

THE CHURCH OF CHRIST, UNION
168TH ANNUAL MEETING
Worship, Reports & Business
March 21, 2021



love demands

168TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 3:00 PM MARCH 21, 2021

“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

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TASKS OF ORDER FOR A MEETING OF THE CONGREGATION

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

Meeting Procedure:

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

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

Quorum:

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

Parliamentarian:

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

Minutes of the Previous Meeting:

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

Recognition of Our Paid Staff:

We are indebted to the daily work of our paid staff. Seen and unseen, they make possible our ministry in various and specialized ways. We offer our deep thanks for their contribution to the work of Union Church in 2020.

Jennifer Bellando, Nursery Care Team
Denis Burton, Custodial Support
Shirley Carlberg, Bookkeeper
Joan English, Office Administrator
Carla Gilbert, Pastoral Support
Kent Gilbert, Pastor
Ashley Hammond, Nursery Care Team
Maria Hartz, Program Support
Dave Kobersmith, Church Administrator

Sean Mack, Social Justice Intern
Pearl Marshall, Handbell Director
Chris McKenzie, Youth Director
Laura Nagle, Program Support
Maggie Park, Youth Group Assistant
Bernardo Scarambone, Director of Music
Rina Tanaka, A-V Team
Andrea Wescott, Nursery Care Team
Breeze Zaring, Nursery Care Team

CONGREGATIONAL MEETING MINUTES

ANNUAL CONGREGATIONAL MEETING OF UNION CHURCH

Sunday, March 15, 2020

Due to unprecedented circumstances prompted by COVID-19 and concern for the congregation's safety, this meeting took place in our own homes as we connected via Zoom. Meeting was called to order by the Moderator, Paul Smithson, at 3:00 pm, after declaring a **quorum**. Rev. Kent gave instruction on how participants should indicate approval or disapproval of a motion, and the use of the "Mute" option unless one was speaking. The cornerstone of our church, our staff, was recognized for their untiring devotion to the workings of the church.

Paul asked the congregation if there were any additions or corrections to the **minutes** from the March 10, 2019 Annual Meeting or the December 8, 2019 Annual Budget Meeting. The minutes were **unanimously approved**.

Nominating Board Report. All the present Board members, officers, and those who have agreed to serve were thanked by Carla Gilbert. 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. These people have gone above and beyond in their service to the church and were heartily elected to join the group.

Motion from the Church Council to suspend the term limit of the Financial Secretary. The Constitution (3.10.4) allows the motion 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 to search for our new Financial Secretary. The motion was made and seconded, **passing unanimously.**

Motion to receive Annual Reports for 2019. A motion was made and seconded, **passing unanimously.**

The meeting ended with the installation of new Officers and Board Members followed by song and prayer.

Linda Parsons, Clerk

CONGREGATIONAL MEETING

Sunday, July 19, 2020, 2:00 pm

Rev. Kent welcomed participants as they signed into Zoom. He introduced the Panel who would present information and answer questions as the meeting progressed. Panelists included Rev. Kent Gilbert, Pastor; Dave Kobersmith, Church Administrator; Paul Smithson, Moderator; Shirley Carlberg, Finance Board; Greg Lakes, Treasurer; and Joan English, Office Administrator.

Rev. Kent explained some of the nuances of participants being recognized, speaking, and

voting during the meeting. Paul Smithson called the meeting to order declaring a quorum present. Rev. Kent opened the meeting with prayer.

Budget: Paul announced this meeting was called to approve the revised 2020 budget as presented by Administration and Finance Boards and approved by Church Council.

Discussion: After a short practice Question and Answer session with the congregation conducted by Rev. Kent explaining the workings of Zoom, Paul called on Greg Lakes to summarize the changes to the budget as it stands. As a result of uncertain times and the church building being closed for the health and safety of everyone quite a few changes have been necessary.

Revenues show increases and decreases. Understandably, plate offerings decreased but pledges and gifts increased. Thankfully, the church received a one time gift of \$45,000. Revenue from weddings and funerals has decreased due to safety measures to prevent COVID-19. Money from the Lambert Trust Fund has been reinstated to 20% going to the five Boards and 20% in undesignated requests to the Endowment Fund. Doug Hindman asked what PPP grant forgiveness, mentioned on page 1 of the budget, stands for. PPP or Payroll Protection Plan from the Federal Government is a forgivable loan of around \$41,000. This amount will not be included in the budget until it is determined the loan is forgivable for the use Union Church intends. Rev. Kent affirmed Gail Wolford's question about if the money will be used to pay for the first 2 ½ months salaries.

Changes in Expenditures include restoration of year round salary to the Bell choir director. Pearl spends more hours now enhancing Sunday morning services. Online services have prompted increased expenses of a Video Editor, audio visual, and broadcasting a weekly video. Amy Williams asked if online services will continue. They will until it is safe to resume in-church services and maybe longer as the church now has many out of town and even out of country followers.

Book and record keeping costs have increased. Dave explained that the church switched to a new data program because the cost for the management systems will be less per year. A \$200,000 grant from a private family enabled purchases of cameras, software, and other necessary equipment. These will also be used for fund raising media consultants and Website design to include re-branding. This grant money is not included in the budget.

Properties Board expenses included one large unexpected expense, the repair of the HVAC system. Also, the handicapped ramp underwent needed repairs. Cost of janitorial supplies increased due to extra cleaning and sanitizing required of COVID-19.

In Faith Development extra funds are needed in Youth Ministry for Zoom and the WEB as they are meeting less in person. A \$5000 grant has been approved.

Without in person socialization, expenses are less for coffee, receptions, and Lemonade on the Porch.

Kudos to the Mission & Service Board, which has been busy at this time supporting outreach giving and individuals in the church. This is also true of Nurture and Care reaching out to those in need during these trying times.

Greg called for a vote on the 2020 Annual budget. Coming from a Board no second is

needed. Sharona Nelson moved the question. Budget was **unanimously approved**. Rev. Kent expressed much thanks to Church Council for all the hard work in keeping the ministry moving.

On a surprise note, Rev. Kent announced the generous gift from a recently deceased, dear member of Union Church, Nancy Hindman. Nancy and Doug have been strong supporters of the Church many years. The Stewart-Hindman Fund of \$500,000, a planned gift, will go into the Endowment Fund and be used for projects of the Church.

Recognizing the work of Faith Development, Rev. Kent reminded everyone of the list of resources compiled to provide opportunities to learn and educate how to put faith in action with Black Lives Matter.

Paul asked for a motion to end the meeting. Marty Hensley so moved, Greg Lakes followed with a second. With a show of hands, Paul dismissed the meeting.

Rev. Kent dismissed us with prayer at 3:06 pm.

Linda Parsons, Clerk

ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 13, 2020, 3:00 pm

As we were meeting by Zoom, congregational members visited a few minutes giving all a chance to join the meeting. Shortly after 3:00 Paul Smithson, Moderator, called the meeting to order and declared a quorum. Rev. Kent welcomed everyone and began the meeting with prayer.

Dave Kobersmith, Church Administrator, praised the recent Danish/American Yule Fest program. It was a good example of Church Outreach as the church offered use of our technology.

Budget: Dave reviewed the 2020 budget year and congregational meetings held in December 2019 and July 2020. At the July congregational meeting a budget was passed with a deficit of \$17,493. As of this meeting we are projecting a surplus budget of \$7,000. He also noted we had qualified for a Payroll Protection Plan loan of \$41,280 and the loan has been forgiven. This money will be applied to the 2021 budget.

The proposed budget for 2021 and the Board Policy were introduced by Dave.

As of today, the 2021 Union Church budget has a deficit of about \$21,000. The replaced windows are not in the 2021 Budget as they have been paid for. Bob Boyce asked for gifts of \$1000 or less from the congregation to pay back the church. 10% of allocated monies will go to Mission Outreach as usual.

A few minor changes were made to the organization of the budget. Jean Boyce pointed out that under Miscellaneous staff compensation, Bookkeeper is in another place. Dave added tracking expenses of a contract laborer has been put with other contract laborers.

Discussion: Rev. Kent assured the congregation that a \$21,000 deficit at this point is okay. The Council will be making mid-course adjustments. There are a lot of unknowns. Union Church is reaching wider, outside of the church, and hoping for more giving. A

large dip in congregational giving has not occurred. Giving Tuesday reached a higher level than expected. Jenny Bromley questioned whether we would be able to hire another assistant/support staff. Rev. Kent replied that will depend on the next phase as we go along.

Paul Smithson asked for any more questions about the 2021 Union Church Budget. With no more questions a vote was called for approval of the budget. **The budget passed unanimously.** No second was needed.

Rev. Kent thanked all the staff and volunteers who have helped in these trying times. A huge project was our re-branding, to tell our story, Love Demands what faith's love compels us to do. Several people worked separately but together (because of COVID-19) to compile Advent boxes for the Congregation. Kudos to the Worship Board.

A lot of time was spent on the socially distanced Christmas Pageant. Additional software and data base information was installed. A \$200,000 transformation grant enabled the church to stay afloat with improvements to internet and computers. We added camera equipment and hired consultants without having to take money out of the budget. Video editing is planned soon. Thanks to all who helped.

Rewriting the church website should be launched in February. Easier navigation of the site is the goal, to help members and others interested in following the workings of the church community.

As president of Kentucky Council of Churches, Rev. Kent meets with the Governor's office every other week. Good news shared is COVID-19 vaccines have shipped. However, it will probably take 6 months or more to be able to relax fears of contracting COVID-19.

Rev. Kent announced the church website has Berea College's remote Christmas music. The Union Church LongNight service will be on Facebook at 7pm December 20. Book study on Sunday mornings, coffee hour with Rev. Kent on Wednesday mornings, prayer group, and coffee time after church, all remotely, have brought some people closer Jenny Bromley noted. You're not always sitting next to the same people, which may be the case in church. The meeting was closed with prayer by Rev. Kent at 4:00.

