

THE CHURCH OF CHRIST, UNION  
167TH ANNUAL MEETING  
Worship, Reports & Business  
March 15, 2020



Tending Holy Ground

# 167TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 12:30 PM MARCH 15, 2020

*“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**

**Welcome and Opening Prayer**

**Tasks of Order** .....3  
     Establishing a Quorum  
     Appointing a Parliamentarian  
     Recognizing our Staff

**Items Requiring Action**

    Approval of Previous Meetings’ Minutes ..... 4  
     Proposed Action #1 Election of Officers and Board Members..... 8  
     Proposed Action #2 Financial Secretary Term ..... 11  
     Reception of 2019 Annual Report  
     Other Business of the Church

**Annual Reports**

    Report of the Moderator ..... 12  
     Report of the Pastor ..... 13  
     Report of the Chairperson of Church Council..... 18  
     Report of the Church Administrator..... 19  
     Report of the Director of Music Ministries..... 21  
     Report of the Clerk ..... 22  
     Report of the Administration Board ..... 23  
     Report of the Faith Development Board and Youth Group Director..... 24  
     Report of the Mission & Service Board..... 26  
     Report of the Nurture & Care Board..... 28  
     Report of the Pastoral Relations Board..... 29  
     Report of the Properties Board ..... 30  
     Report of the Worship Board ..... 31  
     Report of the Finance Board ..... 33  
     2019 Financial Statements ..... 35  
     Report of the Treasurer ..... 43  
     2020 Budget Policy..... 44  
     2020 Operational Budget ..... 46

**Installation of Officers and Board Members**..... 50

**Living the Vision Mission Statement** ..... 52

**Benediction** ..... Rev. Gilbert

## 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 2019.

Jennifer Bellando, Nursery Care Team  
Denis Burton , Custodial Support  
Shirley Carlberg, Bookkeeper  
Nate Craddock (partial year)  
Joan English, Office Administrator  
Carla Gilbert, Pastoral Support  
Kent Gilbert, Pastor  
Elly Green, Nursery Care Team  
Ashley Hammond, Nursery Care Team  
Dave Kobersmith, Church Administrator

MacGregor Lakes, Custodial Support  
Pearl Marshall, Handbell Director  
Chris McKenzie, Youth Director  
Laura Nagle, Program Support  
Maggie Park, Youth Group Assistant  
Bernardo Scarambone, Director of Music  
Hope Tarter, Nursery Care Team  
Andrea Wescott, Nursery Care Team  
Breeze Zaring, Nursery Care Team

# Congregational Meeting Minutes

## ANNUAL CONGREGATIONAL MEETING OF UNION CHURCH

Sunday, March 10, 2019

The meeting was called to order at 12:30 pm by the Moderator, Paul Smithson, following a pancake breakfast prepared by the Worship Board. The Moderator declared a **quorum** and appointed Doug Hindman **parliamentarian**.

Paul Smithson asked if there were any additions or corrections to the **minutes** from the March 18, 2018 Annual Meeting; the December 9, 2018 Annual Budget Meeting; and Called Meeting to amend the constitution by adding Bylaw 15. Ellen Mink moved to accept the minutes in the Annual Report. Cheryl Stone seconded the motion. The minutes were **unanimously approved**.

**Nominating Board Report.** Carla Gilbert thanked all the present Board members, officers and those who have agreed to serve. She asked that Teresa Gowler be added as a Worship Board candidate. A training meeting will be held April 6, 2019 for new Board members. Paul called for nominations from the floor with no response. No second was needed. **The slate for Nominating Board presented for vote passed unanimously.**

Rev. Kent recognized the wonderful work of Honorary Lifetime Deacons. Living up to the exemplary work, Doug Hindman and Hazel Morris were heartily elected to join the group.

**Motion from Congregation to ask Church Council to authorize the formation of a group to structure a planning process to implement the “What Next!? Values and Goals”.** Vice-Moderator and Chair of Church Council Jean Boyce summarized the values and goals important to the Union Church Family as indicated in the 2018 Vision Process. Foundational areas of expertise are needed to improve spiritual formation, leadership and volunteer support, communication, and stewardship. These areas of expertise allow families to be supported in all their forms, provide mission and service to Union Church, our community and beyond, and provide groups connecting people in relationships of spiritual depth and care. 2019 will begin with action plans, such as consultants. When the action plans come together, work will begin on implementation of plans to be finished by 2021.

Moderator Paul Smithson called for a motion from the congregation to ask Church Council to authorize the formation of a group to structure a planning process to implement the “What Next!? Values and Goals” Betty Hibler moved, Amy Williams seconded the motion. **Motion passed unanimously.**

Rev. Kent showed slides depicting progress in the Visioning Process since Spring 2018. Need for 1-3 year plans began with small group listening sessions. Responses were recorded and a Vision Task Group formed. The Vision Group distilled possibilities to consider. Moving forward they presented these possibilities to Church Council and held “Family Meetings” for input and direction. Council formulated action plans to meet identified mission goals.

Moderator Paul Smithson called for a motion from the Church Council to staff and develop individual implementation plans for the Values and Goals, including staffing, definition, purpose,

and financial implications. **The motion was made and seconded, passing unanimously.**

Rev. Kent, Jean Boyce, Dave Kobersmith and Sally Hindman put in many hours and much work getting the visioning process moving.

**Motion to Amend 2019 Budget.** Greg Lakes, Treasurer, presented a motion to amend 2019 Budget to correct an error, a shortage of \$554.82 in total expenses. Joan English seconded. **The motion passed unanimously.**

**Motion to approve pastoral sabbatical leave.** Rev. Kent described his plans for a pastoral sabbatical leave. He will be writing about how to implement action areas in Vision Process and travel to visit models in these areas. Leave will begin July 1, 2019 and continue four months. Three months will be sabbatical, two weeks vacation, and two weeks continuing education. Motion to approve pastoral sabbatical. Sally Zimmerman seconded. **Motion passed unanimously.**

The Congregation will need to step up to keep the church running in Rev. Kent's absence. Rev. Kent will orient the substitute hired to step in. Sally Hindman professed a need for us to rev up our volunteer spirit to keep the Vision Process going.

**Motion to receive Annual Reports for 2018.** Charlie Hoffman moved that the Annual Report for 2018 be accepted, Dorie Hubbard seconded. **The motion passed unanimously.**

#### **Other business:**

- Betty Hibler shared an inspirational message for while Rev. Kent is away. This is an exciting time. Engage with enthusiasm.
- Pictures from the New York trip where the Union Church Choir so gloriously sang at Carnegie Hall were present for viewing.
- Paul Smithson asked if anyone wanted to highlight anything specific in the annual report.
- Bob Boyce, chair, mentioned future plans of Properties Board with a special thank you to Dave Kobersmith, staff support.
- Doug Hindman referred to the Worship Board report as being full of thank yous.
- Ashley Cochrane of Faith Development Board thanked Laura Nagle for her leadership and enthusiasm.
- Jenny Bromley, Faith Development, pointed out that the Youth Group has become a safe space. Thank you Chris McKenzie, Youth Group Director.
- The importance of Room In The Inn program and help from church members was expressed by Mary Lou Wiese along with thank yous to all who helped.

The meeting ended with the installation of new Officers and Board Members followed by a hymn.

Linda Parsons, Clerk

## ANNUAL BUDGET MEETING OF UNION CHURCH

**Sunday, December 8, 2019, 12:45 pm**

Allowing time for the congregation to get coffee and snacks provided by the Worship Board, Rev. Kent led the congregation in prayer. Moderator Paul Smithson called the meeting to order, declared a quorum present, and appointed Bill Stolte parliamentarian *pro tem*.

Rev. Kent gave a brief review of the mission of Union Church. 5 Mission Values call for 4 Vital Skills sets. These support 3 Great Loves that will happen in 2 Years to form 1 Beloved Community, in spirit, mission and motion. Rev. Kent reminded us that in working together, Christ is revealed. As we work on the budget, keep in mind these great loves.

### **Budget:**

Dave Kobersmith, Church Administrator, reported that Giving Tuesday succeeded in gifts of over \$6000. With that and two generous, anonymous gifts of \$45,500 the church budget is not in such dire shape. Gail Wolford wondered how the new funds would be allocated. Shirley Carlberg, Bookkeeper, explained that there is a Finance Board meeting Tuesday, December 10 to discuss how the 2019 shortfall is to be dispersed.

Greg Lakes went over details of the current 2020 budget. The requested 2020 budget showed a deficit of over \$90,000. After pledges came in, the Finance Board met and made cuts to try to balance the budget. Items highlighted showed a change in amount budgeted. With additional information of unpledged gifts, that line item was changed to \$32,500 rather than \$22,500. Member Directed Outreach is \$6,000. Cheryl Stone asked how donations to Member Outreach work. Dave answered that the member writes where they want the money to go in the memo line on the check. Cheryl wondered if the Church could sponsor charities such as Samuel's Kids. Dave pointed out that it would be cost prohibitive for the church and encouraged members to do that on their own. Greg mentioned changes in expenditures included Pastor's health insurance, particularly dental and life/disability. These benefits were dropped. Office Administrator and Director of Music Ministries health benefits were also cut. The new budget presented to the congregation shows a deficit of almost \$10,000.

### **Discussion:**

Betty Hibler would like to see money put back in the budget for the Mission and Service Board. Jean Boyce pointed out to the congregation that money from the Lambert Fund, \$31,000, has been increased to \$38,500. This fund is undesignated. Greg Lakes noted that the practice of 20% of funds going to other committees has been suspended. Betty asked if the 20% can be reinstated now? Kent suggested that we adopt some time prudent things today and have Council make other changes at a later date. Gail asked, to make clear, if the new gifts that are undesignated will go into the 2020 budget? Kent agreed with that statement. With new donations money can be put back into the budget. Deborah Payne, to double check concerning operating revenue, questioned if we were passing the budget with a \$10,000 deficit? Again the answer is yes.

Many churches report having the same struggles as Union Church according to a church financial consultant Kent has spoken to. We've lost 4 pledges in the past year that totals around \$30,000. Three were due to death and one moved away. We need money from other sources.

Cheryl Stone mentioned that the website of our church has an outdated appearance and application of analytics would be helpful. Many people search for a new church online. We could pay Google to have information about the church come up first when people are looking for churches. Jean Boyce reminded the congregation that updating the website and communication were listed when we had meetings about where the congregation needs to go. She would hate to see all that work wasted. Rev. Kent reiterated we need to tell our story with the aid of analysis, marketing, and consulting. Expression of other requests by church members prompted Dave Kobersmith to announce that some suggestions cannot wait for Church Council to meet. Health insurance packages for the two full time staff needed consideration today because of deadlines.

Rev. Kent added that housing allowances and salary required congregational voting by law. Mim Pride stated that we need to pass the budget before we can amend it, then make another motion to restore health benefits. We can then put our trust in the Church Council to make the appropriate decisions concerning the budget.

A motion was presented by Paul Smithson on behalf of Administration & Finance Boards to accept 2020 budget presented by Administration and Finance Boards and approved by Church Council. This motion does not need a second. This motion passed **unanimously**.

Due to time limitations imposed on the benefit packages, Gail Wolford moved to amend the just passed 2020 budget to include the originally requested staff health insurance benefit amounts. Carla Gilbert seconded this motion. The motion passed. Shirley Carlberg moved that life and disability insurance be restored to staff as well as dental insurance. The move was seconded and passed with a show of hands. Mim Pride made a motion, since the time sensitive issues have been attended to, and considering the complexity of the adjustments that need to be made, that this budget be returned to Church Council for the rest of the decisions. **The motion was seconded by Rachel Lakes and passed unanimously.** Paul reminded the congregation that \$45,000 in cuts still needed to be considered.

Rev. Kent thanked Patti Smithson for all the hours she has put into recording gifts. He also thanked his team: Shirley, Dave, and Joan, and asked for the blessing of God. The meeting was closed with hymn #110, Now Bless the God of Israel, at 1:30 pm.

