovations in reaching out to our church family and our local community. We thank the church for their generosity and encouragement.

Mary Lou Wiese



## Report of Pastoral Relations Board

The Pastoral Relations Board has continued to meet with Kent monthly to support his work and facilitate relationships between the pastor and congregation. There have been no major incidents to deal with this year and Kent is doing well aside from being in great need of his delayed sabbatical, which we are in planning for now. Our main accomplishment this year is the completion of the triennial pastoral evaluation survey, the report of which is below.

Reverend Kent's review was full of the expected high marks, with just a few that need to be worked on. The highest marks are concerning his:

- Communication skills
- Conducting of weddings and funerals
- Planning of worship services
- Sermon content, both theology and mission
- Sermon delivery
- Encouragement and modeling of spirit of hospitality
- Commitment to personal and professional growth
- Participation in Kentucky Council of Churches
- Promotion of and work for justice
- Commitment to community outreach

The documentation showing the congregation's evaluation of these skills are all ranked in the top 20<sup>th</sup> percentile and higher.

There are three basic concerns the Pastoral Relations Board brought to Reverend Kent. We discussed both his goals and how we as a board and as a congregation can help in accomplishing those goals. One is that the congregation believes Kent needs to delegate more things to others, in order for him to meet some of the challenges that have increased now that he is an only pastor. He will work on delegating more to others and then leaving the work to them and accepting their results. The board feels the need of a person whose job it will be to connect the skills we have in the congregation as a whole with the jobs that can be delegated, so that the pastor can do the work only the pastor can do.

Also, despite the above-listed high marks for Reverend Kent's involvement in peace and justice work, with and without KCC, some felt that he is not at the church enough and should perhaps curtail some of his time at Frankfort and other places now that he doesn't have an associate pastor. Many other church members are and will continue to be involved in our social justice work; perhaps that number could grow. It is important to note in this regard that Rev Kent's term of presidency for KCC ends in October, and was undertaken when we had two pastors. He has always been reachable through the church secretary, Joan English, and most congregants have his personal cell phone for emergencies.

PRB and most of the congregation believes Rev Kent needs to slow down and breathe. He is on the go constantly, and it our concern that he will burn out. He is a great asset to all of us, and we would like for him to “stop, breathe, and be.” This is a goal he will be working on, although he did assure us that he breathes continuously all day every day! He will also work on slowing down and being more patient with those whose thought processes aren’t as rapid as his own.

Prepared by Susan Doring-Zook, chair, and the Pastoral Relations Board



# Report of the Properties Board

Members: Dave Kobersmith [staff support], Robert Boyce [chair], Sally Hindman [secretary], Paul Jacobs, Roger Cook [first months of the year]

With great assistance from Dave, the Properties Board worked on and completed numerous maintenance and repair jobs throughout the building during 2018. Some were completed by volunteers and other projects by contracted entities:

- The front **Portico** has a new waterproof floor surface [Wilson & Wilson, July]
- **Air filters** were replaced [Kobersmith, Cook]
- **Ramp/office door** repaired [Shiller, May]
- **Floors** in Fellowship Hall and Office floor were stripped and waxed [June]
- The **lights** in the Sanctuary were replaced with LED lights [summer work crew]
- The **Sanctuary windows** and sills have been repainted [John Nugent, summer]
- **Lighting** in the Offices and Conference Room has been replaced and paid for by a church member [MACED, Kobersmith, fall]
- Repaired hole on east side of **Sanctuary roof** [American Roofing, Aug]
- **Coded door locks** installed at Office and Choir Room [Kobersmith, Kelly Mehler]
- A **projector** was purchased and installed in Community Room [Kent Gilbert, D&B Electric]



- Back entrance **garden** planted [Donna Abner and Mary Lou Wiese, fall]
- A new **Cowan Chapel podium** was constructed and installed [Jeff Hutton]
- **Plants** were removed from many areas of the building

**Discussions are ongoing for many projects:** to replace the back entrance ramp and side walk; to create a coffee bar in the Parlor [plumbing and electrical issues]; correct the warped angle iron truss in the attic [Poage Engineers]; install a possible railing in the choir area; replace the Cowen Chapel Scaffold Cane double door; refurbish vestibule restroom; install motion sensor lights in Community Room restrooms; find and install an accessible light fixture for the portico of

Cowen Chapel; and we continue an ongoing up-date for the capital project list [warranties, age factors and costs].

## Report of the Worship Board

As the Worship Board we:

- Assist with services. We straighten the sanctuary and prepare the elements for communion. We welcome members and visitors to services. We especially try to welcome visitors orienting them to church facilities such as the nursery and hearing assistive devices. We collect the offering and assist with communion.
- Arrange for lay leaders, acolytes, and volunteers to help with greeting, offering and communion.
- Help decorate the sanctuary for the various seasons of the church year.
- Coordinate with the pastors and music staff to enrich the worship experience such as suggesting new ideas for services, sanctuary decorations, and music experiences.
- Arrange for pulpit supply as needed.



This year we:

- Improved our planning for Advent and Lent to avoid the last minute rush.
- Renovated the balcony railings by adding hooks for the Advent banners and removing old nails that caught on clothing.
- Helped the choir perform at Carnegie Music Hall, NYC.
- Got a new lectern and Advent wreath for Cowan Chapel.
- Organized rebuilding the sanctuary piano.
- Assisted Jack Marshall in bringing the Godspell performance for Good Friday.
- Replaced the sanctuary lights.
- Hired Bernardo Scarambone as interim music director after Gabe Evans left.

We couldn't do all this without a lot of help. We especially want to thank:

- All our volunteers who assist with greeting, offering, communion, lay leadership and decorating the sanctuary.
- Those who musically enrich our services by serving on choirs, hand bells, as soloists and guest musicians. Especially we thank Bernardo Scarambone and Pearl Marshall for their leadership and inspiration.
- Nora Ruth Jenkins for inspiration and leadership in decorating the sanctuary for Advent.

- Debbonnaire Kovacs, Jennifer Melton, and Sharona Nelson for helping create new worship service experiences.
- Jack Marshall and Marty Hensley for audio-visuals and web broadcasts of our services.
- Barb Smith for baking the gluten-free communion bread.
- Sylvia From and Sayer Kobersmith for being our acolytes.
- Most importantly, we thank everyone for your enthusiasm and support. We especially appreciate your help in welcoming and orienting visitors to our services.



For the future we will work to address long-term sanctuary needs. They include a new sound system, choir safety railings, and a major rebuild of the sanctuary organ.

The Worship Board: Sue Peterson Blyth, Doug Hindman, Susan Pross Kramer, Jennifer Melton, John Payne.



## Report of the Church Finance Board

We started 2018 with a budget we knew would be changing with the departure of our beloved Associate Pastor Rachel Small Stokes. With input from other boards, Church Council and the congregation, Finance Board put aside some contingency funds and earmarked others for temporary staffing as we embarked on the journey to the future. A new, balanced budget was approved early in the spring. Although sorely disappointed by the departure of our wonderful Director of Music Ministries, Gabe Evans, later in the year, we did not have to adjust the budget to accommodate his leaving.