Linda Parsons, Clerk

REPORT OF THE NOMINATING BOARD

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: **Reda Hutton 2024**
 Clerk: **Linda Parsons 2024** Moderator: Paul Smithson 2022
 Vice Moderator & Chair of Church Council: **xxxxx 2022**

ADMINISTRATION BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Ellen Mink	Reda Hutton	Lisa Vaughn*

COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Amy Schill*	Betsy Whaley	Sarah Rohrer

FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Jenny Hobson	Maria Hartz	Tina Parker
Ashley Cochrane	Laura Nagle	

FINANCE BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
	Cheryl Stone	Martin Hensley
	Shirley Carlberg	
	Charles Hoffman	

MISSION AND SERVICE BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Dorie Hubbard	Annriette Stolte	Betty Hibler
Tennant Kirk	Carla Gilbert	Paul Jacobs

NURTURE AND CARE BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Mary Lou Wiese*	Gerrie Blanchard	Donna Abner
John Payne	Stanley Kramer	Cheryl Caruso Payne

* chairperson

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Chris Green*	Dodie Murphy	
Steve Bolster	LaRee Jacobs	
	Steve Gowler	

PROPERTIES BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Sally Hindman	Robert Boyce	
Howard Carlberg	Jeff Hutton	

WORSHIP BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Alvera Perman	Doug Hindman	E.J. Stokes
Teresa Gowler		Jennifer Melton*

ENDOWMENT COMMITTEE:

Treasurer: Greg Lakes
 Finance Board Representative
 Church Council Representative
 Congregational Representative: Sune Frederiksen (2023)

The following are the Responsibility of the Church Council:

NOMINATING BOARD:

<u>CLASS OF 2022</u>	<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>
Rachel Lakes	Jeff From Laura Nagle	Kim Kobersmith

HONORARY LIFETIME DEACONS

	<u>CURRENTLY SERVING</u>		<u>FOR ELECTION</u>
Joan Bates	Truman Fields	Lois Morgan	Gerrie Blanchard Jenny Bromley Carla Gilbert Betty Hibler
Dottie Blackburn	Joy Frazier	Hazel Morris	
Patty Boyce	Tom Frazier	John Payne	
Steve Boyce	Jan Hamilton	Ann Rhodes	
Jean Boyce	Doug Hindman	Steve Rhodes	
Robert Boyce	Betsy Hoefler	Bob Shaffer	
Helen Connelly	Dorie Hubbard	Carol Shaffer	
Jerry Cooper	Tom Hubbard	Larry Shinn	
John Culp	Loyal Jones	Nancy Shinn	
Ramona Culp	Jennie Kiteck	Annriette Stolte	
Joyce Fields	Mary Miller	William Stolte	
		Betty Wray	

* chairperson

REPORT OF THE MODERATOR

Looking back at my report from last year, 2019 and early 2020 (up to just about now in early March) seem like ancient history; and looking back on the past year since the pandemic really hit, it seems alternately like a bad dream, a missing year, or just a blur of unprecedented changes in my life and work, in our church and in our nation. That's not to say that everything was bad, and in fact there were some positive developments for Union Church.

I sorely miss in-person church services and our choir among many others, but our increasingly high-quality online services have attracted many followers far and wide, and against what seemed to be long odds, our financial position is relatively good. For my own part, the mostly home-based work schedule that has been forced upon me and many others of us has not been a great time. I feel like I have not really been as real a part of the church or the college as I was. I suppose a lot of us feel the same way, but I hope and pray that we will emerge from this pandemic relatively unscathed, and maybe even a bit stronger in some ways. I don't feel that I have done a whole lot this past year, but I am still honored to serve the church in whatever capacity I can.

Respectfully submitted, Paul Smithson

“Behold I am doing a new thing...” — Isaiah

2020 will undoubtedly be one of the most remarked-upon years as time and energy allow us the chance to reflect. The unprecedented pandemic conditions that began early in the year and spread to us in March affected every aspect of our ministry. While we were forced to close our doors to most in-person services and meetings, the church has not been idle. The life and ministry of Jesus, the love that God has given, has proven far more durable than any human susceptibility to disease. The work of the congregation has proven that as indeed God is doing “new things” in our midst.

Given that this year may be of particular interest to later generations, all of the reports this year have striven to record some of those changes and needs. From the pastoral office I have tried to highlight those ministries and activities that might not be covered elsewhere, or for which I can add detail.

At no time in living memory has Union Church had to live and act our faith in quite so many new ways all at once. I am humbled and honored to serve with a congregation both willing and capable of such quick caring and generous adaptation. Nothing has been ideal, but neither have we allowed each other to be forgotten, or God’s service neglected. A single minister, nor even a large staff could do that alone. Only all of us working together, putting our faith into action, have made this ministry, this community, this service, and this love possible.

Major Projects

Before the onset of pandemic conditions, Church Council had approved several major projects that began in January and continued through much of the year.

- **Church Database:** we have vastly increased our reporting, data collection and accessibility by changing to FellowshipOneGo, a church-specific database with increased communication facilities. We have been able to consolidate several third party programs (including online giving) into a single reporting platform AND make available a portal for members so they can easily look up other friends, correct or update personal information, and get instant reporting of giving and donations.
- **Church Identity and Communications Consultant:** Through a generous private family foundation grant designed to help Union Church make critical updates and transitions, we undertook a 6-month project with a church consultant to help tell our story better. In a city we literally founded, public perception is either lacking or erroneous. We set to work identifying ways to tell about our community, our purpose, our character, our loves in new and better ways. The work entailed analysis of our website, our worship services, our communications, and community perceptions. It resulted ultimately with the identification of a new “thread,” or theme that runs through all our work, and a new graphic logo to help embody the energy and vibrancy of our fellowship. The thread “Love Demands” was selected after rigorous research and focus groups. The new logo, derived from all of the liturgical colors is a vibrant “U” in ink swashes, inspired by the embracing curve of the sanctuary design and the openness of the congregation. Not a closed ring, but an open invitation to the service and hope that love demands. Reception

of the logo has been very good, and the thread has made many people think carefully, rather than rush past the words. The excellent consulting was with Mark MacDonald, and in the graphic work we are especially grateful for the work of "Print & Pixel," a woman-owned and operated central Kentucky design firm that did extraordinary work. Though they have extensive non-profit experience, Union Church was the first church client they have worked for and we have been richly blessed by their efforts.

- **Website Revision:** as an outgrowth of the two efforts above, a website revision was identified as definite need to make the site much more useable to new comers, as well as better organized and demonstrating our theme and thread. In-house, this has meant the rewriting of nearly every page as assisted by our consultant, optimizing for search and usability. Church member Debbonnaire Kovacs accepted the work of editing the new site and that work is ongoing. We have subsequently contracted with Print and Pixel again to help design and implement the text. We hope this will be ready by May 2021.
- **Medical Debt Relief Project:** In the summer of 2020 several clergy friends gathered and wanted to work together to make a positive difference for those suffering most from the medical crises all around us. Realizing the crushing burden of medical debt we wondered if we could challenge our congregations to raise funds to purchase debt from those of little means in central Kentucky. Central Baptist Church, Temple Adath Israel, St. Michael's Episcopal Church, and First Presbyterian Church (all of Lexington) joined us to partner with the national charity "RIP Medical Debt." They helped identify those with low incomes and significant debt. Using money raised by our coalition, they were able to purchase the debt at one penny on the dollar. We began our effort with a press conference in November and raised funds through the end of the year. Our goal for the 5 churches was to raise \$35,000. Union Church Mission and Service board hoped we would be able to raise \$5000 as our part, and instituted a \$2500 match. The ecumenical and interfaith project was a huge success raising more than 144% of the goal, and Union Church contributions totaled a whopping \$20,100, four times our goal! In the hands of RIP Medical Debt that resulted in the 5 churches purchasing more than \$5.5 million of debt and canceling it. To God be the glory.

COVID-19 Response

On March 10, 2020 Gov. Andy Beshear called for all large public gatherings to cease to stem the spread of infection. As president of the Kentucky Council of Churches, I reached out to the Governor's office and volunteered to convene denominational leaders so we could discuss church implications. He and his staff readily accepted my invitation and since then I have chaired near weekly meetings with the Governor (since January 2021 we have gone to bi-weekly). Union Church made the decision to close in-person worship services until further notice on March 12, 2020.

Our first and primary goal was and is the safety of our members and to love neighbor as self by preventing disease. Several early outbreaks of Covid-19 cases in Kentucky were directly traced to church gatherings where proximity seating and singing make for a highly infectious environment. With a number of attendees in high-risk categories,

Church Council agreed we should do all possible to stop the spread to anyone. Our final in-person worship service was March 8, 2020, our spring Annual Meeting was held via Zoom, and soon thereafter we asked even small groups such as AA, the Meditation group and Bible Study to cease meeting together indoors.

Because we had already been webcasting our services for several years, we were in a much better position than many churches to switch to online-only services. That is not to say it did not require extraordinary effort on the part of volunteers. To reach a greater audience we expanded the broadcast from just the church website to both Facebook Live and YouTube online platforms. This meant additional software and upgraded cameras and sometimes a STEEP learning curve. For meetings and interactive connection we contracted with Zoom technologies for on-demand video conferencing which we have used for everything from prayer and study groups to staff meetings.

With the cancellation of choir, our music director pivoted immediately to helping source Covid-safe means of providing music. Marty Hensley, Sayer Kobersmith, Sean Mack, Olin Perry, Jeff Hutton and, later, Rina Tanaka and Don Cardwell jumped in with computer, photographic, and editing skills. Our goal was to help connect the community in a worshipful way, despite being spread out in our homes. To do this we invited members to record readings and prayers so we could visually represent a wide number of participants. "Peace" greetings are also now actively solicited so an atmosphere of hospitality can be shared, and we reworked the services to be more user-friendly without a paper worship bulletin.

Early on, we tried using Zoom to include interactive children's moments, but found the technology (or our understanding of it) not compatible with simulcasting to the other platforms, thus reaching the widest possible audience. We did however find ways to encourage interaction on the Facebook and YouTube chat, as well as via comment forms on the church webpage. For the children we implemented a separate chance to get together on Zoom and monthly activity boxes with materials from the Faith Development Board.

To help create community and a chance to get familiar with new technologies I began a Wednesday morning "drop-by" **Zoom Virtual Coffee Hour**. These are usually attended by about 12-20 people and has provided a nice chance to check in, share prayer concerns, and other news. These are ongoing and everyone is welcome to join! We also have been served by a large group of volunteer callers, who reached to members and friends via phone calls and notes. This has been especially important for those without access to computers, cell phones, tablets, or other ways to connect.

Youth Group, under the leadership of Chris McKenzie and Maggie Park, immediately created a virtual gathering on Wednesday nights for our young people. To that we soon added on-line Thursday morning **Bible Study**, a 3x per week **prayer and meditation offering** available 24/7 via YouTube, and the **Sunday Morning Book Study**. Community Life & Growth Board also instituted **monthly online gatherings** and weekly after church drop in **Zoom Coffee hours**.

The result of the congregation's willingness to adapt has meant a significant

increase in our reach. **Average attendance** prior to the pandemic was approximately 150-170 persons in the building and perhaps 25-35 online views per week. By contrast our Easter 2020 service was viewed more than 1500 times, and regular services have averaged around 600-750 viewers, with some services significantly higher. Members and new friends alike have commented favorably on the production value, the inclusive nature of the service, the video creativity, and the ability to feel included by watching at a time convenient to them. While live views hover around 100 computers connected at a time, the remaining views occur later on Sundays, and into the week.

Contributions, too, during this time made the shift to our online giving platform and thanks to the generosity of our members, and despite pandemic hardships, the church was able to keep all staff fully employed and all bills paid! Expenses in some areas were offset by savings in others, but the generosity of worship participants, new and old with gifts large and small, allowed us to continue offering hope and connection in difficult times. Thanks be to God, and to God's people.