Linda Parsons, Clerk

## Report of the Nominating Board

Once again it is time to give thanks to the many, many who commit to discipleship and serving God through time and energy in leadership of this beloved community, Church of Christ, Union.

- Pastor and staff
- Boards and Committees, elected and ad hoc
- Those who will serve in the coming year and beyond.

The Nominating Board consists of Carla Gilbert, (chair), Kim Kobersmith and Rachel Lakes, who gratefully accepted the work done by the various boards to suggest names and actively recruited folks.

With this report, the Nominating Board presents the following slate for the year 2020 with hopes that all will be able to fulfill their terms and to welcome any who would care to informally participate to contact the chair of the Board regarding your participation.

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:  
Clerk: Linda Parsons 2021                      Moderator: Paul Smithson 2022  
Vice Moderator & Chair of Church Council: **Jean Boyce 2021**

### ADMINISTRATION BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Lisa Vaughn	Ellen Mink*	<b>Reda Hutton</b> <b>Kala Shearer</b>

### COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Amy Schill	Sara Murphy	<b>Betsy Whaley</b> <b>Carla Baumann</b>

### FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
	Jenny Hobson Ashley Cochrane Donna Eder	<b>Maria Hartz</b> <b>Laura Nagle</b>

\* chairperson

FINANCE BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Martin Hensley		<b>Cheryl Stone</b> <b>Shirley Carlberg</b> <b>Charles Hoffman</b>

MISSION AND SERVICE BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Betty Hibler*	Dorie Hubbard Tennant Kirk	<b>Annriette Stolte</b> <b>Carla Gilbert</b>

NURTURE AND CARE BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Donna Abner Cheryl Caruso Payne	Mary Lou Wiese* John Payne	<b>Gerrie Blanchard</b> <b>Stanley Kramer</b>

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Jeff Pool	Chris Green <b>Steve Bolster</b>	Dodie Murphy <b>LaRee Jacobs</b> <b>Steve Gowler</b>

PROPERTIES BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
	Sally Hindman Howard Carlberg	<b>Robert Boyce</b> <b>Jeff Hutton</b>

WORSHIP BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Sue Blyth Jennifer Melton* <b>Teresa Gowler</b>	Alvera Perman	<b>Doug Hindman</b>

ENDOWMENT COMMITTEE:

Treasurer: Greg Lakes

Finance Board Representative: Charles Hoffman

Church Council Representative: to be elected at Church Council's March 16 Meeting

Congregational Representative: **Sune Frederiksen (2023)**

\* chairperson

The following are the Responsibility of the Church Council:

NOMINATING BOARD:

<u>CLASS OF 2021</u>	<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>
Kim Kobersmith	Rachel Lakes	<b>Jeff From</b> <b>Laura Nagle</b>

HONORARY LIFETIME DEACONS

CURRENTLY SERVING

FOR ELECTION

Joan Bates	Doug Hindman	<b>Carol Shaffer</b>
Dottie Blackburn	Betsy Hoefler	<b>Annriette Stolte</b>
Patty Boyce	Dorie Hubbard	<b>William Stolte</b>
Steve Boyce	Tom Hubbard	
Jean Boyce	Loyal Jones	
Robert Boyce	Jennie Kiteck	
Helen Connelly	Mary Miller	
Jerry Cooper	Lois Morgan	
John Culp	Hazel Morris	
Ramona Culp	John Payne	
Joyce Fields	Ann Rhodes	
Truman Fields	Steve Rhodes	
Joy Frazier	Bob Shaffer	
Tom Frazier	Larry Shinn	
Jan Hamilton	Nancy Shinn	
Edith Hansen	Betty Wray	
Joyce Henderson		

\* chairperson

# Motion to Suspend the Term Limit of the Financial Secretary

## Motion

As allowed by the Constitution (3.10.4), Church Council moves that the term limit for financial secretary be suspended to allow the current serving officer, Patti Smithson, to continue in that position as we continue the search for our new Financial Secretary, or a maximum of one year.

## Report of the Moderator

After my third year in office, I continue to feel honored to serve as Moderator for Union Church. After the previous year's loss of our associate pastor Rachel Small Stokes to Immanuel United Church of Christ in Louisville, and our subsequent visioning process, we held two all-church meetings to prioritize the many possibilities and come up with a list of our greatest needs and to strategize about ways to make our priorities a reality. After much discussion we set our goals and priorities, and now are figuring out how to make our dreams a reality.

Unfortunately, dreams and reality clashed when our initial budget projections for this year showed a greater than \$90,000 deficit. Our initial plans to engage a consulting firm to help us with fund-raising were put on hold and then delayed indefinitely. A combination of budget cuts and a very generous donator's contribution have made our budget achievable, but going forward we face increasing challenges in funding the important work we do.

On a personal level, my own involvement in the work of the church was significantly reduced last year due to a bad hip joint, a hip replacement and the slow recuperation from that months-long event. As my strength and mobility improve, I hope to resume something approaching my former activity level.

Even with our institutional and personal setbacks, 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

*“When you pass through the waters, I will be with you;  
and through the rivers, they shall not overwhelm you;  
when you walk through fire you shall not be burned,  
and the flame shall not consume you.  
For I am the Lord your God, the Holy One of Israel, your Savior.”*

*--Isaiah 43:2-3*

As we began 2019 we were in the midst of a significant examination of what we need to live out our mission. Thanks to the involvement of dozens and dozens of members, we made great strides toward understanding those needs and laying the groundwork to meet them. Some spiritual, some operational, there were and remain many challenges, but again and again the congregation has demonstrated both resilience and resolve as we serve God and try to love like Jesus.



### Significant Milestones in our Ministry:

First and foremost among the milestones was the conclusion of a major phase of our **visioning process**, begun in 2018. Although we had hoped to have concluded earlier in the year, getting the most input from the most people was critical and took us late into the spring. The result our **5-4-3-2-1 plan** that identified four critical skills we felt we needed to be able to serve well. The congregation identified three broad categories, our “loves” for mission foci, and we set to work identifying ways to serve as we felt called.

In the financial area, Boards and staff began work with a financial consulting agency. We also started to look at our communications “gaps,” realizing that even our internal communications were sometimes not as helpful as they could be. Importantly, we realized that too many people outside the church hardly know we exist. We are literally invisible in the town we founded. We began investigating how we might change that with decisions to research a new and better church member database management system, redesign the website, and to understand social media outreach in new ways. All of these initiatives are in full throttle and ongoing as we enter 2020.

In 2019 the congregation granted me a very welcome **sabbatical**, delayed somewhat in order to finish the vision planning process. To the 3 months of sabbatical leave I added some vacation and study leave and was relieved of most church duties July 1-October 31.

UNION CHURCH VISION 2019  
**countdown to community**

**our five mission values**

UNBROKEN  
HOSPITALITY

PASSIONATE  
WORSHIP

INTENTIONAL PATH  
DEVELOPMENT

RISK-TAKING  
HELPS & SERVICE

EXTRAVAGANT  
GENEROUSITY

**call for four vital skill sets**

SPIRITUAL  
FORMATION

VOLUNTEER  
COORDINATION

COMMUNICATION

STEWARDSHIP &  
PLANNING

**in support of three great loves**

SUPPORT FOR FAMILIES  
OF ALL SHAPES

FOSTERING RELATIONSHIPS  
OF DEPTH & CARE

SERVING TO OVERSEE &  
COMMUNITY NEEDS

for which we will take **TWO YEARS** to work and become  
**ONE BELOVED COMMUNITY**  
*in spirit, in mission, and in motion!*

During this time Union Church was ably served by the Rev. Nathaniel (Nate) Craddock. Selected from a strong pool of applicants, Rev. Nate brought considerable preaching and counseling skills and was a great help in planning the annual stewardship campaign. I am very grateful for his contributions and I'm sure many in the congregation benefited from his many skills. It is always good to hear a different voice and to glean new insights from a different style.

That was my work on sabbatical, too: to glean new insights from different settings. This sabbatical (my fourth in the service of Union Church) included more time at home in Berea since my wife Diana could not leave her work for any extended period. That afforded much reflection time however, and a good bit of home repair! I did make significant "pilgrimages" to connect with family and far-flung friends, something difficult to do while in regular ministry. A silent solo retreat in Colorado, visits to Maine (thank you Steve and Sandy Bolster!), Rhode Island, Alaska, and Virginia were especially rejuvenating for body and soul. I was also able to indulge in my very amateur abilities with sum-e (Japanese calligraphy and painting). I came home with well over 150 paintings and drawings inspired by the people and places visited.

Diana and I were able to travel together to see her remaining family in Germany and to visit Aidan and Annette Broadbridge (former members) who now live in Sweden. The chance to experience these other cultures "from the inside" and not as mere tourists was illuminating. My hope to learn particularly about Swedish church revival movements came to nothing, sadly. No contacts could be made and very little information about my research topic was available. We did however have magnificent experiences in both German and Swedish church communities and buildings. My love of sacred architecture was fed deeply on these journeys.

### **Financial Challenges:**

References will be found in other reports to the ongoing financial challenges Union Church has experienced in the last several years. We are not alone in this predicament. A number of the financial consultants we interviewed said that traditional indicators of church health (attendance, membership, program, clear mission) no longer necessarily lead to financial stability. Demographic changes and what different generations have to give also play a major role. So while we continue to gain new families and friends, they do not always feel able to contribute in the amounts that those of previous generations.

Union Church remains a vital, strong, faithful congregation with passion for mission and service. The fact that the landscape is changing does not mean that we (or any other faithful congregation) is doomed to impoverishment. It does mean that we need to radically adapt both our understanding and our practices of generosity and support.



The 2019 stewardship efforts were as good as we knew how to make them, yet pledges were just under \$100,000 short of projected mission goals, a 24% gap. This was due in part to the death and relocation of long-time members who faithfully and generously contributed all their lives. It illustrates, however, the fragility of our current stewardship plan, putting at risk the ministry of the church and the livelihoods of those we employ. Our ministry plan includes hiring new staff in order to meet the spiritual and operational needs of our community, but we won't be able to do that (or indeed keep our current services and staff) if we don't re-invigorate and re-invent the sustaining generosity that powers our mission.



Thanks to sacrificial cuts in the budget and staffing, plus a very generous anonymous gift that met half of the deficit, at the end of 2019 we were able to present a reduced, but balanced budget. We were not able to avoid cuts to staffing, but they were much less than we feared.

Church Council affirmed the need to spend some reserve funds to immediately speed the work of "telling our story" outside of the congregational "bubble," in order to partner with those who might wish to support the ministry but didn't know it was even a possibility. We also reached to a number of church-centered financial consultants in an attempt to learn about options. Though funds are limited, Church Council and I agree that we need to invest time and money in sustaining the important work of the congregation. These are some of the things we are doing and everyone can help with:

- **The Union Church Foundation** has been started in the hopes of eventually generating another permanent source of endowed funds. Contributions can be made directly, or Union Church can be made the beneficiary of your will or life insurance policy. The good work you gave to in life can continue to receive the blessing of your generosity in perpetuity. Any size gift makes a difference.
- **Sharing the Good News:** the number one way people find out about communities that become important in their life is through friends. We want to serve; people are looking for authentic community, and we can do more together than apart. Invite friends to "come and see." And, you can do that very effectively if you are a Facebook, Twitter, Pinterest, Linked In or other social media user. Helping tell the Union story is vital kind of generosity. We are also organizing a media team to see how we might use other means to let people know who we are and what we hope to do.
- **Generosity and Discipleship:** as followers of a loving God and giving savior, we strive to live and act like Jesus. We'll be looking at how we can help families be strong with their finances to support their needs AND be generous with God's work. We're working on: education to help individuals and families thrive, systems to make contributing easier and reporting more regular, and new ways to connect our remote supporters to our local work. We are also researching tools so we can work efficiently and wisely to make our faith stronger and deeper.