The Major Gifts Working Group, convened in 2017, delivered their report, leading us to pursue an agreement with Thrivent Financial / InFaith Community Foundation to establish an Endowment to benefit the church. It will comprise three funds, each targeted to a different purpose - the building and properties, missions and service projects, and a general fund directed by Church Council. The Finance Board will serve as the initial Endowment Committee through April, 2020, the primary functions being to administer the endowment throughout the year and determine annual disbursements.

A rotation of internal financial reviews and external audits was developed to help ensure good financial policies and procedures were being followed. Since a full financial audit is prohibitively expensive to do on an annual basis, the rotation was developed to facilitate reasonable oversight and develop financial literacy within the church membership. We will begin the rotation in summer 2019.

We continued work on the Financial Policy and Procedures manual, completing two more sections. We hope to finish the full manual by summer 2019.

A change in the Kentucky sales tax law went into effect in April that potentially impacts how we and other non-profits handle sales and admissions. We are hopeful the law will be revised in the 2019 session to exclude non-profits. In the meantime we have had to be careful how we advertise and classify our peripheral fund-raising efforts to avoid triggering reporting and tax consequences.

We have a sizable amount of money designated to restore our beautiful organ a few years down the road. Rather than leave that money in our checking account, we researched depositing it in a short-to-mid-term vehicle such as a CD or money market fund. After thorough research, we have decided to invest half in Treasury bills and half in rotating-term CDs which will allow us access to the funds quickly and easily when needed but should return a small income stream in the meantime.

Finance Board members introduced themselves to the congregation last fall during the stewardship campaign both to support the campaign and “make ourselves known” to more people. We hope to reach out approximately monthly to the congregation in 2019 to increase awareness of church finances and offer information that may prove helpful as members make decisions about their own finances.

Respectfully submitted, Shirley Carlberg, co-chair, Finance Board

# 2018 Profit & Loss

## Budget vs. Actual

### January - December 2018

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
<b>Revenue</b>				
4100 Pledges & Gifts				
4110 Plate Offering	7,786.92	8,000.00	213.08	97.34 %
4120 Pledged Gifts	306,293.81	299,000.00	-7,293.81	102.44 %
4130 Unpledged Gifts	28,143.85	46,000.00	17,856.15	61.18 %
4150 Spec Collections for Operations	2,223.14	1,000.00	-1,223.14	222.31 %
<b>Total 4100 Pledges &amp; Gifts</b>	<b>344,447.72</b>	<b>354,000.00</b>	<b>9,552.28</b>	<b>97.30 %</b>
4200 Fundraising Income				
4201 Kroger	430.80	700.00	269.20	61.54 %
4202 Amazon Smile	363.24	200.00	-163.24	181.62 %
4220 Sustainability Mugs	135.00		-135.00	
4221 Lunch Fundraisers		1,000.00	1,000.00	
4221.1 Income	1,453.25		-1,453.25	
4221.2 Expense	-149.86		149.86	
<b>Total 4221 Lunch Fundraisers</b>	<b>1,303.39</b>	<b>1,000.00</b>	<b>-303.39</b>	<b>130.34 %</b>
4222 Special Events, Concerts	17.10		-17.10	
4223 Flowers	176.00	100.00	-76.00	176.00 %
4224 Sustainability Projects	-282.00		282.00	
<b>Total 4200 Fundraising Income</b>	<b>2,143.53</b>	<b>2,000.00</b>	<b>-143.53</b>	<b>107.18 %</b>
4300 Other Operating Income				
4320 Weddings, funerals, memorials				
4320.1 Income	2,200.00	4,500.00	2,300.00	48.89 %
4320.2 Expense	-1,650.00	-2,000.00	-350.00	82.50 %
<b>Total 4320 Weddings, funerals, memorials</b>	<b>550.00</b>	<b>2,500.00</b>	<b>1,950.00</b>	<b>22.00 %</b>
4330 Rents and Building Use				
4330.1 Income	3,606.59	2,800.00	-806.59	128.81 %
4330.2 Expense	-933.94	-700.00	233.94	133.42 %
<b>Total 4330 Rents and Building Use</b>	<b>2,672.65</b>	<b>2,100.00</b>	<b>-572.65</b>	<b>127.27 %</b>
4390 Other Income	608.31		-608.31	
<b>Total 4300 Other Operating Income</b>	<b>3,830.96</b>	<b>4,600.00</b>	<b>769.04</b>	<b>83.28 %</b>
4500 Investment Income				
4501 Curr Year Lambert Trust Income	30,102.00	36,000.00	5,898.00	83.62 %
4510 Interest Earned	9,682.76	10,000.00	317.24	96.83 %
<b>Total 4500 Investment Income</b>	<b>39,784.76</b>	<b>46,000.00</b>	<b>6,215.24</b>	<b>86.49 %</b>
<b>Total Revenue</b>	<b>\$390,206.97</b>	<b>\$406,600.00</b>	<b>\$16,393.03</b>	<b>95.97 %</b>
<b>GROSS PROFIT</b>	<b>\$390,206.97</b>	<b>\$406,600.00</b>	<b>\$16,393.03</b>	<b>95.97 %</b>
<b>Expenditures</b>				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	30,723.96	30,724.00	0.04	100.00 %
6001.2 Pastor's Housing Allowance	35,856.00	35,856.00	0.00	100.00 %
6001.3 Pastor's Social Security Reimb	5,208.00	5,208.00	0.00	100.00 %