Additional Pastoral Activities

Statewide Covid-19 Guidance: I served as president of the Kentucky Council of Churches during most of 2020, completing four years in that role in October. In that role I convened (and continue) regular meetings with church leaders and the Governor's office. That led directly to being the lead author of statewide guidelines for churches operating under Covid-19 restrictions. At the request of the governor, I worked with a team of Kentucky bishops and conference ministers to generate what became the foundation of Kentucky's guidance for all houses of worship.

Kentucky Justice Forum Hosted In Berea: In January I began chairing a group to host a Berea forum on Kentucky Justice reform. Modeled on conversations in 2019 in both Louisville and Owensboro, our aim was to bring affected persons (families, formerly incarcerated people, justices, law-makers, policy analysts, law enforcement and local governmental officials) for conversation exchange around four areas:

1. Arrest, Arraignment, Bail, and other "intake" issues
2. Sentencing Reforms
3. Access to Healthcare and treatment in the judicial system
4. Re-integration post incarceration/ post-parole issues, including housing, services, employment and voting rights.

Partners in this project in addition to the Union Church Mission & Service Board included the City of Berea, the City of Richmond, Madison County, Promise Neighborhood project of Berea College, The ACLU of Kentucky, the Kentucky Chamber of Commerce, the Catholic Charities of Kentucky, Goodwill industries, The Mountain Association, the Kentucky Center for Economic Policy, the Kentucky Council of Churches, the KY Bar Association, and several others. After much delay and reframing due to making the meeting virtual, a very successful meeting was held in September via Zoom with more than 200 participants. Hasan Davis was our Keynote presenter with Cabinet Secretary for Justice and Public safety, Mary C. Noble and Rep. Ed Massey, chair of the House Judiciary Committee as anchor session leaders. I am very proud of the fact that Union Church facilitated this important, non-

partisan, holistic approach to justice reform AND that it was made possible by the work of so many Union Church members. Data gathered from the participants continues to inform policy on every level and relationships created between those who might never have met (Justice Cabinet public servants and formerly incarcerated persons and their families, for example), is a sure step in the right direction. Berea's forum was in the smallest town so far, but had the greatest attendance and the highest number of respondents to the research questions.

White-skinned Supremacy Mitigation: The spring of 2020 saw two killings of black citizens by police officers that caught the attention of the world. George Floyd, arrested for the suspected theft of \$20 was killed on camera when a Minneapolis police officer knelt on his neck for 8 minutes and 37 seconds ignoring his pleas that he couldn't breathe. And then, tragedy struck closer to home in the killing of Breonna Taylor, an innocent Louisvillian EMT shot after midnight by police when they burst into her home on an improperly obtained "no-knock" warrant. The officers had the wrong address, the wrong suspect, and did not follow basic procedures such as turning on their body cameras or having medical assistance available. Despite shooting Ms. Taylor numerous times, none of the officers provided care and she died on the scene.

These two cases brought to the fore the pain and suffering that years of inequitable treatment in law enforcement have wrought on persons of color. As pastor of one of the earliest churches in the state to affirm that black lives matter, I took public action in the form of two major editorials published in both the Courier-Journal and Herald Leader papers, entitled "Dear White Christians." These were co-signed by my colleague, the Rev. Dr. Donald Gillett, executive director of the KCC and pastor of East 2nd Street Christian Church in Lexington.

The events of the spring revealed to many white Christians the extent of our own ignorance about the plight of black and brown people, as well as of the inherent power having light skin imparts in our society. We dedicated a summer worship series to examining the issues from a faith perspective (Winds of Change, June 2020). We also faithfully undertook 6 week study and conversation of White Privilege. Offered twice during the year, over 50 members and friends participated. (Additional offerings of this class have been requested and will take place in 2021.) As national and state momentum gathered to redress institutionalized racial violence, Church Council endorsed public proclamation of our founding belief, "God has made of one blood, all peoples of the earth." Black Lives Matter signs were purchased and displayed and have been both a source of solidarity with students, residents, and travelers alike. We continue to support a better understanding of the role "whiteness" and "white skinned preference" plays in every facet of our society. The killings of Mr. Floyd and Ms. Taylor are sadly not new, not unusual, nor "un-American". As we worked in the days of our founding to end the enslavement of black and brown people, so now we must work to end the enslavement of our culture to the false idol of fictional "whiteness." The harm is born disproportionately by our black and brown sisters and brothers, but it wounds us all in the violence it spawns and the sin it perpetuates in light skinned persons as well.

Guest Lectures About Union Church

Pandemic life paradoxically increased the ability to be available to seminars and

classrooms alike. Throughout 2020 I was able to represent the church in a wide array of college classes, news conferences, and television shows. Many of these related specifically to how the church community was adapting to in-person closure, but many were studying various aspects of pastoral ministry and church administration.

Other Organizations and Educational Activities:

The Kentucky Council of Churches: As mentioned above, until October of 2020 I remained as president of the Kentucky Council of Churches, a 70-year old coalition of 12 denominations in 16 regional bodies/diocese representing more than 1100 congregations across the state. The KCC, of which Union Church was a founding member, has offered exceptional educational opportunities this year, including a very helpful weekend gathering (virtual) around the topic of “Doing unto others” and the Golden Rule. Several Union Church members participated in these workshops and worship. Upon stepping down as president I was elected to chair of the Justice and Advocacy commission of the KCC, which helps develop theological and ethical responses to social needs. This has allowed me to continue chairing meetings with the Governor and other leaders, and to maintain partnerships with other agencies with whom the church works closely.

The Madison County International Committee: I continued to chair a vibrant group charged with overseeing our sister-region relationship with Hokuto City, Japan. Unfortunately, all travel activity had to be canceled on both sides of the Pacific. We look forward to resuming the exchange – perhaps in 2022.

The Indiana-Kentucky Conference of the United Church of Christ: The congregation encourages and indeed requires it’s pastoral staff to be fully accredited with their denomination and to remain in good standing. This year I was elected to a second term as Moderator of the conference and as such participate in bi-monthly board meetings and chair the Annual Gathering. That experience proved especially valuable to us as I had to learn how to run a virtual voting process which we subsequently adapted for Union’s needs. The UCC continues to be a strong regional partner with Union Church, aligned in both practice and theological inclusivity. We now have 3 Union Church members who are in the process of seeking ordination with the United Church of Christ. When ordained they will bring the total number of clergy that have come from our church family to 8 since 2009!

Virginia Theological Seminary: “Deep Calls to Deep” Preaching Enrichment: In 2019 I received a grant to participate in a two year preaching enrichment project of VTS. In January of 2020, that resulted in a weeklong retreat with 4 of my fellow preachers in the program that proved to be the last non-virtual continuing education event I attended. We continue to meet as a peer group, sharing and critiquing each other’s sermons in a supportive collaboration. While a final retreat was hoped for in 2021, it remains to be seen if that will be safe.

Forward Together

During this challenging year we have had to learn to celebrate, to grieve, to grow, and to serve in new ways. Everything has been new, and most things have been hard at first. For the church it is a potent reminder, however, that with God’s help we can do

hard things. We can overcome obstacles and continue to demonstrate the love of Christ, offer the hope of new life, and live faithfully in all these circumstances.

We will not go unchanged by all of this and when the ravaging effects of the disease are finally mitigated there will be no “return.” There will be only “forward.” Many of the gifts of virtual services and virtual meetings are not ones we will want to completely give up. Many of the people we have come into communion with now reside far beyond the limits of Madison County, indeed, Kentucky. The rich visual and musical opportunities that have come to us during this year have enhanced our worship and our wonder. We will want to keep the best of what is old and what is new, and the result will not be like it is, but neither will it be what it was. “Behold I am doing a new thing,” the Lord tells the prophet Isaiah. And indeed it is unfolding before us.

As we move ahead we will need to continue to see how we can be a compassionate community to a growing number of remote members and friends. We will also need to devote our attention to how we can engage, inform, and resource the new people, new projects and services with adequate staffing and funding. It cannot be overstated that the year has been possible because of the incredible energy and resilience of current staff, but none of us are without limits. In my own case, it now appears that I had an undiagnosed asymptomatic case of Covid-19 sometime prior to November. Like many others I recovered without knowing I had the disease, but am now suffering “long-haul” or “post-Covid” symptoms that severely limit my energy. I am fortunate that my condition is not severe, but since January 2021, it has been impossible to work a full day without numerous rests and attention to the heart and breathing issues which occur.

Since we cannot know how long these conditions may persist we can only trust in God and in our long history of adaptation. Love demands that we care for all and continue the work. I live in the sure knowledge that this work will be aided by the God of love, and that in Christ we shall indeed become a new creation. We have been well served, well equipped, and well versed in all we can prepare for. Now, we step forward with boldness into all that comes next, trusting in the love of God, the mercy of Christ, and the power of the Holy Spirit.

In love and faith,

Rev. Kent H. Gilbert

Pastor, Union Church

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 aspects of the church program, hoping to achieve maximum effectiveness and avoid duplication.

This year of COVID-19 restrictions required learning new ways to meet for discussions and decisions. Rev Kent, Dave Kobersmith, and Marty Hensley kept those of us more technologically challenged on the right Zoom path.

These are the issues Church Council tackled this year:

- Approved the CARES loan application process for PPP loan
- Approved recommended spending plan for the \$200,000 gift to the Transformation Fund
- Approved 20% of Undesignated Bequests to be directed to Endowment Fund
- Approved continuation of the suspension of in-person services due to Covid-19 restrictions
- Approved policies presented by Administration Board
- Approved payment to Pearl Marshall through summer months
- Approved 3 funding requests from Properties: window replacements for Community Room, repairs to handicap ramp, and HVAC service agreement
- Approved Moderator, Church Council Chair and Pastor to participate in non-violent Black Lives Matter projects and endeavors
- Approved acceptance of Stewart-Hindman memorial gift from Nancy Hindman
- Granted Joseph Jacobs “Member in Discernment” status as he enters Christian ministry
- Approved fully funding an Endowment Sleeve (aka account) for Mission and Service
- Approved our new branding design work with Print and Pixel. “Love Demands”
- Approved 2021 proposed budget to present for congregational approval at our annual budget meeting in December
- Approved Video Production position financed by Transformation Fund
- Joyfully approved a one-time 5% bonus to our staff members for the extraordinary work and spirit during this Covid-19 year of disruption.

As I conclude my 3rd elected term as chair of Church Council I want to commend all the fine work the Boards have done and continue to do for Union Church. It’s been my pleasure to serve with each of you.

Jean Boyce, Chair of Church Council

REPORT OF THE CHURCH ADMINISTRATOR

What a year! I realize this, or something like it, will be a common annual report phrase for all of us, but it was quite a year. It has been a challenge and a pleasant surprise. A challenge in the workload and new ways to do church that were demanded of us all. A surprise in how well the changes to being church have been received and what we have learned about Union Church.