These efforts are our number one priority for 2020. Should the trend in diminished contributions continue this year, there will be no choice but to eliminate some and reduce all staff positions. Our people are the way we empower and organize, bless and hold our work. We don't want anything to compromise our ability to love and serve like Jesus.

### Other Pastoral Activities for 2019

I continued in my third year as president of the **Kentucky Council of Churches**. Union Church was a founding member of this institution, now more than 70 years ago. Representing 11 denominations in 16 different regional judicatories, the member churches of the KCC work together on ecumenical cooperation, disaster relief, and advocacy. I devoted time during the legislative session to leading "Prayer in Action" days at the statehouse each Tuesday, and testifying on various bills of concern to the Council.



Thanks in large measure to the response of Christian communities, House Bill 1 which would have declared a punitive war on the poor, was killed in committee. It would have stripped more than 175,000 Kentucky adults of access to healthcare, food stamps, and housing services. It also imposed onerous penalties for failing to make complicated and unnecessary reports. In October, at the end of my sabbatical it was my honor to chair the Annual Assembly of the Council in Morehead, KY. The theme was "Re-Claiming Jesus" and the return of a just, ethical spiritual discourse. The keynote speakers were Dr. Obery Hendricks and Dr. Loida Martell. At that meeting I was elected for a fourth and final term that will end in October of 2020.

As the recipient of two small grants I was also able to participate in **Ecumenical Advocacy Days** in Washington, DC, a program of the National Council of Churches. This included intensive education, worship, and a meeting with Mitch McConnell's staff on matters of voting rights.

A Lilly Endowment funded program on preaching enrichment "**Deep Calls to Deep**" was also offered to me. This year-long program creates peer groups of preachers, provides coaching and three retreats. The first was in June at Virginia Theological Seminary where we all got acquainted. We have electronic meetings about once a month, sharing sermons for evaluation, critique, and inspiration. A midwinter retreat was held in January 2020, and the program will conclude in Virginia again this summer.



Finally, I remain president of the Madison County International Committee overseeing the work of our sister-region partnership with Hokuto City, Japan. In addition to hosting an adult delegation, a summer middle-school exchange, and

sending a delegation to Japan, we also expanded with a 2-week English immersion class for 34 Japanese high school students.

**Conclusion:**

If the life of faith is never easy, it is at least never dull! Like others in the long history of following Jesus, we find ourselves on uncertain ground (and sometimes deep water). But we are not without untapped resources, and the power of healing hearts is irresistible. If the work of being “church” and demonstrating God’s inclusive, empowering love is more challenging, it is also never been more needed.

Nations rage, waters rise, but those who love like Jesus know that the work is supported by more than human hands. When God calls us to go through the waters, they will be for baptism and blessing. When called through the fire, it will refine us and strengthen us. So while challenged and at times uncertain, I remain deeply honored and powerfully humbled by serving in and with the congregation of Union Church. Truly God speaks through you here. I long to listen more closely in the years ahead.

Reverently,

Rev. Kent Gilbert



## Report of the Chairperson of Church Council

Church Council serves as the executive committee for the congregation, and 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, hoping to achieve maximum effectiveness and avoid duplication.

During this past year Church Council has tackled many issues:

- heard reports of declining revenues, more than once
- planned for Rev Kent's departure for Sabbatical
- named replacement team for hiring Rev Nate Craddock as sabbatical replacement; planned appropriate welcome and send off as his term ended
- formed teams for Family Support Group, Skills Team, Relationships of Spiritual Depth and Care. Response to our 5-4-3-2-1 Plan
- hired Bernardo Scarambone as Director of Music Ministries on permanent basis
- authorized additional hours for Dave Kobersmith to work on Capital Expenditure Worksheet
- approved recommendation from the Skills Task Force to select and hire a financial consultant, not to exceed \$10,000 (delayed until after Rev Kent's return from sabbatical)
- approved shifting some Hutchins funds to complete our initial investment to open our Endowment fund
- approved policies and procedures from the Administration Board
- struggled with how to maintain the ministry of Wednesday Night Live without Shirley Carlberg as our chief cook
- coordinated participation with Pre-Civil War Churches Tour. Thanks to all the volunteer hosts and to Bob Boyce for his historical displays.
- planned for continuation of our participation with Room in the Inn
- struggled greatly with \$90,000+ budget deficit which was painfully handled by Finance Board
- acted on behalf of the congregation to approve adjusted budget following annual budget meeting and reception of a very generous one-time gift to trim that deficit.
- approved creation of a task force to recommend a proposal regarding our website, communication strategies, and church data management



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

I work closely with the Administration, Church Finance and Properties Boards. Please read their reports to learn of many of the tasks I have worked on with them this past year. It is an honor to work with the talented and committed members of those boards, staff and all the other boards and officers here at Union Church. Here are the highlights of the work done in 2019.

Kent and I worked with Generis' consultant, Steve McSwain, after funding was approved by Church Council. I was the primary contact since Kent was to be on Sabbatical. After we started the work and Kent was away, it was decided not to continue without Kent's leadership and the project was put on hold until the spring of 2020.

During Kent's leave, we had the pleasure of working with Rev. Nate Craddock. Once the contract with Generis was put on hold, he and I developed and implemented the annual stewardship drive. During the sabbatical I had also hoped to complete the capital expenses project that has been on hold for some time, but found I was busier than I had anticipated and that is still not accomplished.

### **Finance Board/First Year Endowment Committee**

- Approved a new account with Thrivent Financial to set up a higher interest bearing account for the Organ Fund. \$30,000 was placed in CDs and Treasury Bills that will gain approximately 1.5% more than the checking account in which the monies have previously been deposited.
- An annual audit was conducted by members of the congregation and overseen by the Board Co-Chair.
- Endowment fund was started by generous donations from members of the congregation and with the approval by the Finance Board and Church Council to use \$10,000 of the Hutchins Fund. These monies were invested in our Building and Grounds fund of the Union Church Endowment. An initial investment of \$25,000 started the endowment..



### **Administration Board**

- Our primary task has been the Staff Handbook - it will be completed in 2020.
- Health insurance is an ever changing topic and one we review annually.
- New staff hires were discussed. A Board member was on the hiring team to report to the Board. This year the Director of Music Ministry, Dr. Bernardo Scarambone, was hired. With the change in our Wednesday Nite Live program we reviewed plans to temporarily hire a kitchen manager so the youth program would retain an important part of their program - serving a meal prior to their evening program on Wednesdays.



### **Properties Board**

- New water fountains were installed near the offices and youth/choir rooms.
- Painted the Southeast entrance to the Sanctuary.

- Received a report from a structural engineer about a bent metal truss found while working in the attic. It was determined that the truss had bent prior to being installed, therefore the situation was not serious. But it was suggested to strengthen the truss by adding a ¼ inch metal plate.
- A new hot water heater was installed in the office and education wing of the church. In keeping with our commitment to care for creation; the unit is a hybrid hot water heater which utilizes both a heat pump mounted on top of the unit and heating elements to heat the water. The elements have not been necessary; thus saving money on electricity and demand charges and lowering our carbon footprint.
- The Cowan Chapel front porch light fixture was replaced. The new fixture is easier to care for and LED light bulbs were used.
- The Memorial Garden plaque has nearly filled, so with a donation and approval of the Board a new stone was purchased and placed in the garden and a bronze plaque was installed on the stone.

Dave Kobersmith



## Director of Music Ministries

Union Church has been traditionally a very musical place and even before my official appointment as Director of Music, I tried to continue and expand this tradition.

Even though the music program in our church goes way beyond the Sunday service (welcoming several music making groups in our buildings), the main activity is related to weekly worship with the choir, bells, guest artists and, now, the orchestra.

The choir has been always very supportive in providing an exciting chance to make music and experience with new repertoire. We try to mix a variety of styles as well as combine traditional and well-known anthems with new and refreshing repertoire. Since last Fall, we



added about 30 new pieces to our ever-growing library, with more to come! I cannot thank the choir enough for the extreme patience and willingness to take a chance with me.

The choir received several new impressive voices, and we are continuously welcoming new members – for one rehearsal to all services – there is always a

space for people who would like to sing with us. In addition, we have been invited to return to Carnegie Hall again this year, after our successful performance in 2019.

Since last Fall, and with the great support of our community and leadership, I was able to expand our musical offerings with the creation of our orchestra.

We have been rehearsing every Thursday at 5:30 and welcoming a great variety of instruments and styles. By creating this new group, Union Church provides another venue for our musical community to participate in the worship service, make friends and make music.

I am able to arrange pieces for all available instruments and playing levels, so everyone has a fun and rewarding experience. The successful plan is to include the orchestra in regular worship services either playing together with the choir or performing instrumental music only. I am extremely happy and grateful to the church and our orchestra members to allow me this opportunity to share music in yet another way, creating an even more diverse experience for everyone involved.

Additionally, I plan to continue to create opportunities for community members as well as students to participate mainly as guest artists, but also through internships for the sound booth.

I firmly believe that feedback is important for growth and as before, I welcome any comments, music requests, ideas, and criticism towards me, the choir, orchestra and the music program. My email is [bernardo.scarambone@eku.edu](mailto:bernardo.scarambone@eku.edu) and I would love to hear your thoughts.

Bernardo Scarambone, Director of Music Ministries

## Report of the Clerk

### **Members who joined January 1- December 31, 2019**

Anthony Smallwood & Dean Rogers  
Greg & Adria Sutherland, Eva and Ella  
Kala & Craig Shearer, Isabelle and Joby  
Bruce & Maureen Spencer  
Richard Bromley  
Audrey Lofton & Charles Coyne  
Barbara Wade (Associate Member)

### **Joyfully recognized and welcomed into the church family**

Gabriel Wescott  
Damion Norman  
Brandon Hensley

### **Members who died January 1- December 31, 2019**

Lynn Cook  
Yvonda Center  
Dot Kindel  
Richard Drake  
Charles Maurice Wesley  
Judy Rowell

### **Members & participants who moved away or notified the church of transfer January 1- December 31, 2019**

Nicole de la Torre  
Joyce Henderson  
Loyal Jones

### **Members & Participants who have transferred and/or been shifted to inactive status: 10**

### **Membership**

After careful examination and review of our records in consultation with Rev. Kent Gilbert,, former Clerk Jean Boyce and Office Administrator Joan English, our membership as of December 31, 2019:

Active Members & Participants: 300

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 by all supervisors except Rev. Kent who was on sabbatical leave.
- Reviewed Pastoral Terms of Covenant and Call.
- Reviewed UCC pastoral compensation guidelines to assess our practice in relation to those guidelines.
- Made budget recommendations to Finance Board in areas of pay, benefits and administrative expense lines.
- Reviewed and made revisions to the following policies: Separation From Employment; Staff Classifications; Payroll Classifications; Harassment; Nepotism; Grievances; Inclement Weather.
- Continued ongoing review of the Staff Handbook.

Submitted by Gail Wolford



## Report of the Faith Development Board

- Lent -- We continued to develop many modalities for growth and exploration, including in-person and online options.
- Interboard Work -- We coordinated with Community Life and Growth to hire a part-time kitchen manager so that youth could continue to have meals at youth group.
- Children's Church -- We have adopted a strong curriculum that encourages Biblical literacy with an approach that emphasizes love, community, and inclusion. Our team of regular Children's Church volunteers lead the lessons
- Acolyting - Reverend Nate trained 6 new acolytes about their roles and the importance of acolyting in the church. We now have a team of regular acolytes in older elementary through middle school.
- Advent play/pageant - Laura Nagle wrote a new reflective, interactive readings and pageant, which was presented in church in December

Jenny Hobson for the Faith Development Board

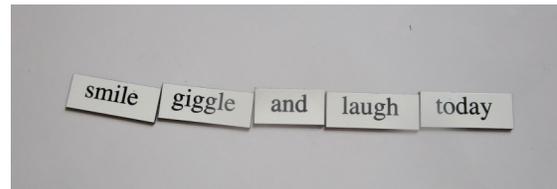
**Youth Highlights:** The youth program is one of the most vibrant, sustained communities of Union Church, thanks to the work of our youth and their leaders. We present several highlights of the year from them.