2018 Profit & Loss  
Budget vs. Actual  
January - December 2018

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
6001.4 Pastor's Health Insurance	10,794.00	10,795.00	1.00	99.99 %
6001.5 Pastor's Dental Plan	489.00	490.00	1.00	99.80 %
6001.6 Pastor's Life/Disability Ins	1,021.20	1,021.00	-0.20	100.02 %
6001.7 Pastor's Pension Plan	9,531.20	9,531.00	-0.20	100.00 %
6001.9 Pastor's Professional Expenses	5,479.28	5,500.00	20.72	99.62 %
<b>Total 6001 Pastor's Compensation</b>	<b>99,102.64</b>	<b>99,125.00</b>	<b>22.36</b>	<b>99.98 %</b>
6002 Associate Pastor Compensation				
6002.1 A P's Salary	2,844.21	2,844.21	0.00	100.00 %
6002.2 A P's Housing Allowance	2,785.42	2,785.42	0.00	100.00 %
6002.3 A P's Social Security Reimb	430.62	430.66	0.04	99.99 %
6002.4 A P's Health Insurance	953.50	953.34	-0.16	100.02 %
6002.5 A P's Dental Plan	81.50	81.66	0.16	99.80 %
6002.6 A P's Life/Disability Ins	84.45	120.66	36.21	69.99 %
6002.7 A P's Pension Plan	788.15	788.15	0.00	100.00 %
6002.9 A P's Professional Expenses	188.69	350.00	161.31	53.91 %
<b>Total 6002 Associate Pastor Compensation</b>	<b>8,156.54</b>	<b>8,354.10</b>	<b>197.56</b>	<b>97.64 %</b>
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	36,972.47	36,681.00	-291.47	100.79 %
6003.2 Office Admin Health Benefits	9,039.22	9,272.00	232.78	97.49 %
<b>Total 6003 Office Admin Compensation</b>	<b>46,011.69</b>	<b>45,953.00</b>	<b>-58.69</b>	<b>100.13 %</b>
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	22,684.00	22,539.00	-145.00	100.64 %
<b>Total 6004 Church Admin Compensation</b>	<b>22,684.00</b>	<b>22,539.00</b>	<b>-145.00</b>	<b>100.64 %</b>
6005 DMM Compensation				
6005.1 DMM Compensation	23,018.06	25,288.00	2,269.94	91.02 %
6005.2 DMM Health Benefits	2,728.56	4,212.00	1,483.44	64.78 %
6005.4 DMM Professional Expenses	375.00	375.00	0.00	100.00 %
<b>Total 6005 DMM Compensation</b>	<b>26,121.62</b>	<b>29,875.00</b>	<b>3,753.38</b>	<b>87.44 %</b>
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,238.96	11,239.00	0.04	100.00 %
6011.2 Youth Director's Assist Comp	2,383.37	2,600.00	216.63	91.67 %
6012 Bell Choir Director	3,172.00	3,300.00	128.00	96.12 %
6015 Custodian's Compensation	11,559.88	11,231.00	-328.88	102.93 %
6016 Child Care	2,451.08	5,400.00	2,948.92	45.39 %
6020 Guest Preacher (Pulpit Supply)	433.65	400.00	-33.65	108.41 %
6021 Organist & Director Substitutes	450.00	500.00	50.00	90.00 %
6022 Temp Staffing	9,964.19	20,000.00	10,035.81	49.82 %
<b>Total 6010 Misc Staff Compensation</b>	<b>41,653.13</b>	<b>54,670.00</b>	<b>13,016.87</b>	<b>76.19 %</b>
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	9,033.48	8,189.00	-844.48	110.31 %
6027 Worker's Comp Insurance	1,069.00	1,100.00	31.00	97.18 %
6030 Pastoral Leave Saving Fund	2,500.00	2,500.00	0.00	100.00 %
<b>Total 6025 Misc Staff Expenses</b>	<b>12,602.48</b>	<b>11,789.00</b>	<b>-813.48</b>	<b>106.90 %</b>
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	2,437.88	2,500.00	62.12	97.52 %
6102 Telephone Expenses	2,327.09	2,500.00	172.91	93.08 %
6103 Website Maintenance	1,230.98	1,200.00	-30.98	102.58 %
6105 Copier	5,751.93	7,000.00	1,248.07	82.17 %

# 2018 Profit & Loss

## Budget vs. Actual

### January - December 2018

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
6106 Paper	1,525.01	1,500.00	-25.01	101.67 %
6107 Postage	950.76	1,200.00	249.24	79.23 %
6108 Office Supplies	971.62	1,200.00	228.38	80.97 %
6109 Administrative Expenses	837.91	1,200.00	362.09	69.83 %
6110 Credit Card Fees	2,575.36	2,500.00	-75.36	103.01 %
6111 Vehicle Exp (Mileage Reimb etc)	3,666.95	3,400.00	-266.95	107.85 %
<b>Total 6100 ADMINISTRATION EXPENSES</b>	<b>22,275.49</b>	<b>24,200.00</b>	<b>1,924.51</b>	<b>92.05 %</b>
<b>6200 FINANCE EXPENSES</b>				
6201 Bookkeeping & Record Keeping	7,719.27	7,800.00	80.73	98.97 %
6202 Stewardship Expenses	235.54	1,000.00	764.46	23.55 %
6203 Line of Credit / Mortgage Pmt	6,000.00	6,000.00	0.00	100.00 %
6204 Other Finance Board Expenses	190.00	220.00	30.00	86.36 %
6205 Contingency Funds	5,000.00	5,000.00	0.00	100.00 %
<b>Total 6200 FINANCE EXPENSES</b>	<b>19,144.81</b>	<b>20,020.00</b>	<b>875.19</b>	<b>95.63 %</b>
<b>6300 PROPERTY EXPENSES</b>				
6301 Maintenance/Capital Projects	10,379.65	10,000.00	-379.65	103.80 %
6302 Liability Insurance	8,618.00	11,000.00	2,382.00	78.35 %
6303 Maintenance Contracts	2,952.00	3,900.00	948.00	75.69 %
6304 Contract Labor		500.00	500.00	
6310 Natural Gas	3,609.80	3,000.00	-609.80	120.33 %
6311 Water, Sewer & Sprinkler	1,715.43	2,100.00	384.57	81.69 %
6312 Electric	6,830.78	5,400.00	-1,430.78	126.50 %
6313 Electric Demand Charge	3,068.84	3,200.00	131.16	95.90 %
6320 Materials and Services	355.57	1,200.00	844.43	29.63 %
6321 Janitorial Supplies	1,140.62	1,200.00	59.38	95.05 %
<b>Total 6300 PROPERTY EXPENSES</b>	<b>38,670.69</b>	<b>41,500.00</b>	<b>2,829.31</b>	<b>93.18 %</b>
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6401 Inter-generational Ministry	189.79	450.00	260.21	42.18 %
6402 Children's Ministry	98.44	500.00	401.56	19.69 %
6403 Adult Ministry	812.47	500.00	-312.47	162.49 %
6404 Youth Ministry	1,610.27	1,500.00	-110.27	107.35 %
6405 Confirmation Class	400.00	400.00	0.00	100.00 %
6406 Vacation Bible School		450.00	450.00	
6407 Other Board Expenses & Gifts	777.29	500.00	-277.29	155.46 %
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	<b>3,888.26</b>	<b>4,300.00</b>	<b>411.74</b>	<b>90.42 %</b>
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
<b>6510 Social Committee</b>				
6511 Coffee	329.78	400.00	70.22	82.45 %
6512 Coffee Hour	230.17	300.00	69.83	76.72 %
6513 Lemonade on the Porch	192.67	300.00	107.33	64.22 %
6514 Funerals, Memorials	94.37	200.00	105.63	47.19 %
6515 Receptions	18.72	200.00	181.28	9.36 %
<b>Total 6510 Social Committee</b>	<b>865.71</b>	<b>1,400.00</b>	<b>534.29</b>	<b>61.84 %</b>
6520 Family Ministry	241.00	1,000.00	759.00	24.10 %
6521 Outreach (Evangelism & Adv)	1,512.95	2,000.00	487.05	75.65 %
6522 Membership		500.00	500.00	