At the beginning of the year Kent and I started to work with our Generis consultant Steve McSwain (see last year's report). This coincided with the beginning of the pandemic and together we determined our plans to work with Steve on our annual giving was not what we needed at this time. After talking, we felt that our biggest need was to work on our communications plans, so Steve put us in contact with another Generis consultant for communications, Mark McDonald. You may remember our 5-4-3-2-1 Countdown to Community plan and number 4 stood for skill sets we wanted to strengthen. Communications was one of those, so we shifted from fundraising and began working with Mark.

He guided us over 7 months through a mountain of work, helping us learn how best to share our story and target those in our area to come along side us in ministry. He also helped us with how to do our best when it came to worship on-line instead of in person. Here is a summary of the work:

- Assessment of what we have been doing to share our story in words and images
- Assessment of our online worship service
- Understand our audience and how to share our story with them
- Work with others (Print & Pixel) to come up with a new image
- Develop the thread that would be used to assist in sharing our story
- Guidance in how to use the images and words e.g. email, print and website
- Strategy for communications

We are still working through the website development and the communications strategies as 2020 ends.

The decision in early March to not hold in person worship and then to not hold in person meetings had the staff looking for new ways to be the church. Kent took the lead in so many ways while Bernardo, Joan and I gave support to the many decisions that we would discuss and implement.

The areas where I lent support were in learning more about Zoom meetings and keeping us on track with implementing and learning a new Church Data Management software, Fellowship One Go. Zoom was taken on by necessity to provide a way for us to gather virtually. Kent started using it and we quickly learned how easy and valuable it was. Soon we purchased an additional 3 licenses. With these we were able to hold congregational, church council and board meetings. We also set up meetings so we could keep up with one another like Coffee with Kent, Bible Study, Youth Group, Sunday Morning Book discussion and others. Although a good substitute for many, we realized it left some of our members without a way to be a part of our church community and Kent, Carla, Chris and Maggie worked out ways to

reach out to them.

The switch to Fellowship One Go (F1 Go) from CDM+ started after our 2019 work with Generis. We learned how some of the new companies in church data management were more user friendly, less expensive, provided a member login, and would make communications easier for staff. After looking at three companies we decided on F1 Go and signed a contract with them in January 2020.

The work to migrate our data from CDM+ to the new platform and the training we received took over 4 four months and started just as we closed the church due to the pandemic. It was challenging to say the least, but F1 Go's team and Kent, Joan, I and later Patti Smithson kept at the work and by June we began using the new software. Since then we have been learning how best to use the software.

My other work centered on the boards I relate to. I will provide a list of the projects and you can learn more from the board chair reports.

Finance Board

- A \$200,000 anonymous donation was received from a family foundation. The board discussed and recommended to church council how it could be used to transform our ministries as the goal of the donors were to help Union Church be successful well into the future.
- Applied for a Payroll Protection Plan (PPP) loan offer by the Small Business Administration. We were granted the loan of \$41,280. Applied for forgiveness of the loan and were granted forgiveness and therefore is now considered a grant.
- Prepared for mid-year congregational budget meeting. The congregation met by Zoom and approved a deficit budget of \$-17,500.
- We ended the year with a surplus of \$355. This was accomplished without the PPP grant, since that money was put in an equity account for future needs.
- The Certificate of Deposit (CD) with Appalachian Community Federal Credit Union came due on November 5, 2020. What to do with this money was discussed at many board meetings and we finally recommended to Church Council to do the following. This was approved:
 - \$100,000 – Lawson Hamilton fund, was to be deposited in a CD as instructed by the estate with interest to be used to maintain the building. Kent and Jean Boyce are writing a letter to the family foundation to ask them to consider having the bequest deposited into the Building and Grounds account of the endowment.
 - \$22,000 from 3302 Burroughs-True Memorial be placed in the Endowment sleeve designated for Mission & Service.
 - \$32,028 be used to pay ourselves back for previous use of the Hutchins Fund. This amount is found in account 2930 Hutchins Fund Repayment thus increasing 1103 Hutchins Fund Money Market by the same amount.
 - \$30,993 be used to pay down the line of credit with Peoples Bank, 2910

Capital Campaign Line of Credit.

Administration Board

- Staff Handbook – nearly finalized with the addition of four more policies
- Discussed and assisted with guidance for use of building and worship during the Covid-19 pandemic
- Staff evaluations were asked to be done by Kent and other supervisors
- Worship Board and Kent shared the need for a new position, Video Production Manager. Board agreed this would be needed and were supportive.
- Annual discussion about staff salaries and possible cost of living increase.
- Staff bonuses were discussed and approved by the Church Council.

Properties Board

- Electric Circuit identification was re-started by Jeff Hutton and Dave Kobersmith
- The heat on the office level of the building was not working for 3 weeks and ended up costing nearly \$15,000. This was expensed against line item 6301 – Maintenance/Capital projects in the budget which only had \$9,000 budgeted. The congregation in July approved raising that budget to \$30,000.
- Energy efficiency discussions regarding new windows and extending the use of LED bulbs.
- With so few people in the building we hired a painter to touch up all the walls and paint the walls in the sanctuary.
- Office entrance ramp needed repair and with the increased budget we hired a company to making welding repairs and another to prime and paint the metal
- New windows in the basement of the sanctuary building were suggested and approved by Church Council. The windows were purchased in early fall and because of complications due to Covid-19 are now scheduled to be installed in early 2021.

Dave Kobersmith

Church Administrator

DIRECTOR OF MUSIC MINISTRIES

As we all know, this past year has been unique to say the least. We encountered many challenges in our music program, and without time to prepare, we faced them as they came.

Because of the pandemic, we stopped any group gatherings in March, a little earlier than when we moved to a fully online Sunday service. This change came right in the middle of our music library reorganization: In February we started to reorganize our music library by removing any and all music that was copied, and only keeping original and purchased music. This move was a little traumatic, since many of our all-time favorite pieces were only available as xerox copies. The plan was to slowly replace all of that music with purchased copies – a task that would take quite some time, as well as some money. This process had to be interrupted because of the pandemic and will eventually come back, once we return with the choir for rehearsals and performances.

Since we could not have musical gatherings (or any kind of gatherings for that matter), I had to make some radical decisions regarding the music presented at every service. Considering the changes with the service (online instead of live), the music program had to be adapted to the new format. That meant pre-recording hymns, special music, preludes and postludes.

Even though unexpected changes can be scary, they also provide ample opportunities for innovation. Here are some ideas I put in place that helped to keep the worship musical experience at Union church as strong as ever and even further its mission:

Hymns:

- The necessity to move towards an online delivery format, opened up a new possibility for hymns: We could display the lyrics on the screen at the same time as the music. That seemed to be a reasonable replacement for the congregation to see the words and sing at the same time. The issues encountered were to find singers that were willing to sing hymns as a solo.

Service Music (Special Music, Postludes and Preludes):

- In order to keep as much variety as possible, I invited several guest musicians to record service music. As with hymns, the process of editing the video were lengthy, but well worth it. We could add visuals to enhance the meaning of the songs, and transport the congregation to places outside the walls of the church building.
- In addition to pre-recorded videos, we also occasionally had live performances by the bell choir, since we were able to keep players at a safe distance.

Helping Others:

- One possibility that opened during the pandemic was to collaborate with musicians from all over the world. Since we were no longer limited to geographical barriers, I contacted several friends from Brazil. Musicians there were in desperate need of help, since all orchestras and concert halls were closed because of the pandemic. In a win-win idea, the church helped Brazilian musicians by hiring them to send music videos. The variety of styles and musicians kept our services interesting, and the musicians were able to receive some money in challenging times. Since the exchange rate

between Brazilian real and the American dollar is a little over 5:1, the church budget was not greatly impacted, and we provided a significant help to others, expanding Union Church's mission internationally.

- In addition to international musicians, I also contacted local students to help with the musical offerings. In the same manner, we helped local musicians and obtained high quality music and variety for services such as Easter and Christmas.

Virtual Gatherings:

- During the year, we also worked in group projects, in which I sent the music accompaniment (base) via email to participants, and each person sent their voices singing the melody. We put all of them together to create a virtual choir experience, and with the addition of our orchestra members, we were able to create very meaningful
- musical experiences. These projects require a lot of time, and large participation to work, therefore we did not do too many of them – yet.
- Since we could not meet or have any personal contact, and in order to nurture our music community, I started sending a daily email containing a link to a music composition. The “Music of the Day” chain of emails provided a reminder that even though we are separated, music can keep us together.

One of the main challenges the music program faced during these times was to provide a meaningful experience to the congregation via the screen of the computer. For that, I had to develop some video editing skills very fast. What was only an aural experience, had to become a visual experience immediately – Nobody likes to stare at a black screen for minutes while listening to a song. We were lucky enough to have an intern recording student from ECU working in video editing and recording arts: Rina Tanaka. She helped me in several ways to make sure that Union Church's musical traditional was not compromised during these unprecedented times.

Looking into the future, we plan to stay like this for a while, working on recording music and broadcasting the service. Once we are all vaccinated against this virus we can start thinking about resuming choir and musical gatherings again. I believe that even after we return to “pre-virus” mode, we should keep recording videos, as well as engaging others in our musical worship.

UNION CHURCH HANDBELL ENSEMBLE MINISTRY

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

Spring Handbell Festival: Several members of our ensemble traveled to Louisville early last March to participate in our fifth Handbell Musicians of America Spring Handbell Festival with over 400 other ringers from Kentucky, Ohio, Indiana, Michigan and West Virginia. The event included many class opportunities, as well as massed

ringing under the baton of composer/clinician Michael Glasgow, and associate conductor Pearl Marshall!

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

Ringling through Covid Closure: Handbells have become a more important facet of our music program since we cannot assemble and sing in large groups. We offered handbell solos nearly every week from March through August. During that time, we observed what protocol would be needed to invite the ringers back, and did so starting in September. We now ring from spaced tables, and keep our numbers under 10, as well as observing all the safety procedures we've come to expect, in order to offer full-ensemble pieces approximately once a month. We've also explored music requiring fewer bells, and were even able to go Christmas "caroling" in December.

It has been an interesting year for the Union Church Handbell Ensemble. The spiritual nourishment we create, consume, and share through our music has never been more appreciated. We have a wonderfully enthusiastic, dedicated, and adventurous group of ringers, yet we couldn't accomplish all of this growth if it weren't for the able support of our Director of Music Ministries, the Pastor, and Worship Board.

Respectfully submitted by

Pearl Marshall, Handbell Director

Joined January –March, 2020

Deborah Thompson
Garrett Nunley
Harley Ottaway & Marlena Fry
Deborah & Terry Beishline
Reda Hutton

Died January 1 – December 31, 2020

Tom Warth
Joyce Henderson
Edith Hansen
Nancy Hindman
Gabriel Barlow
Cleo Charles
Rich Royalty
Corban Goble

Moved away

Lois Morgan

Memorials for close friends

Randy Osborne
Cornelia Spring
Guy Patrick
Jody Flara
Lynda Campbell
Peg & Chester Morrow

The Union Church family changed tremendously in 2020 – as did the way we count ourselves.