- We had a great “Working Together as a Community” themed retreat at amp Wakon’Da-Ho in April 2019 where teams built survival shelters, navigated obstacle courses, and accomplished a number of other team and community building activities.
- Sune Frederickson treated the group to dinner and tickets to the Woodsongs Old Time Radio Hour, a live radio show in Lexington where we got to see excellent up-and-coming country/folk musicians perform. Thank you, Sune!
- We had our annual Youth Group Talent Show to showcase the wonderful talents of our youth and community.
- Over the summer, we went to Louisville to volunteer with Kentucky Refugee Ministries. We helped KRM pack up and move their warehouse which housed donated furniture, home goods and clothing used to supply refugee families. Also on this trip, we toured the Muhammed Ali Museum, Hiked in the Bernheim Forest, and visited the Louisville Zoo.
- Over two weekends in October, the Youth Group helped with annual Hunger Hurts Food Drive organized by the CELTS program at Berea College.



- Also in the Fall, the Youth Group went to Tree Top Adventures in Laurel County to do high ropes courses.
- Another class of youth completed the Our Whole Lives program led by Rev. Carla Gilbert and Chris McKenzie, Union Church's trained OWL facilitators. The OWL program creates a space for healthy discussions around issues of sex and sexuality.
- For Black History Month in February the group visited the Carter G. Woodson Center on Berea College's campus, which is named for the founder of Black History Month. We went to learn about this distinguished Alumni of the College, and his role in promoting the study of African American history.

Chris McKenzie, Youth Director



## Report of the Mission & Service Board

The Mission and Service Board, on behalf of Union Church, continued to contribute to a



variety of local, regional, national and international non-profit organizations committed to working towards a more just and peaceful world. The insert in the Annual Report lists those contributions. We hosted a number of speakers from a variety of those recipients and offered opportunities to engage in hands-on service and/or site visits to others, as well as engaging in advocacy, education and direct action.

Speakers at Wednesday Pot-lucks included Phurbu Tseten, the Berea College Caux Scholar for 2019; Brenda Richardson, co-ordinator of ACEky (Art Comes to Eastern Kentucky), a program she facilitates for women in jails or prisons; Cheyenne Olson, Sustainable Berea; and Martina LeForce, Berea Kids Eat. A large selection of magazines and books were donated to ACEky, as well, thanks to contributions from the church family.

Other justice topics were explored in a variety of programs: we obtained a copy of the movie "From Paris to Pittsburgh" through Interfaith Power and Light (IP&L) in Louisville and had a Sunday lunch and showing of the movie that highlights a number of cities/communities taking action to address climate change. A program on "Justice Through Bail Reform" in Richmond, Kentucky - sponsored by KY Council of Churches - was attended by a number of Bereans and focused on the prevalence of "cash bail" requirements in our justice system.



The Mission & Service Board was one of the partners in bringing back what was previously known as the "Alternative Christmas Market" and revived this year as a community-wide "Celebration of Giving." The event brought together many Berea non-profits who educated shoppers about their missions and made possible gifts of donations to one or more selected local organizations.



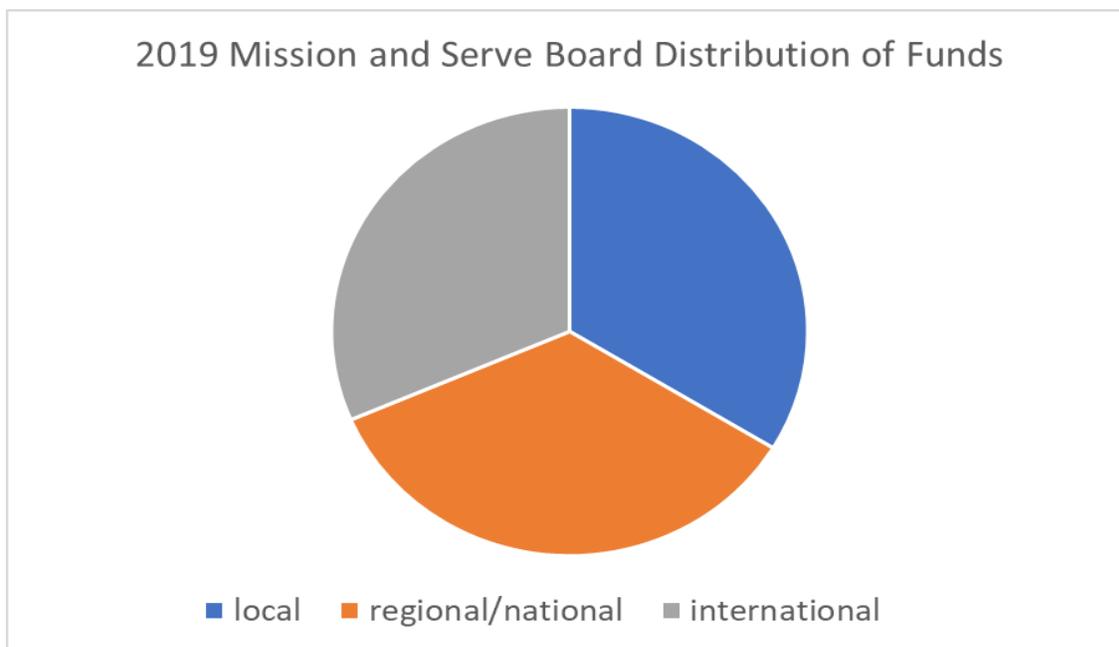
Union Church participated in Bread for the World's annual Offering of Letters, once again calling on our legislators to address causes of hunger in our country and around the world through bipartisan measures. To help understand a similar issue in our state, we arranged a trip to Red Bird Mission in Eastern Kentucky.

The Mission & Service Budget was enhanced by a generous donation from Jo Wernegreen of two lovely baby quilts that were raffled in the fall, adding \$500 to our budget. Thanks to everyone

who purchased tickets. We also welcomed Rev. Nate as our pastor during Rev. Kent's sabbatical; and hosted a Brushy Fork stream clean-up and Church Picnic/Cookout to welcome him and his family at Rev. Kent's that afternoon at the end of June .

The Mission & Service Board welcomes suggestions for service projects from the congregation.

Submitted by Betty Hibler, Chair



**Local:**

Sustainable Berea	\$3020.
BCHS Project Graduation	150.
Good Friday Footcare Kits	64.
Spoonbread Festival – 5K Race	200.
Welcome Rev. Nate/ Creek Cleanup Picnic Supplies	34.
Silver Creek PTO Backpack Project	400.
Racial Justice/Carter G. Woodson Ctr.	500.
New Opportunity School	1000.
Back to School Youth Grp Project	402.
Off to College Youth Grp Project	588.
Berea Kids Eat	1500.
“Celebration of Giving”	<u>500.</u>
	<b>\$8358.</b>

Back Bay Mission, Biloxi, MS	900.
Red Bird Mission	3000.
Habitat for Humanity Madison/Clark Counties	1000.
No More Deaths (Border Org.)	500.
International Rescue Committee	1500.
Bread for the World	<u>500.</u>
	<b>\$8650.</b>

**International:**

CoCoDa	\$2300.
Save the Children	1500.
Samuel’s Kids	2000.
Heifer Project International	500.
Project Alianza	<u>1500.</u>
	<b>\$7800.</b>

**Regional/National:**

ASPI	\$1000.
Witness for Peace Speaker Tour	250.

## Report of the Nurture and Care Board

First off, kudos to our members: Gerrie Blanchard, Stanley Kramer, Donna Abner, Cheryl Caruso Payne, Mary Lou Wiese, and John Payne. Special thanks to our ad hoc members: Hazel Morris and Teri Mehler.

This year has seen a growth in our outreach to the congregation and we can report the following statistics.

In 2019 there were 42 grief books mailed, four memorials were hosted, and five other church events were sponsored by the Nurture and Care Board. Our members gave 170 rides, which totaled 334.7 hours driving, for a total 5,787 miles. Furthermore, this does not include the many meals and care provided, but not formally reported. (Please realize that while we are attempting to capture the numbers there are many that we miss. In addition, the church - as individuals and in groups - often reach out with great love without any fanfare, for which we are most grateful!).

Carla Gilbert has served as the pastoral representative to Nurture and Care during 2019. The Stephen Leaders and Stephen Ministers have continued their work in the congregation by being available to any member requesting a listening ear and a fellow traveler through life's ups and downs. Stephen Leaders at this time are Kent Gilbert, Jeff From, Betty Hibler, and Mary Lou Wiese. Stephen Ministers are Paul Jacobs, Alison Szewczyk, Carla Gilbert, Jennifer Melton, Jen Eich, John Payne, Susan Kramer, Delores Carpenter, Ellen Mink, Lisa Vaughn, and Amy Williams. These members meet one-on-one with members of the congregation, and meet for continuing education twice a month. If you are interested in connecting with a Stephen Minister, please contact Kent or Carla Gilbert.

As a Board, we attempt to meet some of the needs we know about in the congregation. However, there are many needs we do not know about, and many people who help meet these needs. Thank you, to all the silent doers of deeds. If you know of a need that is not being addressed, please contact any member of the Nurture and Care Board.

Mary Lou Wiese

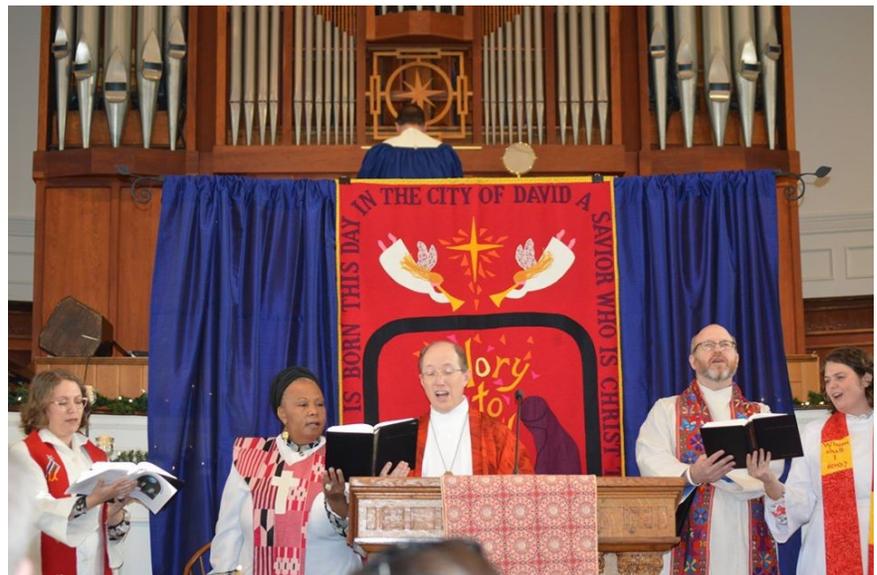


## Report of Pastoral Relations Board

The Pastoral Relations Board continued to meet with Kent on a monthly basis to support his work within the church and the community. The board also worked to facilitate relationships between the pastor and the congregation.

Kent was able to take his Sabbatical this year. While he was away the Pastoral Relations Board provided support for Sabbatical Replacement Pastor Nate Craddock. The Pastoral Relations Board helped facilitate the positive change of leadership from Kent to Nate at the beginning of the Sabbatical. The Board also helped to smooth the transition of leadership back to Kent, upon his return.