**2018 Profit & Loss**  
**Budget vs. Actual**  
 January - December 2018

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
6523 Wednesday Night Live Support	426.92	400.00	-26.92	106.73 %
6524 Equipment	56.00	150.00	94.00	37.33 %
6525 Other CL&G Expense		50.00	50.00	
<b>Total 6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>	<b>3,102.58</b>	<b>5,500.00</b>	<b>2,397.42</b>	<b>56.41 %</b>
<b>6600 WORSHIP EXPENSES</b>				
6601 Worship Supplies	1,858.86	2,500.00	641.14	74.35 %
6602 Audio-Visual Broadcast Expense	3,588.00	4,100.00	512.00	87.51 %
6605 Adult Choir Music & Support	458.42	750.00	291.58	61.12 %
6606 Bell Choir Music & Support	548.40	500.00	-48.40	109.68 %
6608 Music Outreach	218.97	300.00	81.03	72.99 %
6610 Instrument Maintenance	2,826.89	2,500.00	-326.89	113.08 %
<b>Total 6600 WORSHIP EXPENSES</b>	<b>9,499.54</b>	<b>10,650.00</b>	<b>1,150.46</b>	<b>89.20 %</b>
<b>6700 MISSION &amp; OUTREACH EXPENSES</b>				
6710 Transfers to Mission & Outreach	23,955.72	24,780.00	824.28	96.67 %
6720 Delegate Expenses	420.00	200.00	-220.00	210.00 %
6730 KY Council of Churches	116.06	250.00	133.94	46.42 %
6731 National Council of Churches		100.00	100.00	
6732 World Council of Churches		100.00	100.00	
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>24,491.78</b>	<b>25,430.00</b>	<b>938.22</b>	<b>96.31 %</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	83.56	600.00	516.44	13.93 %
6802 Stephen Ministries	1,500.00	1,500.00	0.00	100.00 %
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>1,583.56</b>	<b>2,100.00</b>	<b>516.44</b>	<b>75.41 %</b>
<b>Total Expenditures</b>	<b>\$378,988.81</b>	<b>\$406,005.10</b>	<b>\$27,016.29</b>	<b>93.35 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$11,218.16</b>	<b>\$594.90</b>	<b>\$ -10,623.26</b>	<b>1,885.72 %</b>
<b>Other Revenue</b>				
<b>5000 NON-OPERATING INCOME</b>				
5010 Unrestricted Memorial Gifts	21,870.32		-21,870.32	
5012 Endowment / Investment donation	500.00		-500.00	
5013 Sale of Fixed Asset	600.00		-600.00	
5015 Pass-Thru Gifts	19,095.80		-19,095.80	
<b>Total 5000 NON-OPERATING INCOME</b>	<b>42,066.12</b>		<b>-42,066.12</b>	
<b>5100 RESTRICTED GIFTS, Non-Oper</b>				
<b>5120 FINANCE</b>				
5120.01 Restricted memorial	900.00		-900.00	
5121 Thrivent Action Income	500.00		-500.00	
<b>Total 5120 FINANCE</b>	<b>1,400.00</b>		<b>-1,400.00</b>	
<b>5130 PROPERTIES</b>				
5130.01 Special Projects	190.46		-190.46	
5130.02 Memorial Garden	250.00		-250.00	
<b>Total 5130 PROPERTIES</b>	<b>440.46</b>		<b>-440.46</b>	
<b>5140 FAITH DEVELOPMENT</b>				
5140.03 Youth Group	4,303.00		-4,303.00	
5140.06 Berea Leadership Experience	3,944.00		-3,944.00	
5140.07 FD Special Projects	15.00		-15.00	
5140.08 Spiritual Retreat	265.00		-265.00	

# 2018 Profit & Loss

## Budget vs. Actual

### January - December 2018

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Total 5140 FAITH DEVELOPMENT	8,527.00		-8,527.00	
5150 COMM LIFE & GROWTH				
5150.02 Wednesday Night Live	2,405.18		-2,405.18	
Total 5150 COMM LIFE & GROWTH	2,405.18		-2,405.18	
5160 WORSHIP				
5160.01 Worship & Art	1,199.00		-1,199.00	
5160.03 Organ Fund	663.08		-663.08	
5160.07 Handbell Fund	5,146.28		-5,146.28	
5160.08 Piano Refurbishment	6,110.00		-6,110.00	
5160.09 Choir Trip	39,615.33		-39,615.33	
Total 5160 WORSHIP	52,733.69		-52,733.69	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	180.00		-180.00	
5170.03 Emergency Assistance	3,450.00		-3,450.00	
5170.07 Berea Home Village	100.00		-100.00	
5170.11 No Child Cold / Hungry	1,337.50		-1,337.50	
5170.12 Katosi Women Dev	20.00		-20.00	
5170.13 Pride Education Project	90.00		-90.00	
Total 5170 MISSION & SERVICE	5,177.50		-5,177.50	
5190 PASTORS	75.00		-75.00	
Total 5100 RESTRICTED GIFTS, Non-Oper	70,758.83		-70,758.83	
Total Other Revenue	\$112,824.95	\$0.00	\$ -112,824.95	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial	21,920.32		-21,920.32	
7010 Trans to Reserves (non-oper)	70,959.83		-70,959.83	
7100 Pass-Thru Payments				
7102 Food Bank	225.00		-225.00	
7103 BFCO	2,496.55		-2,496.55	
7104 One Great Hour of Sharing	1,822.25		-1,822.25	
7105 Christmas Baskets	820.00		-820.00	
7106 Refugee Resettlement	6,931.26		-6,931.26	
7111 Habitat for Humanity	1,320.00		-1,320.00	
7112 Church World Service - Disaster	520.00		-520.00	
7113 Bread for the World	20.00		-20.00	
7116 Samuel's Kids	2,041.00		-2,041.00	
7118 KEF	20.00		-20.00	
7119 CoCoDA	2,678.00		-2,678.00	
7120 Child Detention Support	75.00		-75.00	
7150 Misc pass-thru payments	260.00		-260.00	
Total 7100 Pass-Thru Payments	19,229.06		-19,229.06	
Total 7000 Other / Non-Operating Expenses	112,109.21		-112,109.21	
Total Other Expenditures	\$112,109.21	\$0.00	\$ -112,109.21	0.00%
NET OTHER REVENUE	\$715.74	\$0.00	\$ -715.74	0.00%
NET REVENUE	\$11,933.90	\$594.90	\$ -11,339.00	2,006.03 %

# 2018 Statement of Financial Position

As of December 31, 2018

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	30,842.33
1104 People's Checking 5124	7,409.68
1105 People's Sweep Acct 512499	99,385.16
1110 AFCU - CD	185,021.88
1111 Putnam Investment Acct (37375)	2,576.18
<b>Total Bank Accounts</b>	<b>\$325,235.23</b>
Other Current Assets	
1302 Refund Due	414.88
1304 A/R Kent Gilbert	1,500.00
1401 Pre-paid Expense	4,833.50
<b>Total Other Current Assets</b>	<b>\$6,748.38</b>
<b>Total Current Assets</b>	<b>\$331,983.61</b>
<b>TOTAL ASSETS</b>	<b>\$331,983.61</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2102 A/P Pass-thru funds collected	5,076.55
2103 A/P Line of Credit Pmt	1,800.00
2200 Pre-paid Pledges & Gifts	600.00
24000 Payroll Liabilities	607.44
2403 FSA Liabilities	511.72
2420 Kent Gilbert Sabbatical Fund	13,177.51
<b>Total 24000 Payroll Liabilities</b>	<b>14,296.67</b>
<b>Total Other Current Liabilities</b>	<b>\$21,773.22</b>
<b>Total Current Liabilities</b>	<b>\$21,773.22</b>
Long-Term Liabilities	
2910 Capital Campaign Line of Credit	70,000.00
2920 Capital Campaign Member Loans	70,000.00
2930 Hutchins Fund Repayment	33,615.68
<b>Total Long-Term Liabilities</b>	<b>\$173,615.68</b>
<b>Total Liabilities</b>	<b>\$195,388.90</b>
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestricted Memorial Funds	737.52
3020 Unrestricted Carryover Funds	1,896.41
3030 Lambert Fund	220.16
3040 Hutchins Capital Improvement	30,842.33
3050 Long-Range Planning	9,806.20