We're able to count those lost to death & moving, but we've been delighted to welcome the many who have become part of the family through online worship services, coffees with Rev. Kent, after-worship coffee hours, Mission & Service events, classes, one-time events, etc. – some once, and some ongoing. Some members who were on our "moved away" lists in years past have attended again online, and we are thrilled!

We haven't been able to invite people to formally join the church since March, 2020, but consider all of these folks family.

For 2020, we propose to throw the membership net wide, and call all of you – whether in Berea, in Kentucky, the US, or elsewhere in the world - "members one of another" and get back to numbers in 2021.

Submitted by Linda Parsons, Clerk

REPORT OF THE ADMINISTRATION BOARD

This year of Covid, the Administration Board met via Zoom. We:

- researched and made proposals for the possible re-opening of the building to small and large groups, as well as for Worship,
- supported the new position of Video Production Manager to Church Council,
- reviewed the status of the Staff Handbook,
- discussed staff COLA and recommended staff bonuses,
- Lisa Vaughn will take over as chair in April.

Respectfully Submitted,

Ellen Mink, acting Chair

REPORT OF THE FAITH DEVELOPMENT BOARD

The Faith Development board's work in 2020 centered on successfully moving in-person growth opportunities to virtual home settings. We wanted to provide times for folks to learn together on zoom without contributing to digital overload.

Children's Church Programming continued virtually during the pandemic. We continue to use a strong curriculum that encourages Biblical literacy with an approach that emphasizes love, community, and inclusion. Laura Nagle and Melissa Sparks led the Children's Church meetings in Spring 2020. Maria Hartz led the Children's Church meetings through the fall and winter into the spring. Maria kept in touch with the children and families through home-delivered programming boxes, interactive zooms, recorded lessons, and a facebook page for communication. During the 2020-2021 school year, Maria has consistently served 10 families and their children.

Youth The Youth Group of Union Church has continued to meet throughout the COVID-19 pandemic, mostly by virtual means with some socially distant gatherings in person. The group fellowships each week through games, crafts, discussion of important topics, and sharing what's on our minds. When it has been safe, we've conducted outdoor activities allowing for valuable in-person time with friends. As we are able, we have also found ways to support the community, for example we decorated wreaths to share those who might need a little cheer at the holidays. It has been a tough transition for our youth who are dealing with isolation, adjusted learning formats, lack of community connection, and cancelation or postponement of major life events. However, these youth continue to shine and support one-another, showing resilience that should make us all proud. As we move into spring, with warmer weather and vaccinations on the horizon, we hold hope for the coming year and for the possibility of more time together outdoors, having fun and serving the community.

College Students Rev. Kent spoke to Berea College classes and groups via zoom as a guest speaker.

Adults Carla Gilbert's Thursday morning Bible Study moved to virtual with excellent attendance. Steve Connelly's Sunday morning book study moved to virtual in Fall 2020. Kent Gilbert presented an in-depth class on whiteness and racial justice. Faith Development sponsored a weekly zoom meditation group in November and December.

Other

- We supported the development of virtual Lenten programming options.
- We recognized graduates by writing graduation cards for all 2020 graduates
- Breeze Zaring created an anti-racism education resource for all ages in Summer 2020.
- Although acolyte training is on hold, children were invited to read as liturgists in on-line church, and several participated in this way
- Advent - Maria Hartz coordinated a pre-recorded Advent play that allowed children of the church to participate in a meaningful program that was part of a church service during Advent. Maria also coordinated a virtual cookie-making party with cookie supplies delivered to homes.

REPORT OF THE MISSION & SERVICE BOARD

What a difference a year makes! As I read through the 2019 Annual Report, here are some of the M&S Board “in-person events” that we could not offer in 2020, due to the necessity of “sheltering at home”:

- WNL Speakers from five of the local organizations to whom we gave funds from our Mission Outreach account;
- Showing of the Interfaith Power and Light environmental film “From Paris to Pittsburgh”, followed by discussion, at a Sunday lunch;
- The Christmas “Celebration of Giving” at the Folk Center that involved many local organizations;
- A Brushy Fork stream clean-up following a picnic at Rev. Kent’s;
- A trip to Red Bird Mission in Eastern KY to learn more about its Community Outreach Program.

What has 2020 been like, in comparison? Just prior to the Covid-19 Pandemic closing down all in-person events, we did hold the annual Bread for the World Offering of Letters at a Lenten Lunch on Sunday, February 8.

During the remainder of the year, the Board continued to meet monthly via Zoom, and on behalf of the congregation we made contributions to local, regional, national and international organizations, as shown on the pie chart and accompanying listing. As a reminder, the M&S Board Outreach budget receives 7% of the monthly offering.

During June and July, the Board welcomed Berea College Senior Sean Mack as our Social Justice Intern. Sean offered “tech support” and assisted us in contacting all UC members and friends to encourage participation in the Poor People’s Campaign (PPC) Virtual March on Washington, DC on June 20: A National Call for Moral Revival. The PPC educates and advocates on issues of poverty and racial justice on both the national and state levels.

In August, the Board made available the viewing online of Interfaith Power and Light’s film “Come Hell or High Water”, a “power - full film” delivering a message on climate change and how low-income and communities of color are disproportionately affected.

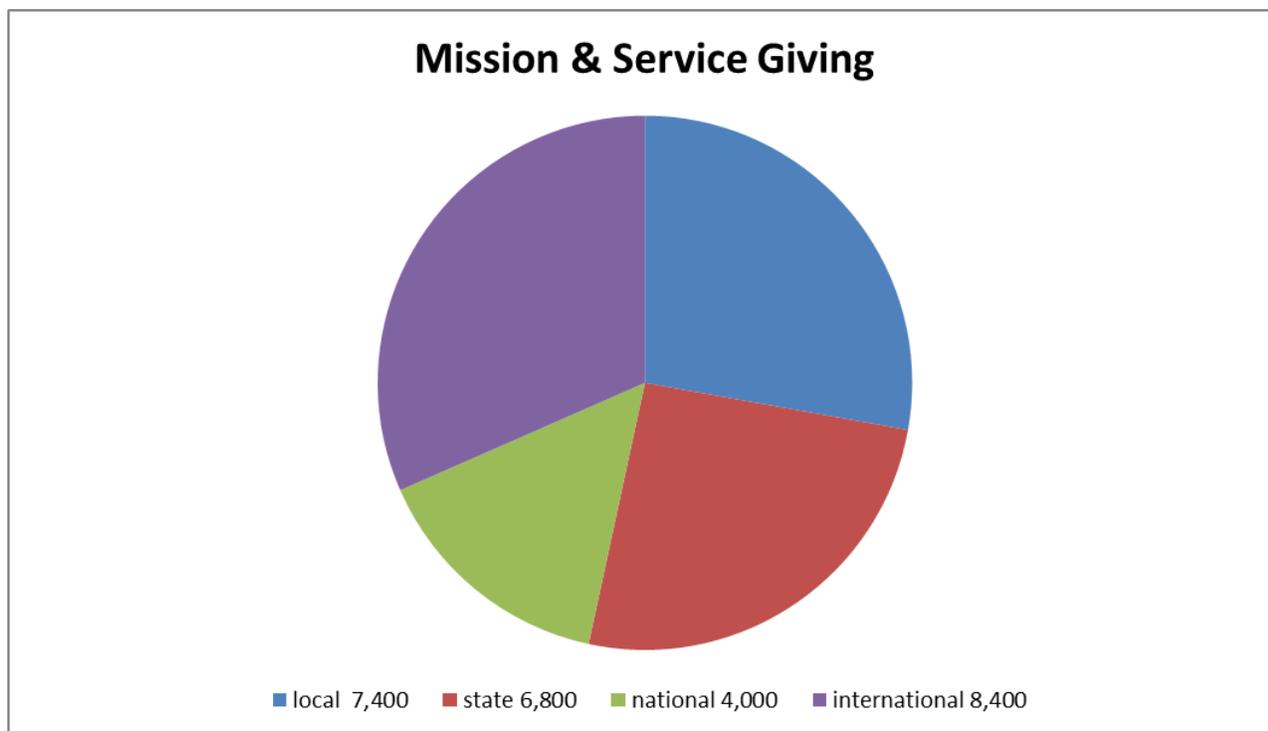
During 2020 the M&S Board was asked to take responsibility for selecting and describing recipients of the weekly Justice Candle, which is lit each Sunday in honor of individuals or organizations working for a more just world. We invite suggestions from the congregation.

We entered into a partnership with the Kentucky Department for Public Health Department of Epidemiology & Health Planning to distribute information to combat the stigma and misinformation regarding HIV. We have received preventative supplies to reduce the spread of HIV and we look forward to having a presentation during Wednesday Night Live as soon as we are able to meet in person.

Although not able to provide shelter for Room In the Inn this year, we did support the alternative RITI plan with funds to pay for additional rooms as the need increased during severe weather. We encouraged individual Church members to volunteer to register and provide meals.

Mission and Service Board Members: Betty Hibler, Chair; Tennant Kirk, Secretary; Carla Gilbert; Dorie Hubbard; Annriette Stolte; Paul Jacobs, AdHoc Member

Submitted by Betty Hibler, Chair



Back Bay Mission, Biloxi MS
 Baptist Peace Fellowship
 Berea Arts Council
 Berea Home Village
 Berea Urban Farm
 Bond Assistance
 Border Relief/ Arizona
 Border Relief/El Paso
 Bread for the World
 Christmas Baskets
 Church World Service
 CoCoDA
 Harvesting Hope
 Hospice Care
 Heifer International
 BFCO/Hunger Hurts Food Drive

International Rescue Committee
 Jubilee Partners, Comer, GA
 Christ Justice Ministries of the UCC
 Medical Debt Relief
 MedWater
 New Opportunity School for Women
 No More Deaths
 Northern Plains Reservation Aid
 Southwest Reservation Aid
 Nourish Lexington Food Chain
 The NEST
 Project Alianza (Guatemala)
 Red Bird Mission
 Samuel's Kids
 Save the Children Yemen Relief Fund
 Women's Prison -ACEKY

REPORT OF THE NURTURE AND CARE BOARD

The year of Covid-19 was incredibly hard on the members of Union Church, Berea. Many of the traditional caring services that Nurture & Care provided for the members were curtailed and changed.

Nurture & Care proved adaptable and did everything they could while observing Covid-19 protocols.

While neither rides nor in-home visits could take place; calls, cards, letters, memorable gifts, and comfort books for the grieving continued to flow efficiently where needed. Donna Abner, Hazel Morris, and Carla Gilbert provided the lion's share of that work to the congregation.

Stephen Ministry switched to a Zoom format for continuing education, supervision, and meeting with care receivers. New leaders, Carla Gilbert and Jen Eich were trained on a 50 hour Zoom format. Preparations were made for a new 2021 class and six applicants will be interviewed in March for a new class. Countless hours were spent on Zoom and on the phone by Stephen Ministry members and leaders.