Prepared by LaRee Jacobs, chair of Pastoral Relations Board



# Report of the Properties Board

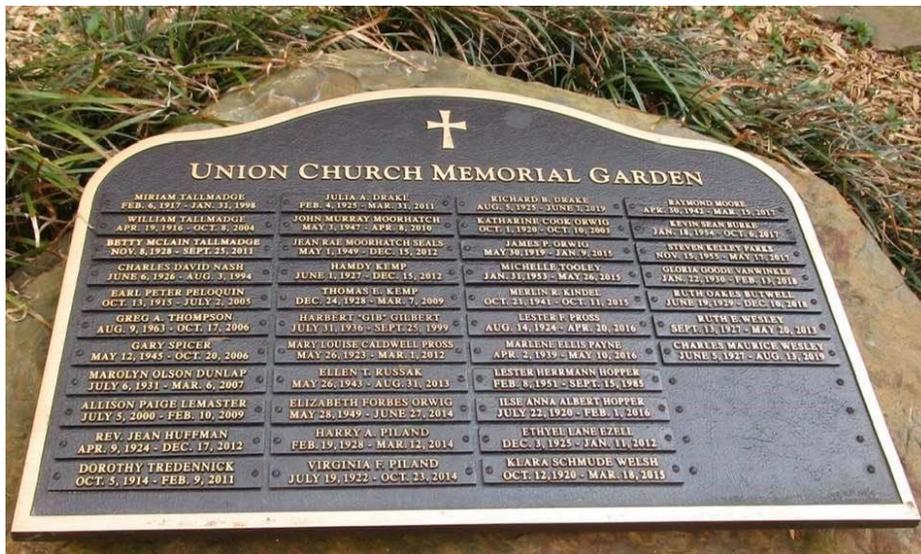
Board: Robert Boyce [chair], Howard Carlberg, Sally Hindman [recorder], Paul Jacobs;  
 Staff Mentor: Dave Kobersmith

Much of 2019 was spent maintaining/repairing the building and replacing parts that failed or malfunctioned. Special funds will need to be sought to replace/repair the back-entrance ramp [\$2,500], additional solar panels [\$45,000] and a possible lift [\$35,000]. In somewhat chronological order:

We:

- had the Southeast entrance of the church painted; replaced the outdoor trash can [Berea College gift]
- repaired and weather stripped the west Scaffold Cane Chapel double doors
- installed new water fountains in the Education Building
- installed a new hot water heater in the Education Building
- are attempting to get hotter water to the dishwasher
- welded and painted the front Portico railings; sealed the Portico floor cracks; cut up and removed the fallen tree on the west side of the building
- replaced HVAC valves
- installed a new stone and Memorial Garden plaque; and replaced the lamp at the Chapel portico with a lower hanging one.

We want to thank Dave Kobersmith for his leadership and attention to detail that has assisted us in our deliberations. He has made our Board's job easier.



## Report of the Worship Board

**Worship Board Members:** Sue Peterson Blyth, Teresa Gowler, Lorilyn Howie-Kipphut, Susan Pross Kramer, Alvera Perman (secretary), Jennifer Melton (chair)

### **Highlights for the year:**

- We officially hired Bernardo Scarambone as Music Director in Spring 2019; Bernardo has led the choir in wonderful performances, brought in terrific guest musicians, and started a pick-up orchestra which often plays with the choir.



- Pearl Marshall led several wonderful handbell choir performances throughout the year.
- Alvera Perman has led volunteer sign-up efforts through VolunteerLocal for worship leader, ushers, and others who help facilitate worship each week.
- We effectively assigned a member of Worship

Board to each week of the month to serve as Worship Captain to prepare for Sunday worship and welcome the hundreds of visitors who pass through each year; however, we continue to be challenged to find enough volunteers to serve as ushers and collect offering each week.

- Worship Board worked with and supported Rev. Nate Craddock as Union's minister from July through October during Kent's sabbatical.
- Worship Board and Rev. Nate introduced laminated giving cards in the pews for people who give in ways other than weekly monetary offerings.
- We reinstated official passing of offering baskets each Sunday after experimenting with having the congregation drop offering in baskets on their own during prayer time.
- We continue to facilitate prayer stations during worship each week.
- Worship Board purchased a new mic for Kent and additional hearing devices and new headsets for worship; work has been done on the sound system in the sanctuary, although more remains to be done.
- Marty Hensley and his team continue to do wonderful audio-visual work for all services.
- Worship Board members and other volunteers supported 2 successful and well attended Christmas Eve services.
- Nora Ruth Jenkins led the Advent/Christmas decorating efforts along with Worship Board members and several wonderful volunteers!
- Worship Board members and many volunteers helped with holy week services and helped to make Easter Sunday an extraordinary worship service once again this year!



- As part of the “Sacred Arts” worship planning team, Bernardo Scarambone, Debbonnaire Kovacs, Don Cardwell, Susan Doring-Zook, and Jennifer Melton worked with Rev Kent and Rev Nate to design and develop the content of the weekly worship services and special services while Joan English and her team of trusty proofreaders worked their magic to produce all the worship bulletins.
- We welcomed several new members this year.
- We’re looking forward to Sean Mack serving as Social Justice Intern and helping with worship this summer of 2020!

Jennifer Melton



## Report of the Church Finance Board

We started 2019 with a deficit budget of about \$10,000 but “stepped forward in faith” and managed to end the year with a slight surplus. Factors that worked in our favor included keeping expenses down (thanks to all the Boards!), making it known throughout the fall that we were behind in our projected giving, having five Sundays in December, and trying a “Giving Tuesday” campaign which brought in about \$6,000, some of which we won’t see until 2020.

Knowing our 5% CD with the Appalachian FCU will mature in 2020 and we likely will not be able to obtain as good a rate, we looked at putting our existing funds to better use. We continued our program of member loans to cover some of our Capital Campaign debt. We now have slightly more than half our debt with member loans at better rates than the bank’s Line of Credit. We put the savings in interest charges in 2018 toward the balance in the LOC and plan to continue making principal payments each year. We also purchased one-year CDs and Treasury bills at Thrivent with \$30,000 from the organ fund, leaving about \$6,000 in ready cash. We’ll continue to reinvest that money until it is needed for the major rebuild of the organ.

Moving forward with our plans for an endowment, the Endowment bylaws, policies and procedures were developed and approved. The Finance Board is the initial Endowment committee and will be replaced at the 2020 Annual General meeting. We were able to accumulate the \$25,000 needed for the initial investment with two generous donations and \$10,000 from the Hutchins Fund, all of it going to the Property “sleeve” in the endowment. The Finance Board chose the “Core Growth” fund at InFaith as our investment vehicle and it’s doing well. We also modified the Budget Policy to include putting 10% of any year end budget surplus into the Endowment, similar to the 10% which goes to Mission Outreach.

The summer saw the formation of an ad hoc Financial Review committee. The Board developed a plan to review the church’s finances and procedures over a three-year period, each year focusing on about a third of the areas needing to be reviewed. The committee performed their reviews and reported the results, raising some questions and suggesting some improvements. These will be addressed before next summer, when the second of three reviews will be performed.

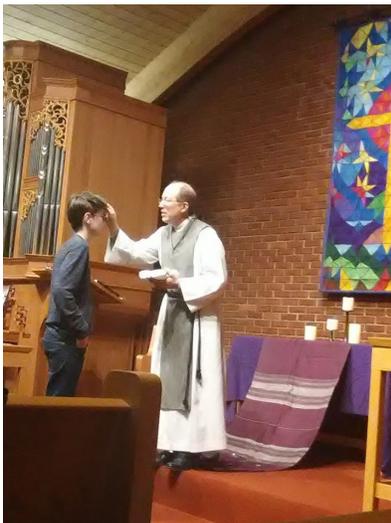
Concluding that we would benefit greatly with some outside help in our stewardship efforts, some consultants were interviewed and one, Generis, was chosen to work with. Things did not go as well as hoped, so we decided it really couldn’t move forward while Kent was on sabbatical, and the project was put on hold until next spring.

The budget process for the 2020 budget was fraught with challenges. The initial line up of projected income and expenses resulted in a deficit of over \$90,000. It was an optimistic attempt to fund some high-cost but very desirable projects, but we could see that was not to be. The Finance Board painfully slashed everything possible to come up with a budget with only a \$6,000 deficit. In review with Church Council, about \$4,000 in expenses was restored, giving what we thought would be a final budget with a \$10,000 deficit. However, within a week, anonymous pledges of \$45,000 were received. After consulting with the congregation and

Church Council, the Finance Board restored more projects and funding, and produced a budget with a \$10,000 surplus with the intent of holding it for future needs, perhaps for the following year's budget.

Respectfully submitted,

Shirley Carlberg, co-chair, Finance Board



929-515-RITI (7484) | riti.berea@gmail.com

Room in the Inn Berea invites you to  
**WINTER SHELTER**  
January 15 - March 15, 2019

Registration held nightly 5-6 PM ONLY	412 Chestnut Across From People's Bank
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Guests must register each night. We are unable to accommodate those who do not register at this time. Checks will be performed for open warrants and sexually based offenses. Individual inns reserve the right to refuse accommodation based on additional eligibility requirements. Shelter is not guaranteed every night.



929-515-RITI (7484) | riti.berea@gmail.com

## 2019 Profit & Loss Budget vs. Actual

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
4100 Pledges & Gifts				
4110 Plate Offering	5,396.08	8,000.00	-2,603.92	67.45 %
4120 Pledged Gifts	290,008.96	295,000.00	-4,991.04	98.31 %
4130 Unpledged Gifts	27,631.59	30,000.00	-2,368.41	92.11 %
4150 Spec Collections for Operations	669.52	1,500.00	-830.48	44.63 %
<b>Total 4100 Pledges &amp; Gifts</b>	<b>323,706.15</b>	<b>334,500.00</b>	<b>-10,793.85</b>	<b>96.77 %</b>
4200 Fundraising Income				
4201 Kroger	524.87	500.00	24.87	104.97 %
4202 Amazon Smile	232.76	500.00	-267.24	46.55 %
4221 Lunch Fundraisers		1,000.00	-1,000.00	
4221.1 Income	1,144.86		1,144.86	
4221.2 Expense	-162.14		-162.14	
<b>Total 4221 Lunch Fundraisers</b>	<b>982.72</b>	<b>1,000.00</b>	<b>-17.28</b>	<b>98.27 %</b>
4222 Special Events, Concerts		200.00	-200.00	
4222.1 Christmas Concert - income	2,028.00		2,028.00	
4222.2 Christmas Concert - expense	-479.77		-479.77	
<b>Total 4222 Special Events, Concerts</b>	<b>1,548.23</b>	<b>200.00</b>	<b>1,348.23</b>	<b>774.12 %</b>
4223 Flowers	486.60	100.00	386.60	486.60 %
4224 Sustainagility Projects	10.00	200.00	-190.00	5.00 %
<b>Total 4200 Fundraising Income</b>	<b>3,785.18</b>	<b>2,500.00</b>	<b>1,285.18</b>	<b>151.41 %</b>
4300 Other Operating Income				
4310 Unrestricted Special Gifts	675.87		675.87	
4320 Weddings, funerals, memorials		2,000.00	-2,000.00	
4320.1 Income	1,750.00		1,750.00	
4320.2 Expense	-1,550.00		-1,550.00	
<b>Total 4320 Weddings, funerals, memorials</b>	<b>200.00</b>	<b>2,000.00</b>	<b>-1,800.00</b>	<b>10.00 %</b>
4330 Rents and Building Use		2,000.00	-2,000.00	
4330.1 Income	2,177.00		2,177.00	
4330.2 Expense	-900.00		-900.00	
<b>Total 4330 Rents and Building Use</b>	<b>1,277.00</b>	<b>2,000.00</b>	<b>-723.00</b>	<b>63.85 %</b>
4390 Other Income		500.00	-500.00	
<b>Total 4300 Other Operating Income</b>	<b>2,152.87</b>	<b>4,500.00</b>	<b>-2,347.13</b>	<b>47.84 %</b>
4500 Investment Income				
4501 Curr Year Lambert Trust Income	30,646.40	30,000.00	646.40	102.15 %
4510 Interest Earned	9,643.04	10,000.00	-356.96	96.43 %
<b>Total 4500 Investment Income</b>	<b>40,289.44</b>	<b>40,000.00</b>	<b>289.44</b>	<b>100.72 %</b>
<b>Total Revenue</b>	<b>\$369,933.64</b>	<b>\$381,500.00</b>	<b>\$ -11,566.36</b>	<b>96.97 %</b>
<b>GROSS PROFIT</b>	<b>\$369,933.64</b>	<b>\$381,500.00</b>	<b>\$ -11,566.36</b>	<b>96.97 %</b>
<b>Expenditures</b>				
6001 Pastor's Compensation				