# 2018 Statement of Financial Position

	TOTAL
3090 Capital Campaign	0.00
3091 Campaign Capital Income	1,542,373.25
3092 Capital Campaign Expenses	-1,709,565.55
<b>Total 3090 Capital Campaign</b>	<b>-167,192.30</b>
<b>Total 3000 Unrestricted Net Assets - CC</b>	<b>-123,689.68</b>
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	2,463.91
3110.02 AEDs	1,500.00
<b>Total 3110 ADMINISTRATIVE BOARD</b>	<b>3,963.91</b>
3120 FINANCE BOARD	
3120.01 Contingency Fund	9,999.93
3120.02 Undesignated Memorial	899.68
3120.03 Evan Thomas Memorial	1,316.37
3120.05 Pross Memorial	3,809.03
3120.11 N Jones Memorial	51.00
3120.13 M Kindel Memorial	7,499.31
3120.14 K Burke memorial	3,805.00
3120.16 R Butwell memorial	105.00
3121 Thrivent Action Income	272.29
<b>Total 3120 FINANCE BOARD</b>	<b>27,757.61</b>
3130 PROPERTIES BOARD	
3130.01 Special Projects	4,389.91
3130.02 Memorial Garden	148.91
3130.03 Sanctuary Lights	230.15
3130.06 Water fountains	2,500.00
3130.07 Choir room lock	146.00
<b>Total 3130 PROPERTIES BOARD</b>	<b>7,414.97</b>
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	3,900.80
3140.02 Confirmation Class	1,781.72
3140.03 Youth Group	1,915.55
3140.04 A. Stephenson Memorial Youth	375.19
3140.06 Berea Leadership Experience	2,032.18
3140.07 FD Special Projects	65.00
3140.08 Spiritual Retreat	265.00
<b>Total 3140 FAITH DEVELOPMENT BOARD</b>	<b>10,335.44</b>
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	4,310.25
3150.02 Wednesday Night Live	637.17
<b>Total 3150 COMM LIFE &amp; GROWTH BOARD</b>	<b>4,947.42</b>
3160 WORSHIP BOARD	
3160.01 Worship & Art	2,314.77
3160.02 Music Fund	536.43
3160.03 Organ Fund	36,075.69
3160.04 Guest Musician	8,256.71
3160.05 Memorial Anthem Fund	33.14
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	4,911.37

## 2018 Statement of Financial Position

	TOTAL
3160.08 Piano Refurbishment	400.00
3160.09 Choir Trip	333.50
<b>Total 3160 WORSHIP BOARD</b>	<b>53,797.61</b>
<b>3170 MISSION &amp; SERVICE BOARD</b>	
3170.01 Mission Outreach	3,236.75
3170.03 Emergency Assistance	-81.47
3170.04 M Tooley Estate	8,047.28
3170.05 Women's Creative Sewing & Craft	3,591.46
3170.06 Mission Trip Support	625.82
3170.07 Berea Home Village	100.00
3170.11 No Child Cold or Hungry	910.66
3170.12 Katosi Women's Development Trus	20.00
3170.13 Pride Education Project	90.00
<b>Total 3170 MISSION &amp; SERVICE BOARD</b>	<b>16,540.50</b>
<b>3180 NURTURE &amp; CARE BOARD</b>	
3180.01 Nurture & Care	982.77
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	390.97
<b>Total 3180 NURTURE &amp; CARE BOARD</b>	<b>1,441.92</b>
<b>3190 PASTORS</b>	
3190.01 Pastors' Discretionary Fund	161.16
3190.02 Gifts to Employees	-10.05
<b>Total 3190 PASTORS</b>	<b>151.11</b>
<b>Total 3100 Temp Restricted Net Assets</b>	<b>126,350.49</b>
32000 Unrestricted Net Assets	0.00
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,000.00
3302 Burroughs-True Memorial	22,000.00
<b>Total 3300 Perm Restricted Net Assets</b>	<b>122,000.00</b>
Net Revenue	11,933.90
<b>Total Equity</b>	<b>\$136,594.71</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$331,983.61</b>

# Report of the Treasurer

Account Balances:

- Checking/Sweep Acct (12/31/2018) \$119,385.16 (cash on hand)
- Hutchins Fund Acct (12/31/18) \$33,842.33
- Putnam Account (as of 12/31/18) \$2,544.21
- Lambert Trust Account (as of 12/31/2018) \$771,217.54
- Appalachian Community FCU (as of 12/31/18) \$185,021.88

We ended the 2018 year with a surplus in our Operating Budget of \$11,947.06. Per our Budget Policy, 10% of that goes to Mission and Service and the rest goes to unrestricted carryover funds.

Union Church has started a financial relationship with Thrivent and InFaith, two financial management companies that are helping the Union Church congregation make financial decisions that help the church, as well as the investing family and individual through multiple levels of planned giving to the church and personal financial planning. We are currently accumulating the initial investment of \$25,000 to open the Union Church Endowment Fund account.

Respectfully submitted by Greg Lakes, Treasurer



The Annual Operating Budget for Church of Christ, Union is the primary instrument of financial planning as established by the Constitution of the Church. Preparing an Operating Budget allows the congregation an opportunity to express their desires in the operations and management of the Church. By passage of this document, the Congregation empowers the Church Council with the responsibility of handling and controlling the Church's finances using the Operational Budget as the adopted guideline.

With the adoption of this 2019 Operational Budget, the Congregation makes the following policies as a part of this Budget:

The Operational Budget document stands on its own merits. Any previous Budget directives as passed by the Congregation and/or Board or Church Council are not valid unless further addressed within this document or the Church's Constitution.

The Boards and Officers are empowered to expend up to the amount allocated in each of the primary Total Expenditure Classifications: Personnel, Administration, Church Finance, Property, Faith Development, Worship, Nurture & Care, Mission & Service, and Community Life & Growth. With the exception of Personnel and the line item for a pastor's professional expenses, board chairs and Church Council can approve a request that will result in an overrun in the other Expenditure Classes of not more than ten percent (10%) of the budgeted amount. Lacking approval for a classification overrun, the Treasurer will not authorize any further payments from any line item in the classification. Projected increases or overruns in the Personnel Class, including Pastors' Expense Accounts, must be first approved by the Congregation.

The Church Finance Board is empowered to expend up to \$5,000 without further Congregational approval for emergency items not identified in the Operational Budget (for example, ceiling repairs in the sanctuary.) Should an expenditure of that nature be required, the Church Council must decide whether to withdraw funds from reserves or ask for a special offering appeal and must report the action(s) to the congregation.