Despite the challenges the church continues to move forward and hope springs eternal that before too long the beloved community that is Union Church will be able to meet in person once more. Special mention should be made of Betty Hibler who completed her commitment to Stephen Ministry and took on the leadership of Mission and Service in 2020. We are surrounded by witnesses to the gospel of Christ and the pursuit of justice and joy.

Mary Lou Wiese

REPORT OF PASTORAL RELATIONS BOARD

Pastoral Relations Board continued to meet with Kent on a monthly basis to support his work within the church and throughout Kentucky. The best way of summarizing our work is of being there for Kent to help process the pivots and changes Covid-19 necessitated – both the challenges and successes.

REPORT OF THE PROPERTIES BOARD

Though as a Board we have had limited time on the church campus, projects have been accomplished. After March we met by zoom to discuss the needs that arose during the shutdown. We have a new portico light at the entrance of Cowan Chapel; a new yearly service agreement was signed for our HVAC systems [Harshaw Trane]; while the congregation was off campus, much of the 1922 building was painted or at least spot painted to improve the appearance from cracks, scratches and dents; a welder [Mike Anderson Portable Welding-- who has worked for the college] repaired the handicap ramp that was then painted [Berea Trees and Such also completed the site prep]; and for greater energy efficiency we signed a contract in September and purchased Pella Windows, out of Lowes, to replace all 27 windows in Fellowship Hall [they are to be installed in early 2021]. The Church Council and Congregation were generous in accepting our request for funds to complete a number of these projects.

On-going projects from 2020 will continue into 2021: get very hot water to the dishwasher; complete an electrical circuit identification of both buildings [Jeff Hutton and Dave Kobersmith have just about completed the 1922 building]; reinforce the metal trusses in the attic; install and amplify the use of energy efficient LED bulbs; and Dave will continue an energy monitoring study that calculates our public utility energy use and the energy delivered from our solar panels. We have a small wish list of projects that will be addressed in time.

Members: Robert Boyce, Howard Carlberg, Sally Hindman, Jeff Hutton, and most importantly the glue that has held us together this year, Dave Kobersmith.

REPORT OF THE WORSHIP BOARD

Worship Board Members: Sue Peterson Blyth, Teresa Gowler, Doug Hindman, Alvera Perman (secretary), Jennifer Melton (chair)

What worship looked like in 2020:

- Worship looked very different during this year of the COVID-19 pandemic. Worship Board convened immediately following Rev. Kent Gilbert's call with KY Governor Andy Beshear and due to the pandemic risks we decided to immediately stop in-person worship in mid-March. In-person worship will not resume until sometime after Lent in 2021.
- Rev. Kent Gilbert, Bernardo Scarambone, the AV team and occasional musicians and readers continued to safely hold live services every Sunday morning.
- A few services, including Christmas Eve, Ash Wednesday, and one Sunday service, were pre-recorded and then broadcast.
- Services were broadcast via the church website, the YouTube channel, as well as YouTube Live and Facebook Live, enabling interactions through commenting during live broadcasts. The new Union Church "Love Demands" branding helped us project a strong and clear message in our broadcasts. These high-quality online services not only served our congregation but reached beyond Kentucky, speaking to people who had left the area and were able to reconnect as well as people who were unaware of our church voice, including some who gratefully discovered that Union Church's Christian messages speaks deeply to them.
- The Bell Choir was able to safely rehearse and perform distanced and masked on several occasions during the year.
- Musicians were recorded at home or performed safely distanced and masked throughout the year to continue to provide music for worship.
- **Virtual Easter:** This was our first major pandemic virtual production with our first attempt to edit together pre-recorded and spliced-in video to create a rich, full, virtual worship experience.
- **All Saint's Day:** As we honed our virtual production skills, we were able to bring rich tributes such as honoring those who passed away in a new way on All Saint's Day.
- **Christmas Eve and Christmas Day:** The pre-recorded Christmas Eve service combined elements from the main sanctuary and chapel (with a lantern journey between locations) and was broadcast twice on Christmas Eve. We also broadcast a pre-recorded Christmas Day service.
- Virtual attendance increased significantly during 2020 to include viewers from many states and countries, with many becoming regular donors and some from other states (e.g., CA, MI, TX) pledging and tithing to the church.
- Kudos to the whole church for creativity and flexibility!
- Big shout-out to Rev Kent Gilbert's creativity and stamina throughout the year!

Behind the Scenes in 2020:

Worship planning

- Worship Board continued to meet monthly via Zoom after in-person meetings stopped in March. Many thanks to Alvera Perman for wonderful minutes of each meeting!
- The Worship Planning team (Kent Gilbert, Bernardo Scarambone, Sharona Nelson, Don Cardwell, Jennifer Melton, and Debbonnaire Kovacs) met weekly to plan worship content and worship logistics.
- Joan English and her proofreaders continued to distribute electronic bulletins for Sunday worship, and send paper copies as requested.
- Teresa Gowler, along with Rev. Kent Gilbert and Joan English, spearheaded the creation of several hundred small Christmas boxes that were delivered by many wonderful volunteers or mailed to the congregation. Boxes contained Advent Candles, Advent materials, and either a Berea College or Al, Alice, and Ruth music CD, plussweet treats.
- We benefited from and enjoyed our intern Sean Mack's work with worship planning and AV work. Thank you, Sean!
- While less decorating was required for Christmas, Kent Gilbert, Dave Kobersmith, Joan English, and a few others did a wonderful job providing enough decorations for broadcast purposes.

Worship production

- Worship would not have happened during the pandemic without the incredible devotion, stage craft and movie magic – every Sunday and throughout the week – of the audio-visual (AV) production team of Marty Hensley, Jeff Hutton, Rina Tanaka, Sayer Kobersmith, Don Cardwell, Sean Mack, and Kent Gilbert.
- Rina Tanaka provided stellar video imagery and production (as well as a few musical performances) throughout the year.
- With the help of funds from the Transformation Fund, a private family foundation grant received in early 2020, we were able to purchase new cameras, computers and other equipment for broadcast, software for crossfading, audio equipment, distribution programs, and more.

Music

- Bernardo Scarambone and Pearl Marshall, along with Bell Choir members and individual choir members and other beautiful voices, were heroes with their flexibility and devotion to keeping the music flowing safely and beautifully every Sunday.

Notably absent in 2020

- In addition to no in-person worship after mid-March, there were no homecoming services or college musical events held at the church during the pandemic.
- No baptisms in 2020.

Jennifer Melton

REPORT OF THE TREASURER & CHURCH FINANCE BOARD

While the pandemic raged around us, we weathered the storm. After struggling with the budget last fall, the shortfall resolved with an unexpected generous gift, we immediately smashed it in January with a large and unexpected expense to repair our HVAC system. We decided to wait and see what else the year had in store but planned for a mid-year adjustment just in case.

In March, just as the pandemic closed our building to in-person worship, we received an anonymous gift of \$200,000 intended to help us transition into the church we envision for ourselves. Initial funding for projects and a streamlined approval process was established and the funds put to immediate use. We applied for and received a covid relief PPP loan to help with the anticipated budget shortfall. But as the year progressed, we found donations did not decrease as we had feared they might. After adjusting the budget mid-year, we determined we would likely be able to reserve at least some of the PPP funds to help with the 2021 budget. We were able to convert it to a grant later in the year.

Our Financial Secretary, Patti Smithson, whose tenure was complete, graciously offered and was approved to continue for another year as replacing her during the pandemic would be difficult. Reda Hutton has been training to take over those responsibilities and will be voted on at the next Annual Meeting. The Endowment Committee took over responsibility for the endowment in April as planned, and the Financial Policy was amended to allow 20% of all undesignated bequests to be allocated to the Endowment Undesignated sleeve.

One project planned for the summer took place, converting our donor database from CDM+ to FellowshipOne Go. We now have more and better tools to connect and communicate, and better integration with other software we use. Another did not - performing the second of three planned internal financial reviews. Although some of this work can be done remotely, this project was postponed in the hope we could go back to in-person meetings and work groups soon.

In November, our large CD at the Appalachian Federal Credit Union matured. The Finance Board recommended, and Church Council approved, to allocate the following:

- \$100,000 in a one-year CD at Peoples Bank, per the requirements of the Lawson Hamilton bequest. We will explore with the family if there is a better vehicle to honor the wishes of the donors.
- \$22,000 to establish, along with \$3,000 from Drake memorial funds, the Mission and Service sleeve of the Endowment. This honors the wishes of the Burroughs-True and Drake families.
- \$32,000 to restore money used in previous years to the Hutchins fund. This fund was established through a bequest of the Hutchins family to use as needed with the hope it could support the physical building. It is invested in a money market fund at People's Bank.
- \$31,000 to pay down our Line of Credit loan, which was taken out in 2013 to partially fund the shortfall of the Capital Campaign.

The 2021 budget was approved with a ~\$22,000 deficit with the expectation we would again adjust at mid-year. We'll see what the future has in store for us this year.

Respectfully submitted, Shirley Carlberg, co-chair, Finance Board; Greg Lakes, Treasurer

November 19, 2020

Attending: Charlie Hoffman, Kent Gilbert, Greg Lakes, Sune Frederiksen, Dave Kobersmith

Absent: Ellen Mink

Devotions - A reading from Mark Nepo's The Book of Awakening

Reviewed October 31, 2020 Statement for the endowment fund ending balance \$35,823.22

- Requested Dave K. ask for more detail about investments that make up the fund
- Noted that after the Church Council's decision to have 20% of any undesignated bequest be added to the Union Church Endowment, therefore \$9,446 was added to the initial investment of \$25,000 in August.
 - The initial investment of \$25,000 is Building & Grounds sleeve
 - The investment of \$9,446 is Unrestricted Sleeve, but is currently part of the Buildings and Ground sleeve until enough money is invested to create the unrestricted sleeve. \$25,000 is needed to start a sleeve.

The Mission & Service sleeve will be started this month after the decisions by Church Council in September and October, this will be fully funded with \$25,000

The church has known there will be a large gift from Nancy Hindman's estate. The endowment committee recommends to the congregation it be put in the Union Church endowment

The Hamilton fund was a bequest that is to be invested only in Certificates of Deposit and the interest is to be used for property needs. This investment was in a CD with the Appalachian Community Federal Credit Union which matured on November 5, 2020. The first draft of a letter has been written requesting the family foundation consider letting us invest this in the Building and Ground sleeve. Until then it has been approved by Church Council in October to deposit the money in a CD with Peoples Bank.

Reviewed the charge that the committee is to invite donations to the Union Church Endowment. Further discussion about how to best achieve this will be at our next meeting.