# 2019 Profit & Loss

## Budget vs. Actual

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6001.1 Pastor's Salary	24,441.60	24,441.60	0.00	100.00 %
6001.2 Pastor's Housing Allowance	45,000.00	45,000.00	0.00	100.00 %
6001.3 Pastor's Social Security Reimb	5,312.04	5,312.04	0.00	100.00 %
6001.4 Pastor's Health Insurance	11,010.00	11,010.00	0.00	100.00 %
6001.5 Pastor's Dental Plan	510.00	490.00	20.00	104.08 %
6001.6 Pastor's Life/Disability Ins	1,021.20	1,021.00	0.20	100.02 %
6001.7 Pastor's Pension Plan	9,531.24	9,531.00	0.24	100.00 %
6001.9 Pastor's Professional Expenses	3,777.73	4,000.00	-222.27	94.44 %
<b>Total 6001 Pastor's Compensation</b>	<b>100,603.81</b>	<b>100,805.64</b>	<b>-201.83</b>	<b>99.80 %</b>
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	37,386.31	37,414.62	-28.31	99.92 %
6003.2 Office Admin Health Benefits	9,369.00	9,369.00	0.00	100.00 %
<b>Total 6003 Office Admin Compensation</b>	<b>46,755.31</b>	<b>46,783.62</b>	<b>-28.31</b>	<b>99.94 %</b>
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	22,992.53	22,989.78	2.75	100.01 %
<b>Total 6004 Church Admin Compensation</b>	<b>22,992.53</b>	<b>22,989.78</b>	<b>2.75</b>	<b>100.01 %</b>
6005 DMM Compensation				
6005.1 DMM Compensation	24,208.00	25,793.76	-1,585.76	93.85 %
6005.2 DMM Health Benefits		4,684.50	-4,684.50	
6005.4 DMM Professional Expenses		375.00	-375.00	
<b>Total 6005 DMM Compensation</b>	<b>24,208.00</b>	<b>30,853.26</b>	<b>-6,645.26</b>	<b>78.46 %</b>
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,463.84	11,463.78	0.06	100.00 %
6011.2 Youth Director's Assist Comp	2,652.00	2,652.00	0.00	100.00 %
6012 Bell Choir Director	3,104.46	3,366.00	-261.54	92.23 %
6015 Custodian's Compensation	10,852.00	11,455.62	-603.62	94.73 %
6016 Child Care	2,716.48	3,400.00	-683.52	79.90 %
6020 Guest Preacher (Pulpit Supply)	200.00	400.00	-200.00	50.00 %
6021 Organist & Director Substitutes	300.00	500.00	-200.00	60.00 %
6022 Temp Staffing	17,517.44	20,000.00	-2,482.56	87.59 %
<b>Total 6010 Misc Staff Compensation</b>	<b>48,806.22</b>	<b>53,237.40</b>	<b>-4,431.18</b>	<b>91.68 %</b>
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	8,677.14	9,721.62	-1,044.48	89.26 %
6027 Worker's Comp Insurance	1,134.00	1,100.00	34.00	103.09 %
6030 Pastoral Leave Saving Fund	2,500.00	2,500.00	0.00	100.00 %
<b>Total 6025 Misc Staff Expenses</b>	<b>12,311.14</b>	<b>13,321.62</b>	<b>-1,010.48</b>	<b>92.41 %</b>
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	1,273.33	2,000.00	-726.67	63.67 %
6102 Telephone Expenses	2,301.79	2,500.00	-198.21	92.07 %
6103 Website Maintenance	1,232.40	1,200.00	32.40	102.70 %
6105 Copier	5,767.19	6,000.00	-232.81	96.12 %
6106 Paper	1,552.47	1,500.00	52.47	103.50 %
6107 Postage	858.37	1,200.00	-341.63	71.53 %
6108 Office Supplies	481.47	1,200.00	-718.53	40.12 %
6109 Administrative Expenses	1,064.20	1,200.00	-135.80	88.68 %
6110 Credit Card Fees	2,249.86	2,500.00	-250.14	89.99 %
6111 Vehicle Exp (Mileage Reimb etc)	2,612.58	3,400.00	-787.42	76.84 %
6150 Pastors' Outstanding Expenses	0.00		0.00	

## 2019 Profit & Loss Budget vs. Actual

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Total 6100 ADMINISTRATION EXPENSES</b>	19,393.66	22,700.00	-3,306.34	85.43 %
<b>6200 FINANCE EXPENSES</b>				
6201 Bookkeeping & Record Keeping	7,639.17	7,800.00	-160.83	97.94 %
6202 Stewardship Expenses	812.74	1,000.00	-187.26	81.27 %
6203 Line of Credit / Mortgage Pmt	4,738.33	6,000.00	-1,261.67	78.97 %
6204 Other Finance Board Expenses	190.00	220.00	-30.00	86.36 %
<b>Total 6200 FINANCE EXPENSES</b>	13,380.24	15,020.00	-1,639.76	89.08 %
<b>6300 PROPERTY EXPENSES</b>				
6301 Maintenance/Capital Projects	9,874.14	10,000.00	-125.86	98.74 %
6302 Liability Insurance	8,847.00	9,000.00	-153.00	98.30 %
6303 Maintenance Contracts	3,503.92	3,900.00	-396.08	89.84 %
6304 Contract Labor		500.00	-500.00	
6310 Natural Gas	2,844.04	3,100.00	-255.96	91.74 %
6311 Water, Sewer & Sprinkler	2,075.86	2,100.00	-24.14	98.85 %
6312 Electric	6,898.19	5,400.00	1,498.19	127.74 %
6313 Electric Demand Charge	3,179.69	3,200.00	-20.31	99.37 %
6320 Materials and Services	881.59	1,200.00	-318.41	73.47 %
6321 Janitorial Supplies	994.62	1,200.00	-205.38	82.89 %
<b>Total 6300 PROPERTY EXPENSES</b>	39,099.05	39,600.00	-500.95	98.73 %
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6401 Inter-generational Ministry	27.31	350.00	-322.69	7.80 %
6402 Children's Ministry	403.70	500.00	-96.30	80.74 %
6403 Adult Ministry	330.47	200.00	130.47	165.24 %
6404 Youth Ministry	4,172.44	4,000.00	172.44	104.31 %
6405 Confirmation Class	400.00	400.00	0.00	100.00 %
6406 Vacation Bible School		100.00	-100.00	
6407 Other Board Expenses & Gifts	227.32	400.00	-172.68	56.83 %
6408 College & Young Adult	13.77	100.00	-86.23	13.77 %
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	5,575.01	6,050.00	-474.99	92.15 %
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
<b>6510 Social Committee</b>				
6511 Coffee	341.00	400.00	-59.00	85.25 %
6512 Coffee Hour	338.16	300.00	38.16	112.72 %
6513 Lemonade on the Porch	221.61	300.00	-78.39	73.87 %
6514 Funerals, Memorials	435.64	100.00	335.64	435.64 %
6515 Receptions	260.50	100.00	160.50	260.50 %
<b>Total 6510 Social Committee</b>	1,596.91	1,200.00	396.91	133.08 %
6520 Family Ministry	276.65		276.65	
6521 Outreach (Evangelism & Adv)	1,244.26	1,500.00	-255.74	82.95 %
6522 Membership		300.00	-300.00	
6523 Wednesday Night Live Support	304.14	300.00	4.14	101.38 %
6524 Equipment	88.94	150.00	-61.06	59.29 %
6525 Other CL&G Expense	97.03	50.00	47.03	194.06 %
<b>Total 6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>	3,607.93	3,500.00	107.93	103.08 %
<b>6600 WORSHIP EXPENSES</b>				
6601 Worship Supplies	1,564.25	2,500.00	-935.75	62.57 %
6602 Audio-Visual Broadcast Expense	3,187.94	4,100.00	-912.06	77.75 %
6605 Adult Choir Music & Support	784.51	850.00	-65.49	92.30 %

# 2019 Profit & Loss

## Budget vs. Actual

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6606 Bell Choir Music & Support	493.98	500.00	-6.02	98.80 %
6608 Music Outreach		300.00	-300.00	
6610 Instrument Maintenance	714.50	2,500.00	-1,785.50	28.58 %
<b>Total 6600 WORSHIP EXPENSES</b>	<b>6,745.18</b>	<b>10,750.00</b>	<b>-4,004.82</b>	<b>62.75 %</b>
<b>6700 MISSION &amp; OUTREACH EXPENSES</b>				
6710 Transfers to Mission & Outreach	22,612.56	23,310.00	-697.44	97.01 %
6720 Delegate Expenses	224.58	450.00	-225.42	49.91 %
6730 KY Council of Churches	250.00	250.00	0.00	100.00 %
6731 National Council of Churches	100.00	100.00	0.00	100.00 %
6732 World Council of Churches	100.00	100.00	0.00	100.00 %
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>23,287.14</b>	<b>24,210.00</b>	<b>-922.86</b>	<b>96.19 %</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	532.69	600.00	-67.31	88.78 %
6802 Stephen Ministries	1,500.00	1,500.00	0.00	100.00 %
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>2,032.69</b>	<b>2,100.00</b>	<b>-67.31</b>	<b>96.79 %</b>
<b>Total Expenditures</b>	<b>\$368,797.91</b>	<b>\$391,921.32</b>	<b>\$ -23,123.41</b>	<b>94.10 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$1,135.73</b>	<b>\$ -10,421.32</b>	<b>\$11,557.05</b>	<b>-10.90 %</b>
<b>Other Revenue</b>				
<b>5000 NON-OPERATING INCOME</b>				
5010 Unrestricted Memorial Gifts	17,155.00		17,155.00	
5012 Endowment / Investment income	17,752.44		17,752.44	
5014 Misc Other non-Operating Income	4,524.00		4,524.00	
5015 Pass-Thru Gifts	9,955.71		9,955.71	
<b>Total 5000 NON-OPERATING INCOME</b>	<b>49,387.15</b>		<b>49,387.15</b>	
<b>5100 RESTRICTED GIFTS, Non-Oper</b>				
<b>5120 FINANCE</b>				
5121 Thrivent Action Income	1,765.00		1,765.00	
<b>Total 5120 FINANCE</b>	<b>1,765.00</b>		<b>1,765.00</b>	
<b>5130 PROPERTIES</b>				
5130.02 Memorial Garden	1,050.00		1,050.00	
<b>Total 5130 PROPERTIES</b>	<b>1,050.00</b>		<b>1,050.00</b>	
<b>5140 FAITH DEVELOPMENT</b>				
5140.03 Youth Group	3,143.77		3,143.77	
5140.06 Berea Leadership Experience	3,480.00		3,480.00	
5140.08 Spiritual Retreat	110.00		110.00	
<b>Total 5140 FAITH DEVELOPMENT</b>	<b>6,733.77</b>		<b>6,733.77</b>	
<b>5150 COMM LIFE &amp; GROWTH</b>				
5150.02 Wednesday Night Live	1,836.10		1,836.10	
<b>Total 5150 COMM LIFE &amp; GROWTH</b>	<b>1,836.10</b>		<b>1,836.10</b>	
<b>5160 WORSHIP</b>				
5160.03 Organ Fund	225.00		225.00	
<b>Total 5160 WORSHIP</b>	<b>225.00</b>		<b>225.00</b>	
<b>5170 MISSION &amp; SERVICE</b>				
5170.01 Mission Outreach	2,976.50		2,976.50	
5170.03 Emergency Assistance	2,285.00		2,285.00	
5170.06 Mission Trip Support	1,200.00		1,200.00	
5170.11 No Child Cold / Hungry	250.00		250.00	