The Church Council must report the financial conditions of the Church with respect to the Operational Budget on a regular basis through reports to Church Council meetings and other means as necessary.

Board Chairpersons who have funds at their disposal through the Budget are responsible for tracking the expenditures of their boards. Monthly financial reports will be distributed at the Church Council meetings for this purpose.

Designated giving toward special projects and other non-operational items must be approved by the Church Council prior to creating a new fund for acceptance of the gift. Upon acceptance, those moneys will be handled as Non-Operational Activities and do not appear in this document and do not require further Congregational approval unless stipulated by the Church's Constitution.

The Proposed Budget will be available for Congregational review at least one week prior to the meeting at which it is to be presented for adoption.

If a surplus remains at the end of the year, 10% of that surplus will be placed in the Mission Outreach Fund. The remaining 90% is to be allocated as recommended by the Church Council.

# 2019 Operational Budget

## CHURCH OF CHRIST UNION Budget: 2018 vs 2019

	2018	2019	Inc/Dec	% change
<b>Revenue</b>				
4100 Pledges & Gifts				
4110 Plate Offering	8,000.00	8,000.00	0.00	0.0%
4120 Pledged Gifts	299,000.00	295,000.00	-4,000.00	-1.3%
4130 Unpledged Gifts	46,000.00	30,000.00	-16,000.00	-34.8%
4150 Spec Collections for Operations	1,000.00	1,500.00	500.00	50.0%
<b>Total 4100 Pledges &amp; Gifts</b>	<b>\$ 354,000.00</b>	<b>\$ 334,500.00</b>	<b>-\$ 19,500.00</b>	<b>-5.5%</b>
4200 Fundraising Income				
4201 Kroger	700.00	500.00	-200.00	-28.6%
4202 Amazon Smile	200.00	500.00	300.00	150.0%
4221 Lunch Fundraisers	1,000.00	1,000.00	0.00	0.0%
4222 Special Events, Concerts	0.00	200.00	200.00	--
4223 Flowers	100.00	100.00	0.00	0.0%
4224 Sustainability Projects	0.00	200.00	200.00	--
<b>Total 4200 Fundraising Income</b>	<b>\$ 2,000.00</b>	<b>\$ 2,500.00</b>	<b>\$ 500.00</b>	<b>25.0%</b>
4300 Other Operating Income				
4320 Weddings, funerals, memorials	2,500.00	2,000.00	-500.00	-20.0%
4330 Rents and Building Use	2,100.00	2,000.00	-100.00	-4.8%
4390 Other Income	0.00	500.00	500.00	--
<b>Total 4300 Other Operating Income</b>	<b>\$ 4,600.00</b>	<b>\$ 4,500.00</b>	<b>-\$ 100.00</b>	<b>-2.2%</b>
4500 Investment Income				
4501 Curr Year Lambert Trust Income	36,000.00	30,000.00	-6,000.00	-16.7%
4510 Interest Earned	10,000.00	10,000.00	0.00	0.0%
<b>Total 4500 Investment Income</b>	<b>\$ 46,000.00</b>	<b>\$ 40,000.00</b>	<b>-\$ 6,000.00</b>	<b>-13.0%</b>
<b>Total Revenue</b>	<b>\$ 406,600.00</b>	<b>\$ 381,500.00</b>	<b>-\$ 25,100.00</b>	<b>-6.2%</b>
<b>Gross Profit</b>	<b>\$ 406,600.00</b>	<b>\$ 381,500.00</b>	<b>-\$ 25,100.00</b>	<b>-6.2%</b>
<b>Expenditures</b>				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	30,724.00	24,441.60	-6,282.40	-20.4%
6001.2 Pastor's Housing Allowance	35,856.00	45,000.00	9,144.00	25.5%
6001.3 Pastor's Social Security Reimb	5,208.00	5,312.04	104.04	2.0%
6001.4 Pastor's Health Insurance	10,795.00	11,010.00	215.00	2.0%
6001.5 Pastor's Dental Plan	490.00	490.00	0.00	0.0%
6001.6 Pastor's Life/Disability Ins	1,021.00	1,021.00	0.00	0.0%
6001.7 Pastor's Pension Plan	9,531.00	9,531.00	0.00	0.0%
6001.9 Pastor's Professional Expenses	5,500.00	4,000.00	-1,500.00	-27.3%
<b>Total 6001 Pastor's Compensation</b>	<b>\$ 99,125.00</b>	<b>\$ 100,805.64</b>	<b>\$ 1,680.64</b>	<b>1.7%</b>
6002 Associate Pastor Compensation	8,354.10	\$ 0.00	-\$ 8,354.10	-100.0%
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	36,681.00	37,414.62	733.62	2.0%
6003.2 Office Admin Health Benefits	9,272.00	9,369.00	97.00	1.0%
<b>Total 6003 Office Admin Compensation</b>	<b>\$ 45,953.00</b>	<b>\$ 46,783.62</b>	<b>\$ 830.62</b>	<b>1.8%</b>
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	22,539.00	22,989.78	450.78	2.0%
<b>Total 6004 Church Admin Compensation</b>	<b>\$ 22,539.00</b>	<b>\$ 22,989.78</b>	<b>\$ 450.78</b>	<b>2.0%</b>