Recorder - Dave Kobersmith

2020 PROFIT & LOSS

BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	1,358.65	2,000.00	-641.35	67.93 %
4120 Pledged Gifts	256,765.34	250,000.00	6,765.34	102.71 %
4125 Prepaid pledges	50.00		50.00	
4130 Unpledged Gifts	50,236.12	50,000.00	236.12	100.47 %
4140 Member-Directed Outreach	6,085.77	6,000.00	85.77	101.43 %
4150 Spec Collections for Operations	664.75	1,000.00	-335.25	66.48 %
Total 4100 Pledges & Gifts	315,160.63	309,000.00	6,160.63	101.99 %
4200 Fundraising Income				
4201 Kroger	462.74	500.00	-37.26	92.55 %
4202 Amazon Smile	275.04	350.00	-74.96	78.58 %
4203 Facebook income	1,366.00		1,366.00	
4220 VISA rewards	234.20		234.20	
4221 Lunch Fundraisers		1,000.00	-1,000.00	
4221.1 Income	527.25		527.25	
4221.2 Expense	-33.80		-33.80	
Total 4221 Lunch Fundraisers	493.45	1,000.00	-506.55	49.35 %
4222 Special Events, Concerts		2,000.00	-2,000.00	
4222.1 Christmas Concert - income	2,000.00		2,000.00	
4222.2 Christmas Concert - expense	-383.30		-383.30	
Total 4222 Special Events, Concerts	1,616.70	2,000.00	-383.30	80.84 %
4223 Flowers	505.33	300.00	205.33	168.44 %
Total 4200 Fundraising Income	4,953.46	4,150.00	803.46	119.36 %
4300 Other Operating Income				
4310 Unrestricted Special Gifts	45,080.00	45,000.00	80.00	100.18 %
4320 Weddings, funerals, memorials		500.00	-500.00	
4320.1 Income	1,975.00		1,975.00	
4320.2 Expense	-1,275.00		-1,275.00	
Total 4320 Weddings, funerals, memorials	700.00	500.00	200.00	140.00 %
4330 Rents and Building Use	-50.00	1,000.00	-1,050.00	-5.00 %
4330.1 Income	1,002.00		1,002.00	
4330.2 Expense	-100.00		-100.00	
Total 4330 Rents and Building Use	852.00	1,000.00	-148.00	85.20 %
Total 4300 Other Operating Income	46,632.00	46,500.00	132.00	100.28 %
4500 Investment Income				
4501 Curr Year Lambert Trust Income	21,130.80	21,120.00	10.80	100.05 %
4510 Interest Earned	9,629.77	10,000.00	-370.23	96.30 %
Total 4500 Investment Income	30,760.57	31,120.00	-359.43	98.85 %
Total Revenue	\$397,506.66	\$390,770.00	\$6,736.66	101.72 %
GROSS PROFIT	\$397,506.66	\$390,770.00	\$6,736.66	101.72 %

2020 PROFIT & LOSS

BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	27,913.60	24,441.60	3,472.00	114.21 %
6001.2 Pastor's Housing Allowance	45,000.00	45,000.00	0.00	100.00 %
6001.3 Pastor's Social Security Reimb	5,312.28	5,312.28	0.00	100.00 %
6001.4 Pastor's Health Insurance	10,406.00	11,352.00	-946.00	91.67 %
6001.5 Pastor's Dental Plan	467.50	510.00	-42.50	91.67 %
6001.6 Pastor's Life/Disability Ins	954.91	1,021.00	-66.09	93.53 %
6001.7 Pastor's Pension Plan	8,959.76	9,721.82	-762.06	92.16 %
6001.9 Pastor's Professional Expenses	3,054.37	3,500.00	-445.63	87.27 %
Total 6001 Pastor's Compensation	102,068.42	100,858.70	1,209.72	101.20 %
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	40,724.54	37,414.62	3,309.92	108.85 %
6003.2 Office Admin Health Benefits	10,812.23	11,352.00	-539.77	95.25 %
6003.3 Office Admin Dental Plan	408.48	510.00	-101.52	80.09 %
6003.4 Office Admin Life/Dis		561.00	-561.00	
Total 6003 Office Admin Compensation	51,945.25	49,837.62	2,107.63	104.23 %
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	25,022.94	22,989.78	2,033.16	108.84 %
Total 6004 Church Admin Compensation	25,022.94	22,989.78	2,033.16	108.84 %
6005 DMM Compensation				
6005.1 DMM Compensation	28,074.00	25,793.76	2,280.24	108.84 %
6005.4 DMM Professional Expenses		300.00	-300.00	
Total 6005 DMM Compensation	28,074.00	26,093.76	1,980.24	107.59 %
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	12,036.84	11,463.78	573.06	105.00 %
6011.2 Youth Director's Assist Comp	2,785.00	2,652.00	133.00	105.02 %
6012 Bell Choir Director	3,673.40	3,366.00	307.40	109.13 %
6013 Video Editor	4,175.00	3,500.00	675.00	119.29 %
6015 Custodian's Compensation	9,660.00	11,455.62	-1,795.62	84.33 %
6016 Child Care	2,308.14	3,000.00	-691.86	76.94 %
6020 Guest Preacher (Pulpit Supply)	300.00	400.00	-100.00	75.00 %
6021 Organist & Director Substitutes	150.00	500.00	-350.00	30.00 %
6022 Temp Staffing	7,077.46	12,000.00	-4,922.54	58.98 %
Total 6010 Misc Staff Compensation	42,165.84	48,337.40	-6,171.56	87.23 %
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	8,926.33	9,036.10	-109.77	98.79 %
6027 Worker's Comp Insurance	1,258.00	1,200.00	58.00	104.83 %
6030 Pastoral Leave Saving Fund	3,000.00	3,000.00	0.00	100.00 %
Total 6025 Misc Staff Expenses	13,184.33	13,236.10	-51.77	99.61 %
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	1,473.79	1,500.00	-26.21	98.25 %

2020 PROFIT & LOSS

BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6102 Telephone Expenses	2,914.00	2,600.00	314.00	112.08 %
6103 Website Maintenance	1,389.21	1,200.00	189.21	115.77 %
6105 Copier	4,178.07	6,000.00	-1,821.93	69.63 %
6106 Paper	535.74	500.00	35.74	107.15 %
6107 Postage	851.30	1,000.00	-148.70	85.13 %
6108 Office Supplies	637.24	600.00	37.24	106.21 %
6109 Administrative Expenses	1,227.10	700.00	527.10	175.30 %
6110 Credit Card Fees	3,319.20	2,250.00	1,069.20	147.52 %
6111 Vehicle Exp (Mileage Reimb etc)	812.24	2,000.00	-1,187.76	40.61 %
Total 6100 ADMINISTRATION EXPENSES	17,337.89	18,350.00	-1,012.11	94.48 %
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	10,091.05	10,000.00	91.05	100.91 %
6202 Stewardship Expenses		500.00	-500.00	
6203 Line of Credit / Mortgage Pmt	3,880.15	6,000.00	-2,119.85	64.67 %
6204 Other Finance Board Expenses	197.00	220.00	-23.00	89.55 %
Total 6200 FINANCE EXPENSES	14,168.20	16,720.00	-2,551.80	84.74 %
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	30,757.72	30,000.00	757.72	102.53 %
6302 Liability Insurance	9,587.00	9,500.00	87.00	100.92 %
6303 Maintenance Contracts	6,115.83	7,000.00	-884.17	87.37 %
6304 Contract Labor		500.00	-500.00	
6310 Natural Gas	2,376.91	3,500.00	-1,123.09	67.91 %
6311 Water, Sewer & Sprinkler	1,846.95	2,100.00	-253.05	87.95 %
6312 Electric	5,766.02	7,000.00	-1,233.98	82.37 %
6313 Electric Demand Charge	2,590.51	3,200.00	-609.49	80.95 %
6320 Materials and Services	666.18	1,000.00	-333.82	66.62 %
6321 Janitorial Supplies	941.02	1,500.00	-558.98	62.73 %
Total 6300 PROPERTY EXPENSES	60,648.14	65,300.00	-4,651.86	92.88 %
6400 FAITH DEVELOPMENT EXPENSES				
6402 Children's Ministry	517.13	500.00	17.13	103.43 %
6403 Adult Ministry	600.00	200.00	400.00	300.00 %
6404 Youth Ministry	2,327.52	4,500.00	-2,172.48	51.72 %
6405 Confirmation Class	400.00	400.00	0.00	100.00 %
6407 Other Board Expenses & Gifts		400.00	-400.00	
6408 College & Young Adult		100.00	-100.00	
Total 6400 FAITH DEVELOPMENT EXPENSES	3,844.65	6,100.00	-2,255.35	63.03 %
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee				
6511 Coffee		150.00	-150.00	
6512 Coffee Hour	155.13	300.00	-144.87	51.71 %
6515 Receptions	89.82	200.00	-110.18	44.91 %
Total 6510 Social Committee	244.95	650.00	-405.05	37.68 %

2020 PROFIT & LOSS

BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6520 Family Ministry	617.32	300.00	317.32	205.77 %
6521 Outreach (Evangelism & Adv)	1,412.72	1,000.00	412.72	141.27 %
6522 Membership		100.00	-100.00	
6524 Equipment		100.00	-100.00	
6525 Other CL&G Expense		100.00	-100.00	
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	2,274.99	2,250.00	24.99	101.11 %
6600 WORSHIP EXPENSES				
6601 Worship Supplies	1,824.73	1,500.00	324.73	121.65 %
6602 Audio-Visual Broadcast Expense	2,632.68	2,000.00	632.68	131.63 %
6605 Adult Choir Music & Support	520.88	800.00	-279.12	65.11 %
6606 Bell Choir Music & Support	761.94	800.00	-38.06	95.24 %
6610 Instrument Maintenance	306.29	2,500.00	-2,193.71	12.25 %
Total 6600 WORSHIP EXPENSES	6,046.52	7,600.00	-1,553.48	79.56 %
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	21,628.96	21,140.00	488.96	102.31 %
6715 Member Directed Outreach	5,909.56	6,000.00	-90.44	98.49 %
6730 KY Council of Churches	250.00	250.00	0.00	100.00 %
6731 National Council of Churches		100.00	-100.00	
6732 World Council of Churches		100.00	-100.00	
Total 6700 MISSION & OUTREACH EXPENSES	27,788.52	27,590.00	198.52	100.72 %
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	300.50	1,000.00	-699.50	30.05 %
6802 Stephen Ministries	2,280.60	2,000.00	280.60	114.03 %
Total 6800 NURTURE & CARE EXPENSES	2,581.10	3,000.00	-418.90	86.04 %
Total Expenditures	\$397,150.79	\$408,263.36	\$ -11,112.57	97.28 %
NET OPERATING REVENUE	\$355.87	\$ -17,493.36	\$17,849.23	-2.03 %
Other Revenue				
5000 NON-OPERATING INCOME				
5010 Unrestricted Memorial Gifts			3,100.00	
5011 Restricted Bequests	10,698.13		10,698.13	
5012 Endowment / Investment income	5,641.90		5,641.90	
5014 Misc Other non-Operating Income	244,788.71		244,788.71	
Total 5000 NON-OPERATING INCOME	264,228.74		264,228.74	
5100 RESTRICTED GIFTS, Non-Oper				
5130 PROPERTIES				
5130.01 Special Projects	6,010.00		6,010.00	
5130.02 Memorial Garden	250.00		250.00	
Total 5130 PROPERTIES	6,260.00		6,260.00	
5140 FAITH DEVELOPMENT				
5140.03 Youth Group	970.00		970.00	
5140.04 Rainbow Alliance	5,000.00		5,000.00	