## 2019 Profit & Loss Budget vs. Actual

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 5170 MISSION & SERVICE	6,711.50		6,711.50	
5180 NURTURE & CARE				
5180.04 Homeless Relief	90.00		90.00	
Total 5180 NURTURE & CARE	90.00		90.00	
Total 5100 RESTRICTED GIFTS, Non-Oper	18,411.37		18,411.37	
Total Other Revenue	\$67,798.52	\$0.00	\$67,798.52	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial	17,155.00		17,155.00	
7010 Trans to Reserves (non-oper)	37,911.37		37,911.37	
7100 Pass-Thru Payments				
7101 BUURR	1,040.00		1,040.00	
7102 Food Bank	155.00		155.00	
7103 BFCO	3,301.59		3,301.59	
7104 One Great Hour of Sharing	3,624.40		3,624.40	
7105 Christmas Baskets	100.00		100.00	
7112 Church World Service - Disaster	500.00		500.00	
7116 Samuel's Kids	988.00		988.00	
7150 Misc pass-thru payments	246.72		246.72	
Total 7100 Pass-Thru Payments	9,955.71		9,955.71	
Total 7000 Other / Non-Operating Expenses	65,022.08		65,022.08	
Total Other Expenditures	\$65,022.08	\$0.00	\$65,022.08	0.00%
NET OTHER REVENUE	\$2,776.44	\$0.00	\$2,776.44	0.00%
NET REVENUE	\$3,912.17	\$ -10,421.32	\$14,333.49	-37.54 %

# 2019 Statement of Financial Position

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	23,121.53
1104 People's Checking 5124	3,825.23
1105 People's Sweep Acct 512499	97,977.50
1110 AFCU - CD	185,021.88
1111 Putnam Investment Acct (37375)	2,859.63
1112 Thrivent NFS - Organ Fund	30,477.38
<b>Total Bank Accounts</b>	<b>\$343,283.15</b>
Other Current Assets	
1302 Refund Due	-296.22
1303 A/R Misc	241.56
1400 InFaith Endowment Fund	26,851.01
<b>Total Other Current Assets</b>	<b>\$26,796.35</b>
<b>Total Current Assets</b>	<b>\$370,079.50</b>
<b>TOTAL ASSETS</b>	<b>\$370,079.50</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2101 A/P Misc	325.36
2102 A/P Pass-thru funds collected	345.00
2300 Accrued Liability	45,000.00
24000 Payroll Liabilities	587.51
2403 FSA Liabilities	225.00
2420 Kent Gilbert Sabbatical Fund	1,331.87
<b>Total 24000 Payroll Liabilities</b>	<b>2,144.38</b>
<b>Total Other Current Liabilities</b>	<b>\$47,814.74</b>
<b>Total Current Liabilities</b>	<b>\$47,814.74</b>
Long-Term Liabilities	
2910 Capital Campaign Line of Credit	68,200.00
2920 Capital Campaign Member Loans	70,000.00
2930 Hutchins Fund Repayment	33,567.41
<b>Total Long-Term Liabilities</b>	<b>\$171,767.41</b>
<b>Total Liabilities</b>	<b>\$219,582.15</b>
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestricted Memorial Funds	737.52
3020 Unrestricted Carryover Funds	525.31
3030 Lambert Fund	366.16
3040 Hutchins Capital Improvement	23,121.53

## 2019 Statement of Financial Position

	TOTAL
3050 Long-Range Planning	7,189.73
3090 Capital Campaign	0.00
3091 Campaign Capital Income	1,542,423.25
3092 Capital Campaign Expenses	-1,709,565.55
<b>Total 3090 Capital Campaign</b>	<b>-167,142.30</b>
<b>Total 3000 Unrestricted Net Assets - CC</b>	<b>-135,202.05</b>
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	-36.09
3110.02 AEDs	114.21
<b>Total 3110 ADMINISTRATIVE BOARD</b>	<b>78.12</b>
3120 FINANCE BOARD	
3120.01 Contingency Fund	5,999.93
3120.02 Undesignated Memorial	882.68
3120.03 Evan Thomas Memorial	1,316.37
3120.05 Pross Memorial	3,809.03
3120.06 Drake memorial	15,030.00
3120.12 Payne Memorial	50.00
3120.13 M Kindel Memorial	4,713.67
3120.14 K Burke memorial	3,805.00
3120.16 R Butwell memorial	2.00
3121 Thrivent Action Income	220.26
3123 Grants	3,000.00
3125 InFaith Endowment Fund	25,000.00
<b>Total 3120 FINANCE BOARD</b>	<b>63,828.94</b>
3130 PROPERTIES BOARD	
3130.01 Special Projects	1,633.74
3130.02 Memorial Garden	72.91
3130.03 Sanctuary Lights	230.15
<b>Total 3130 PROPERTIES BOARD</b>	<b>1,936.80</b>
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	5,354.12
3140.02 Confirmation Class	2,181.72
3140.03 Youth Group	3,300.33
3140.04 A. Stephenson Memorial Youth	0.58
3140.06 Berea Leadership Experience	1,496.22
3140.07 FD Special Projects	65.00
3140.08 Spiritual Retreat	375.00
<b>Total 3140 FAITH DEVELOPMENT BOARD</b>	<b>12,772.97</b>
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	4,971.67
3150.02 Wednesday Night Live	1,485.02
<b>Total 3150 COMM LIFE &amp; GROWTH BOARD</b>	<b>6,456.69</b>
3160 WORSHIP BOARD	
3160.01 Worship & Art	3,773.17
3160.02 Music Fund	1,010.50
3160.03 Organ Fund	36,300.69
3160.04 Guest Musician	7,581.71
3160.06 Baptismal Font	936.00

## 2019 Statement of Financial Position

	TOTAL
3160.07 Handbell Fund	4,911.37
<b>Total 3160 WORSHIP BOARD</b>	<b>54,513.44</b>
<b>3170 MISSION &amp; SERVICE BOARD</b>	
3170.01 Mission Outreach	5,742.67
3170.03 Emergency Assistance	2,053.53
3170.04 M Tooley Estate	4,847.28
3170.05 Women's Creative Sewing & Craft	2,304.94
3170.06 Mission Trip Support	1,825.82
3170.07 Berea Home Village	100.00
3170.11 No Child Cold or Hungry	770.11
3170.12 Katosi Women's Development Trus	20.00
<b>Total 3170 MISSION &amp; SERVICE BOARD</b>	<b>17,664.35</b>
<b>3180 NURTURE &amp; CARE BOARD</b>	
3180.01 Nurture & Care	578.11
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	1,738.52
<b>Total 3180 NURTURE &amp; CARE BOARD</b>	<b>2,384.81</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>159,787.23</b>
32000 Retained Earnings	0.00
<b>3300 Perm Restricted Net Assets</b>	
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	3,912.17
<b>Total Equity</b>	<b>\$150,497.35</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$370,079.50</b>

# Report of the Treasurer

Account Balances 12/31/2019:

- Checking/Sweep Account (Cash on Hand)      \$ 117,977.50      (2018 : \$119,385.16)
- Hutchins Account      \$ 23,121.53      (2018 : 33,842.33)
- Putnam Account      \$ 2,859.63      (2018 : 2,544.21)
- Lambert Trust Account      \$ 897,073.11      (2018 : 771,217.21)
- Appalachian FCU-CD      \$ 185,021.88      (No change from 2018)

New Funds Created 2019:

- Thrivent NFS – Organ Fund      \$ 30,477.38      (New account in 2019)
- InFaith Endowment Fund      \$ 26,851.01      (New account in 2019)

In 2019 we passed a deficit budget (10,793.85), and at 12/31/2019 we had an operating surplus of 1,135.73, with an overall net income of 3,912.17. We have made payments against our line of credit at Peoples Bank, now down to 68,200.00, with member loans of 70,000 at more favorable rates. Note that 10,000 from the Hutchins account was used to help fund the initial investment in the InFaith Endowment. We continue to restore the Hutchins account through savings from our solar panels.

The Church Finance Board has worked very hard this past year, managing the opening of new accounts at Thrivent and InFaith, initiating a new three-year financial review process, as well as working through the proposed budget shortfall 2020.

Respectfully Submitted, Greg Lakes Treasurer



## 2019 Budget Policy

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 2020 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 monies 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 and 10% added to the Union Church Endowment Undesignated

account. The remaining 80% is to be allocated as recommended by the Church Council.

At the November 18, 2019 Church Council meeting it was decided to suspend Article II number 3 of the Finance Policy in regards to the distribution of 20% of the funds from the Dean Lambert Trust account when those funds arrive in June of 2020.

## **ARTICLE II: Receiving Gifts**

**3. Undesignated Bequests Support the Whole Church:** Undesignated bequests support the mission of the total church, led by the Holy Spirit and discerned by the prayers and work of the congregation. Many former members and friends often name the church as the recipient of an undesignated bequest. So that such bequests may help not only the immediate needs, mission, and program of the church, but may also support the long-term goals, in general it is recommended that undesignated bequests other than pledges to the general budget and worship offerings be used in the following way: at least 20% to be placed in the perpetuating funds each under the direction of one of the boards, as follows:

- 4% in the Properties Board Project Fund, to be used by the Properties Board to develop special projects.
- 4% in the Leadership Development Fund, used by the Faith Development Board to empower church lay leadership in every area of church life by such means as workshops, retreats, outside speakers, etc.
- 4% in the Worship and Art Fund to be used by the Worship Board to provide sanctuary furnishings, interpretive art work, and other enrichments to worship and congregational life; and
- 4% in the Mission Outreach Fund to be used by the Mission Board to empower projects witnessing to social justice and peace, evangelism, and humanitarian relief.
- 4% in the Community Life and Growth Development Fund, to be used by the Community Life and Growth Board to develop special projects.

The remaining 80% of the bequest will be used as recommended by the Church Finance Board and approved by the Church Council. Recommendations may include, but are not limited to further dividing the monies among the funds above, expending the funds for new or existing projects, using the money for general budget support or investing the funds in the Development Fund (Article III, Section 4). In the event of some extreme or overriding need the Church Finance Board may recommend that 100% of the undesignated gift be directed to meet this need.