## 2019 Operational Budget

6005 DMM Compensation				
6005.1 DMM Compensation	25,288.00	25,793.76	505.76	2.0%
6005.2 DMM Health Benefits	4,212.00	4,684.50	472.50	11.2%
6005.4 DMM Professional Expenses	375.00	375.00	0.00	0.0%
<b>Total 6005 DMM Compensation</b>	<b>\$ 29,875.00</b>	<b>\$ 30,853.26</b>	<b>\$ 978.26</b>	<b>3.3%</b>
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,239.00	11,463.78	224.78	2.0%
6011.2 Youth Director's Assist Comp	2,600.00	2,652.00	52.00	2.0%
6012 Bell Choir Director	3,300.00	3,366.00	66.00	2.0%
6015 Custodian's Compensation	11,231.00	11,455.62	224.62	2.0%
6016 Child Care	5,400.00	3,400.00	-2,000.00	-37.0%
6020 Guest Preacher (Pulpit Supply)	400.00	400.00	0.00	0.0%
6021 Organist & Director Substitutes	500.00	500.00	0.00	0.0%
6022 Temp Staffing	20,000.00	20,000.00	0.00	0.0%
<b>Total 6010 Misc Staff Compensation</b>	<b>\$ 54,670.00</b>	<b>\$ 53,237.40</b>	<b>-\$ 1,432.60</b>	<b>-2.6%</b>
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	8,189.00	9,721.62	1,532.62	18.7%
6027 Worker's Comp Insurance	1,100.00	1,100.00	0.00	0.0%
6030 Pastoral Leave Saving Fund	2,500.00	2,500.00	0.00	0.0%
<b>Total 6025 Misc Staff Expenses</b>	<b>\$ 11,789.00</b>	<b>\$ 13,321.62</b>	<b>\$ 1,532.62</b>	<b>13.0%</b>
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	2,500.00	2,000.00	-500.00	-20.0%
6102 Telephone Expenses	2,500.00	2,500.00	0.00	0.0%
6103 Website Maintenance	1,200.00	1,200.00	0.00	0.0%
6105 Copier	7,000.00	6,000.00	-1,000.00	-14.3%
6106 Paper	1,500.00	1,500.00	0.00	0.0%
6107 Postage	1,200.00	1,200.00	0.00	0.0%
6108 Office Supplies	1,200.00	1,200.00	0.00	0.0%
6109 Administrative Expenses	1,200.00	1,200.00	0.00	0.0%
6110 Credit Card Fees	2,500.00	2,500.00	0.00	0.0%
6111 Vehicle Exp (Mileage Reimb etc)	3,400.00	3,400.00	0.00	0.0%
<b>Total 6100 ADMINISTRATION EXPENSES</b>	<b>\$ 24,200.00</b>	<b>\$ 22,700.00</b>	<b>-\$ 1,500.00</b>	<b>-6.2%</b>
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	7,800.00	7,800.00	0.00	0.0%
6202 Stewardship Expenses	1,000.00	1,000.00	0.00	0.0%
6203 Line of Credit / Mortgage Pmt	6,000.00	6,000.00	0.00	0.0%
6204 Other Finance Board Expenses	220.00	220.00	0.00	0.0%
6205 Contingency Funds	5,000.00	0.00	-5,000.00	-100.0%
<b>Total 6200 FINANCE EXPENSES</b>	<b>\$ 20,020.00</b>	<b>\$ 15,020.00</b>	<b>-\$ 5,000.00</b>	<b>-25.0%</b>
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	10,000.00	10,000.00	0.00	0.0%
6302 Liability Insurance	11,000.00	9,000.00	-2,000.00	-18.2%
6303 Maintenance Contracts	3,900.00	3,900.00	0.00	0.0%
6304 Contract Labor	500.00	500.00	0.00	0.0%
6310 Natural Gas	3,000.00	3,100.00	100.00	3.3%
6311 Water, Sewer & Sprinkler	2,100.00	2,100.00	0.00	0.0%
6312 Electric	5,400.00	5,400.00	0.00	0.0%
6313 Electric Demand Charge	3,200.00	3,200.00	0.00	0.0%
6320 Materials and Services	1,200.00	1,200.00	0.00	0.0%

# 2019 Operational Budget

6321 Janitorial Supplies	1,200.00	1,200.00	0.00	0.0%
<b>Total 6300 PROPERTY EXPENSES</b>	<b>\$ 41,500.00</b>	<b>\$ 39,600.00</b>	<b>-\$ 1,900.00</b>	<b>-4.6%</b>
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6401 Inter-generational Ministry	450.00	350.00	-100.00	-22.2%
6402 Children's Ministry	500.00	500.00	0.00	0.0%
6403 Adult Ministry	500.00	200.00	-300.00	-60.0%
6404 Youth Ministry	1,500.00	4,000.00	2,500.00	166.7%
6405 Confirmation Class	400.00	400.00	0.00	0.0%
6406 Vacation Bible School	450.00	100.00	-350.00	-77.8%
6407 Other Board Expenses & Gifts	500.00	400.00	-100.00	-20.0%
6408 College & Young Adult	0.00	100.00	100.00	--
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	<b>\$ 4,300.00</b>	<b>\$ 6,050.00</b>	<b>\$ 1,750.00</b>	<b>40.7%</b>
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
6510 Social Committee				
6511 Coffee	400.00	400.00	0.00	0.0%
6512 Coffee Hour	300.00	300.00	0.00	0.0%
6513 Lemonade on the Porch	300.00	300.00	0.00	0.0%
6514 Funerals, Memorials	200.00	100.00	-100.00	-50.0%
6515 Receptions	200.00	100.00	-100.00	-50.0%
<b>Total 6510 Social Committee</b>	<b>\$ 1,400.00</b>	<b>\$ 1,200.00</b>	<b>-\$ 200.00</b>	<b>-14.3%</b>
6520 Family Ministry	1,000.00	\$ 0.00	-\$ 1,000.00	-100.0%
6521 Outreach (Evangelism & Adv)	2,000.00	1,500.00	-500.00	-25.0%
6522 Membership	500.00	300.00	-200.00	-40.0%
6523 Wednesday Night Live Support	400.00	300.00	-100.00	-25.0%
6524 Equipment	150.00	150.00	0.00	0.0%
6525 Other CL&G Expense	50.00	50.00	0.00	0.0%
<b>Total 6500 COMM LIFE &amp; GROWTH EXPENSE</b>	<b>\$ 5,500.00</b>	<b>\$ 3,500.00</b>	<b>-\$ 2,000.00</b>	<b>-36.4%</b>
<b>6600 WORSHIP EXPENSES</b>				
6601 Worship Supplies	2,500.00	2,500.00	0.00	0.0%
6602 Audio-Visual Broadcast Expense	4,100.00	4,100.00	0.00	0.0%
6605 Adult Choir Music & Support	750.00	850.00	100.00	13.3%
6606 Bell Choir Music & Support	500.00	500.00	0.00	0.0%
6608 Music Outreach	300.00	300.00	0.00	0.0%
6610 Instrument Maintenance	2,500.00	2,500.00	0.00	0.0%
<b>Total 6600 WORSHIP EXPENSES</b>	<b>\$ 10,650.00</b>	<b>\$ 10,750.00</b>	<b>\$ 100.00</b>	<b>0.9%</b>
<b>6700 MISSION &amp; OUTREACH EXPENSES</b>				
6710 Transfers to Mission & Outreach	24,780.00	23,310.00	-1,470.00	-5.9%
6720 Delegate Expenses	200.00	450.00	250.00	125.0%
6730 KY Council of Churches	250.00	250.00	0.00	0.0%
6731 National Council of Churches	100.00	100.00	0.00	0.0%
6732 World Council of Churches	100.00	100.00	0.00	0.0%
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>\$ 25,430.00</b>	<b>\$ 24,210.00</b>	<b>-\$ 1,220.00</b>	<b>-4.8%</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	600.00	600.00	0.00	0.0%
6802 Stephen Ministries	1,500.00	1,500.00	0.00	0.0%
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>\$ 2,100.00</b>	<b>\$ 2,100.00</b>	<b>\$ 0.00</b>	<b>0.0%</b>
<b>Total Expenditures</b>	<b>\$ 406,005.10</b>	<b>\$ 391,921.32</b>	<b>-\$ 14,083.78</b>	<b>-3.5%</b>
<b>Net Operating Revenue</b>	<b>\$ 594.90</b>	<b>-\$ 10,421.32</b>	<b>-\$ 11,016.22</b>	<b>-1851.8%</b>
<b>Net Revenue</b>	<b>\$ 594.90</b>	<b>-\$ 10,421.32</b>	<b>-\$ 11,016.22</b>	<b>-1851.8%</b>

## Installation of Board Members & Officers

### **Moderator:**

Friends: The Church of Christ, Union, receives all followers of Christ and works with all who work with him: respecting each one's conscience; serving in love; endeavoring to keep the unity of the spirit in the bond of peace. To that end, the congregation establishes various offices to which people are elected and appointed to direct and empower the mission of the church.

### **Pastor:**

Hear these words from the apostle Paul:

"Sisters and brothers, I want you to know the truth about gifts from the holy spirit. There are different kinds of spiritual gifts, but the same spirit gives them.

### **Congregation:**

### **Moderator:**

"There are different abilities to perform service, but the same God gives ability to each of us for our particular service.

### **Congregation:**

***"The Spirit's presence is shown in some way in each person for the good of all. "***

### **Pastor:**

Brothers and sisters in Christ, you have been chosen to use your gifts as officers and board members at Union Church. Your service in your office is the visible Church at work. We ask that as office-bearers in Union Church, you show our mission by word and example, and be bold and creative helping all embody the life and ministry of Jesus.

### **Moderator:**

Do you accept the offices entrusted to you, and do you promise faithfully to lend your gifts and skills to the call and mission of the Church of Christ, Union, trusting in the Lord to lead and guide you? [Please respond "I do" if you accept]

### **Pastor:**

Members of the Congregation gathered here: Do you promise to support them in their work, to remember them in your prayers, and to work with them to the best of the abilities that God has given you?

### **Congregation:**

***We promise our support and prayers as we work together. We promise to be actively involved and to provide strong support for the workers of this***

**congregation. With our officers and board members, we recommit ourselves to work and fellowship that makes the radical and inclusive love of God, the beloved community proclaimed by Jesus, and the continuing inspiration of the Holy Spirit visible and real to all.**

**Moderator:**

Sisters and Brothers, you are hereby installed to your elected posts and may the blessing of Creator, Christ and Holy Spirit be with you all. Amen.

***In the Midst of New Dimensions***

C C/B F C F Am7 Dm7 G7sus4 G7

1 In the midst of new di-men-sions, in the face of chang-ing ways,  
 2 Through the flood of starv-ing peo - ple, war-ring fac-tions and de - spair,  
 3 As we stand a world di - vid - ed by our own self - seek - ing schemes,  
 4 We are man and we are wom-an, all per-sua-sions, old and young,  
 5 Should the threats of dire pre-dic-tions cause us to with - draw in pain,

C C/B F C F Am7 Dm7 G C

Who will lead the pil-grim peo - ples wan-dering in their sep - arate ways?  
 Who will lift the ol - ive branch-es? Who will light the flame of care?  
 Grant that we, your glob - al vil - lage, might en - vi - sion wid - er dreams.  
 Each a gift in your cre - a - tion, each a love song to be sung.  
 May your blaz-ing phoe-nix spir - it res - ur - rect the church a - gain.

*Refrain*  
 Am Em F C F C G7 C Dsus4 D7 G7sus4 G7 Am

God of rain-bow, fier - y pil - lar, lead-ing where the ea-gles soar, We your

Em F C F C/E F C/E F C/E Dm7 G7 C

peo-ple, ours the jour-ney now and ev - er, now and ev - er, now and ev - er - more.

## **“LIVING THE VISION” Mission Statement**

**WE, THE PEOPLE OF UNION CHURCH**, seek to live out our discipleship to God as a community inspired by Jesus' transforming love. As a gathering of those seeking to boldly and creatively embody Christ's life and ministry, we commit ourselves to work and fellowship that makes the radical and inclusive love of God, the beloved community proclaimed by Jesus, and the continuing inspiration of the Holy Spirit visible and real to all. As one in body with Christ, we commit ourselves to acts of...

### **UNBOUNDED HOSPITALITY TO BUILD A BELOVED COMMUNITY OF CHRIST**

We will boldly and creatively embody the life and ministry of Jesus by offering the radical hospitality of Christ in all we do and in the fellowship we share. We will seek unity in building a loving community amongst the gifts of differing traditions, opinions, and views. We will listen carefully and prayerfully. We will proclaim God's forgiveness and grace. We will stand with one another as bearers of Christ's light in times of trial and rejoicing. As a body of Christ we will actively and intentionally reach beyond the walls that separate us, persuaded that "God has made of one blood all peoples of the earth."

### **THOUGHTFUL, INSPIRATIONAL, AND INTENTIONAL FAITH DEVELOPMENT**

We will boldly and creatively embody the life and ministry of Jesus by thoughtfully developing the faith, knowledge, and spirit of persons of every age. Rooted in scripture and drawing on spirit and intellect, we commit to learn and teach a spirituality which deepens our sense of closeness to God. We commit to creative teaching and leadership that inspires and equips ourselves, our children, and our community to live out the justice, compassion, love and joy we believe God intends for all.

### **PASSIONATE WORSHIP**

We will boldly and creatively embody the life and ministry of Jesus with passionate worship that celebrates the transforming love of God. In every setting where we meet we will proclaim God's inclusive care and prophetic witness, empowering all persons to worship with joy and develop a deeper closeness to God in a ministry of all believers. We will offer our widely varying gifts of scripture, prayer, music, dance, drama, visual art, the spoken word, and the beauty of our actions to inspire those of every generation to follow in God's way.

### **RISK-TAKING MISSION AND SERVICE**

We will boldly and creatively embody the life and ministry of Jesus with risk-taking mission and service. As disciples of Christ, we will reach out to the world to love, heal, and transform it through the difficult work of justice, reconciliation, and hope. We commit to using our staff, our building, and our selves for servant leadership in our sphere of influence, and we commit to the spiritual and educational support that will make us effective and joyful agents of God's grace.

### **EXTRAVAGANT GENEROSITY AND CARE IN OUR STEWARDSHIP**

We will boldly and creatively embody the life and ministry of Jesus with extravagant generosity and care in the stewardship of the gifts we have been given. We will offer and organize our time, talent, and treasure in loving service and outreach with useful facilities and supported staff and programs, striving always to be agents of God's inclusive love. With care and diligence we will seek the well-being of our community, of all of our volunteers and staff, and of God's earth in all that we undertake alone and together.

**WOVEN TOGETHER**, these commitments testify to our discipleship. We believe that God is both calling and empowering Union Church to keep these commitments for ourselves and for all those who are seeking and serving the love of God.

Adopted September 20, 2009

# Where I'm From

by the kids of Union Church

I am from sisters,  
from a staircase, and blueberry pancakes.  
I am from cinnamon rolls, tile,  
oatmeal, a red cup.  
I am from yellow walls, beautiful  
counter tops, pink tulips,  
where we celebrate the dog's birthday,  
and Harry Potter's birthday,  
and we snuggle.  
I am from Vera and Mama and Mimi and Nana  
and grandparents and ridiculous friends.  
I am from silly and happy,  
from jobs and Minecraft,  
from bacon and croissants.  
I walk into church and see  
people,  
an organ,  
and I think about God.  
I remember wolves,  
a huge backyard, and how I loved to dance  
in the living room.



Photos in this Report were taken by several Union Church members and friends, primarily Rachael White, Laura Nagle & Chris McKenzie, and gleaned from those submitted for the church website, Facebook page and Newsletter  
Cover art by Children's Church participants