# 2020 Operational Budget

## The Church of Christ, Union 2020 Operational Budget

	<i>2019 Actual</i>	<i>2019 Budget</i>	<i>2020 Budget</i>	<i>Inc/Dec</i>
<b>Revenue</b>				
<b>4100 Pledges &amp; Gifts</b>				
4110 Plate Offering	5,396.08	8,000.00	6,000.00	-25%
4120 Pledged Gifts	290,008.96	295,000.00	245,000.00	-17%
4130 Unpledged Gifts	27,631.59	30,000.00	32,500.00	8%
4140 Member-Directed Outreach			6,000.00	
4150 Spec Collections for Operations	669.52	1,500.00	1,000.00	-33%
<b>Total 4100 Pledges &amp; Gifts</b>	<b>\$ 323,706.15</b>	<b>\$ 334,500.00</b>	<b>\$ 290,500.00</b>	<b>-13%</b>
<b>4200 Fundraising Income</b>				
4201 Kroger	524.87	500.00	500.00	0%
4202 Amazon Smile	232.76	500.00	350.00	-30%
4221 Lunch Fundraisers	982.72	1,000.00	1,000.00	0%
4222 Special Events, Concerts	1,548.23	200.00	2,000.00	900%
4223 Flowers	486.60	100.00	300.00	200%
4224 Sustainagility Projects	10.00	200.00		-100%
<b>Total 4200 Fundraising Income</b>	<b>\$ 3,785.18</b>	<b>\$ 2,500.00</b>	<b>\$ 4,150.00</b>	<b>66%</b>
<b>4300 Other Operating Income</b>				
4310 Unrestricted Special Gifts	675.87	0.00	45,500.00	
Total 4320 Weddings, funerals, memorials	200.00	2,000.00	1,000.00	-50%
Total 4330 Rents and Building Use	1,277.00	2,000.00	1,100.00	-45%
4390 Other Income	0.00	500.00		-100%
<b>Total 4300 Other Operating Income</b>	<b>\$ 2,152.87</b>	<b>\$ 4,500.00</b>	<b>\$ 47,600.00</b>	<b>958%</b>
<b>4500 Investment Income</b>				
4501 Curr Year Lambert Trust Income	30,646.40	30,000.00	38,500.00	28%
4510 Interest Earned	9,643.04	10,000.00	10,000.00	0%
<b>Total 4500 Investment Income</b>	<b>\$ 40,289.44</b>	<b>\$ 40,000.00</b>	<b>\$ 48,500.00</b>	<b>21%</b>
<b>Total Revenue</b>	<b>\$ 369,933.64</b>	<b>\$ 381,500.00</b>	<b>\$ 390,750.00</b>	<b>2%</b>
<b>Expenditures</b>				
<b>6001 Pastor's Compensation</b>				
6001.1 Pastor's Salary	24,441.60	24,441.60	24,441.60	0%
6001.2 Pastor's Housing Allowance	45,000.00	45,000.00	45,000.00	0%
6001.3 Pastor's Social Security Reimb	5,312.04	5,312.04	5,312.28	0%
6001.4 Pastor's Health Insurance	11,010.00	11,010.00	11,352.00	3%
6001.5 Pastor's Dental Plan	510.00	490.00	510.00	4%
6001.6 Pastor's Life/Disability Ins	1,021.20	1,021.00	1,021.00	0%
6001.7 Pastor's Pension Plan	9,531.24	9,531.00	9,721.82	2%
6001.9 Pastor's Professional Expenses	3,777.73	4,000.00	3,500.00	-13%
<b>Total 6001 Pastor's Compensation</b>	<b>\$ 100,603.81</b>	<b>\$ 100,805.64</b>	<b>\$ 100,858.70</b>	<b>0%</b>
<b>6003 Office Admin Compensation</b>				
6003.1 Office Admin Compensation	37,386.31	37,414.62	37,414.62	0%
6003.2 Office Admin Health Benefits	9,369.00	9,369.00	11,352.00	21%

## 2020 Operational Budget

6003.3 Office Admin Dental Plan			510.00	
6003.4 Office Admin Life/Dis			561.00	
<b>Total 6003 Office Admin Compensation</b>	<b>\$ 46,755.31</b>	<b>\$ 46,783.62</b>	<b>\$ 49,837.62</b>	<b>7%</b>
<b>6004 Church Admin Compensation</b>				
6004.1 Church Admin Compensation	22,992.53	22,989.78	22,989.78	0%
<b>Total 6004 Church Admin Compensation</b>	<b>\$ 22,992.53</b>	<b>\$ 22,989.78</b>	<b>\$ 22,989.78</b>	<b>0%</b>
<b>6005 DMM Compensation</b>				
6005.1 DMM Compensation	24,208.00	25,793.76	25,793.76	0%
6005.2 DMM Health Benefits	0.00	4,684.50		-100%
6005.4 DMM Professional Expenses	0.00	375.00	300.00	-20%
<b>Total 6005 DMM Compensation</b>	<b>\$ 24,208.00</b>	<b>\$ 30,853.26</b>	<b>\$ 26,093.76</b>	<b>-15%</b>
<b>6010 Misc Staff Compensation</b>				
6011.1 Youth Director's Compensation	11,463.84	11,463.78	11,463.78	0%
6011.2 Youth Director's Assist Comp	2,652.00	2,652.00	2,652.00	0%
6012 Bell Choir Director	3,104.46	3,366.00	2,805.00	-17%
6015 Custodian's Compensation	10,852.00	11,455.62	11,455.62	0%
6016 Child Care	2,716.48	3,400.00	3,000.00	-12%
6020 Guest Preacher (Pulpit Supply)	200.00	400.00	400.00	0%
6021 Organist & Director Substitutes	300.00	500.00	500.00	0%
6022 Temp Staffing	17,517.44	20,000.00	12,000.00	-40%
<b>Total 6010 Misc Staff Compensation</b>	<b>\$ 48,806.22</b>	<b>\$ 53,237.40</b>	<b>\$ 44,276.40</b>	<b>-17%</b>
<b>6025 Misc Staff Expenses</b>				
6026 SS/Medicare Payments	8,677.14	9,721.62	9,036.10	-7%
6027 Worker's Comp Insurance	1,134.00	1,100.00	1,200.00	9%
6030 Pastoral Leave Saving Fund	2,500.00	2,500.00	2,000.00	-20%
<b>Total 6025 Misc Staff Expenses</b>	<b>\$ 12,311.14</b>	<b>\$ 13,321.62</b>	<b>\$ 12,236.10</b>	<b>-8%</b>
<b>6100 ADMINISTRATION EXPENSES</b>				
6101 Computer Equipment & Supplies	1,273.33	2,000.00	1,500.00	-25%
6102 Telephone Expenses	2,301.79	2,500.00	2,600.00	4%
6103 Website Maintenance	1,232.40	1,200.00	1,200.00	0%
6105 Copier	5,767.19	6,000.00	6,000.00	0%
6106 Paper	1,552.47	1,500.00	1,500.00	0%
6107 Postage	858.37	1,200.00	1,000.00	-17%
6108 Office Supplies	481.47	1,200.00	800.00	-33%
6109 Administrative Expenses	1,064.20	1,200.00	1,000.00	-17%
6110 Credit Card Fees	2,249.86	2,500.00	2,200.00	-12%
6111 Vehicle Exp (Mileage Reimb etc)	2,612.58	3,400.00	3,000.00	-12%
<b>Total 6100 ADMINISTRATION EXPENSES</b>	<b>\$ 19,393.66</b>	<b>\$ 22,700.00</b>	<b>\$ 20,800.00</b>	<b>-8%</b>
<b>6200 FINANCE EXPENSES</b>				
6201 Bookkeeping & Record Keeping	7,639.17	7,800.00	7,800.00	0%
6202 Stewardship Expenses	812.74	1,000.00	500.00	-50%
6203 Line of Credit / Mortgage Pmt	4,738.33	6,000.00	6,000.00	0%
6204 Other Finance Board Expenses	190.00	220.00	220.00	0%
6205 Fundraising/Media Consultant			10,000.00	
<b>Total 6200 FINANCE EXPENSES</b>	<b>\$ 13,380.24</b>	<b>\$ 15,020.00</b>	<b>\$ 24,520.00</b>	<b>63%</b>
<b>6300 PROPERTY EXPENSES</b>				
6301 Maintenance/Capital Projects	9,874.14	10,000.00	9,000.00	-10%

## 2020 Operational Budget

6302 Liability Insurance	8,847.00	9,000.00	9,000.00	0%
6303 Maintenance Contracts	3,503.92	3,900.00	3,500.00	-10%
6304 Contract Labor	0.00	500.00	500.00	0%
6310 Natural Gas	2,844.04	3,100.00	3,500.00	13%
6311 Water, Sewer & Sprinkler	2,075.86	2,100.00	2,100.00	0%
6312 Electric	6,898.19	5,400.00	7,000.00	30%
6313 Electric Demand Charge	3,179.69	3,200.00	3,200.00	0%
6320 Materials and Services	881.59	1,200.00	1,000.00	-17%
6321 Janitorial Supplies	994.62	1,200.00	1,000.00	-17%
<b>Total 6300 PROPERTY EXPENSES</b>	<b>\$ 39,099.05</b>	<b>\$ 39,600.00</b>	<b>\$ 39,800.00</b>	<b>1%</b>
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6401 Inter-generational Ministry	27.31	350.00		-100%
6402 Children's Ministry	403.70	500.00	500.00	0%
6403 Adult Ministry	330.47	200.00	200.00	0%
6404 Youth Ministry	4,172.44	4,000.00	5,000.00	25%
6405 Confirmation Class	400.00	400.00	400.00	0%
6406 Vacation Bible School	0.00	100.00		-100%
6407 Other Board Expenses & Gifts	227.32	400.00	400.00	0%
6408 College & Young Adult	13.77	100.00	100.00	0%
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	<b>\$ 5,575.01</b>	<b>\$ 6,050.00</b>	<b>\$ 6,600.00</b>	<b>9%</b>
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
<b>6510 Social Committee</b>				
6511 Coffee	341.00	400.00	400.00	0%
6512 Coffee Hour	338.16	300.00	300.00	0%
6513 Lemonade on the Porch	221.61	300.00	300.00	0%
6514 Funerals, Memorials	435.64	100.00		-100%
6515 Receptions	260.50	100.00	100.00	0%
<b>Total 6510 Social Committee</b>	<b>\$ 1,596.91</b>	<b>\$ 1,200.00</b>	<b>\$ 1,100.00</b>	<b>-8%</b>
6520 Family Ministry	276.65	0.00	300.00	
6521 Outreach (Evangelism & Adv)	1,244.26	1,500.00	1,000.00	-33%
6522 Membership	0.00	300.00	100.00	-67%
6523 Wednesday Night Live Support	304.14	300.00		-100%
6524 Equipment	88.94	150.00	100.00	-33%
6525 Other CL&G Expense	97.03	50.00	100.00	100%
<b>Total 6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>	<b>\$ 3,607.93</b>	<b>\$ 3,500.00</b>	<b>\$ 2,700.00</b>	<b>-23%</b>
<b>6600 WORSHIP EXPENSES</b>				
6601 Worship Supplies	1,564.25	2,500.00	1,500.00	-40%
6602 Audio-Visual Broadcast Expense	3,187.94	4,100.00	1,600.00	-61%
6605 Adult Choir Music & Support	784.51	850.00	800.00	-6%
6606 Bell Choir Music & Support	493.98	500.00	400.00	-20%
6608 Music Outreach	0.00	300.00		-100%
6610 Instrument Maintenance	714.50	2,500.00	2,500.00	0%
<b>Total 6600 WORSHIP EXPENSES</b>	<b>\$ 6,745.18</b>	<b>\$ 10,750.00</b>	<b>\$ 6,800.00</b>	<b>-37%</b>
<b>6700 MISSION &amp; OUTREACH EXPENSES</b>				
6710 Transfers to Mission & Outreach	22,612.56	23,310.00	14,805.00	-36%
6715 Member Directed Outreach			6,000.00	
6720 Delegate Expenses	224.58	450.00		-100%

## 2020 Operational Budget

6730 KY Council of Churches	250.00	250.00	250.00	0%
6731 National Council of Churches	100.00	100.00	100.00	0%
6732 World Council of Churches	100.00	100.00	100.00	0%
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>\$ 23,287.14</b>	<b>\$ 24,210.00</b>	<b>\$ 21,255.00</b>	<b>-12%</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	532.69	600.00	500.00	-17%
6802 Stephen Ministries	1,500.00	1,500.00	1,500.00	0%
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>\$ 2,032.69</b>	<b>\$ 2,100.00</b>	<b>\$ 2,000.00</b>	<b>-5%</b>
<b>Total Expenditures</b>	<b>\$ 368,797.91</b>	<b>\$ 391,921.32</b>	<b>\$ 380,767.36</b>	<b>-3%</b>
 <b>Net Operating Revenue</b>	 <b>\$ 1,135.73</b>	 <b>-\$ 10,421.32</b>	 <b>\$ 9,982.64</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.

### **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

Photos in this Report were taken by several Union Church members and friends, primarily Rachael White, and gleaned from those submitted for the church website, Facebook page and weekly emails.