2020 PROFIT & LOSS

BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5140.06 Berea Leadership Experience	50.00		50.00	
Total 5140 FAITH DEVELOPMENT	6,020.00		6,020.00	
5150 COMM LIFE & GROWTH				
5150.01 CL&G Special Projects	750.00		750.00	
Total 5150 COMM LIFE & GROWTH	750.00		750.00	
5160 WORSHIP				
5160.03 Organ Fund	100.00		100.00	
5160.04 Guest Musician	325.00		325.00	
5160.07 Handbell Fund	400.00		400.00	
Total 5160 WORSHIP	825.00		825.00	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	20,445.82		20,445.82	
5170.03 Emergency Assistance	3,370.00		3,370.00	
5170.11 No Child Cold / Hungry	1,200.00		1,200.00	
Total 5170 MISSION & SERVICE	25,015.82		25,015.82	
5180 NURTURE & CARE	20.00		20.00	
5190 PASTORS	1,197.41		1,197.41	
Total 5100 RESTRICTED GIFTS, Non-Oper	40,088.23		40,088.23	
Total Other Revenue	\$304,316.97	\$0.00	\$304,316.97	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial	13,798.13		13,798.13	
7010 Trans to Reserves (non-oper)	290,518.84		290,518.84	
Total 7000 Other / Non-Operating Expenses	304,316.97		304,316.97	
Total Other Expenditures	\$304,316.97	\$0.00	\$304,316.97	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$355.87	\$ -17,493.36	\$17,849.23	-2.03 %

2020 STATEMENT OF FINANCIAL POSITION

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	51,570.40
1104 People's Checking 5124	-17,395.13
1105 People's Sweep Acct 512499	321,091.27
1110 Peoples CD	100,000.00
1111 Putnam Investment Acct (37375)	2,839.39
1112 Thrivent NFS - Organ Fund	30,902.18
Total Bank Accounts	\$489,008.11
Other Current Assets	
1303 A/R Misc	241.56
1400 InFaith Endowment Fund	66,535.11
Total Other Current Assets	\$66,776.67
Total Current Assets	\$555,784.78
TOTAL ASSETS	\$555,784.78

2020 STATEMENT OF FINANCIAL POSITION

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2101 A/P Misc	541.95
2102 A/P Pass-thru funds collected	1,732.06
24000 Payroll Liabilities	547.69
2403 FSA Liabilities	458.34
2420 Kent Gilbert Sabbatical Fund	4,339.37
Total 24000 Payroll Liabilities	5,345.40
Total Other Current Liabilities	\$7,619.41
Total Current Liabilities	\$7,619.41
Long-Term Liabilities	
2910 Capital Campaign Line of Credit	68,200.00
2920 Capital Campaign Member Loans	70,000.00
Total Long-Term Liabilities	\$138,200.00
Total Liabilities	\$145,819.41
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestricted Memorial Funds	937.52
3020 Unrestricted Carryover Funds	3,656.02
3030 Lambert Fund	366.16
3040 Hutchins Capital Improvement	51,570.40
3050 Transformation fund	156,639.93
3090 Capital Campaign	0.00
3091 Campaign Capital Income	1,542,428.25
3092 Capital Campaign Expenses	-1,709,565.55
Total 3090 Capital Campaign	-167,137.30
Total 3000 Unrestricted Net Assets - CC	46,032.73

2020 STATEMENT OF FINANCIAL POSITION

	TOTAL
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	2,963.91
Total 3110 ADMINISTRATIVE BOARD	2,963.91
3120 FINANCE BOARD	
3120.01 Contingency Fund	5,999.93
3120.02 Misc Memorial	1,404.68
3120.03 Evan Thomas Memorial	1,316.37
3120.05 Pross Memorial	3,809.03
3120.06 Drake memorial	12,030.00
3120.11 Nancy Hindman Memorial	555.00
3120.12 Payne Memorial	50.00
3120.14 K Burke memorial	3,805.00
3121 Thrivent Action Income	220.26
3124 PPP Loan / Grant	41,280.57
3125 InFaith Endowment Fund	0.00
3125.01 Unrestricted	11,030.35
3125.02 Properties	29,490.45
3125.03 Missions	26,014.31
Total 3125 InFaith Endowment Fund	66,535.11
Total 3120 FINANCE BOARD	137,005.95
3130 PROPERTIES BOARD	
3130.01 Special Projects	5,135.32
3130.02 Memorial Garden	134.91
3130.03 Sanctuary Lights	230.15
3130.05 Security Camera Upgrade	750.00
Total 3130 PROPERTIES BOARD	6,250.38
3140 FAITH DEVELOPMENT BOARD	
3140.01 Leadership Development	8,161.77
3140.02 Confirmation Class	2,581.72
3140.03 Youth Group	4,546.70
3140.04 Rainbow Alliance	5,000.00
3140.06 Berea Leadership Experience	1,856.55
3140.07 FD Special Projects	65.00
3140.08 Spiritual Retreat	375.00
Total 3140 FAITH DEVELOPMENT BOARD	22,586.74
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	5,148.32
3150.02 Wednesday Night Live	269.94

2020 STATEMENT OF FINANCIAL POSITION

	TOTAL
Total 3150 COMM LIFE & GROWTH BOARD	5,418.26
3160 WORSHIP BOARD	
3160.01 Worship & Art	4,042.30
3160.02 Music Fund	1,090.50
3160.03 Organ Fund	37,302.87
3160.04 Guest Musician	6,682.77
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	4,766.52
3160.09 Warth Memorial Music Fund	915.00
Total 3160 WORSHIP BOARD	55,735.96
3170 MISSION & SERVICE BOARD	
3170.01 Mission Outreach	22,166.26
3170.03 Emergency Assistance	2,562.01
3170.04 M Tooley Estate	2,538.28
3170.05 Women's Creative Sewing & Craft	2,304.94
3170.06 Mission Trip Support	625.82
3170.11 No Child Cold or Hungry	1,478.01
3170.12 Katosi Women's Development Trus	20.00
Total 3170 MISSION & SERVICE BOARD	31,695.32
3180 NURTURE & CARE BOARD	
3180.01 Nurture & Care	281.68
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	211.82
Total 3180 NURTURE & CARE BOARD	561.68
3190 PASTORS	
3190.01 Pastors' Discretionary Fund	1,358.57
Total 3190 PASTORS	1,358.57
Total 3100 Temp Restricted Net Assets	263,576.77
32000 Retained Earnings	0.00
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,000.00
Total 3300 Perm Restricted Net Assets	100,000.00
Net Revenue	355.87
Total Equity	\$409,965.37
TOTAL LIABILITIES AND EQUITY	\$555,784.78

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 2021 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, Properties, Faith Development, Worship, Nurture & Care, Mission & Service, and Community Life & Growth. With the exception of Personnel and the line item for a pastor's professional expenses, board chairs and Church Council can approve a request that will result in an overrun in the other Expenditure Classes of not more than ten percent (10%) of the budgeted amount. Lacking approval for a classification overrun, the Treasurer will not authorize any further payments from any line item in the classification. Projected increases or overruns in the Personnel Class, including Pastors' Expense Accounts, must be first approved by the Congregation.

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

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

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

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

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

If a surplus remains at the end of the year, 10% of that surplus will be placed in the Mission Outreach Fund and 10% added to the Union Church Endowment Undesignated account. The remaining 80% is to be allocated as recommended by the Church Council.

2021 OPERATIONAL BUDGET

The Church of Christ, Union BUDGET PROPOSAL 2021

Revenue	Actual thru 11/30	2020 Budget	2021 Budget
4100 Pledges & Gifts			
4110 Plate Offering	1,358.65	\$2,000.00	\$2,000.00
4120 Pledged Gifts	226,894.34	\$250,000.00	\$250,000.00
4130 Unpledged Gifts	41,710.55	\$50,000.00	\$50,000.00
4140 Member-Directed Outreach	4,075.00	\$6,000.00	\$6,000.00
4150 Spec Collections for Operations	664.75	\$1,000.00	\$1,000.00
Total 4100 Pledges & Gifts	\$ 274,703.29	\$309,000.00	\$309,000.00
4200 Fundraising Income			
4201 Kroger	462.74	\$500.00	\$500.00
4202 Amazon Smile	275.04	\$350.00	\$350.00
4203 Facebook income	601.00		\$500.00
4220 VISA rewards	234.20		250.00
4221 Lunch Fundraisers	493.45	1,000.00	1,000.00
4222 Special Events, Concerts	1,616.70	2,000.00	200.00
4223 Flowers	654.20	\$300.00	\$300.00
Total 4200 Fundraising Income	\$ 4,337.33	\$4,150.00	\$3,100.00
4300 Other Operating Income			
4310 Unrestricted Special Gifts	45,080.00	45,000.00	41,280.57
4320 Weddings, funerals, memorials	700.00	500.00	500.00
4330 Rents and Building Use	902.00	1,000.00	1,000.00
Total 4300 Other Operating Income	\$ 46,682.00	\$46,500.00	\$42,780.57
4500 Investment Income			
4501 Curr Year Lambert Trust Income	21,130.80	\$21,120.00	\$21,120.00
4510 Interest Earned	9,564.54	\$10,000.00	\$500.00
Total 4500 Investment Income	\$ 30,695.34	\$31,120.00	\$21,620.00
Total Revenue	\$ 356,417.96	\$390,770.00	\$376,500.57
Gross Profit	\$ 356,417.96	\$390,770.00	\$376,500.57
Expenditures			
6001 Pastor's Compensation			
6001.1 Pastor's Salary	22,404.80	\$24,441.60	\$24,686.02
6001.2 Pastor's Housing Allowance	41,250.00	\$45,000.00	\$45,450.00
6001.3 Pastor's Social Security Reimb	4,869.59	\$5,312.28	\$5,365.40
6001.4 Pastor's Health Insurance	9,460.00	\$11,352.00	\$11,920.00
6001.5 Pastor's Dental Plan	425.00	\$510.00	\$510.00
6001.6 Pastor's Life/Disability Ins	868.10	\$1,021.00	\$1,031.21
6001.7 Pastor's Pension Plan	8,101.60	\$9,721.82	\$9,819.04
6001.9 Pastor's Professional Expenses	2,917.27	\$3,500.00	\$3,500.00
Total 6001 Pastor's Compensation	\$ 90,296.36	\$100,858.70	\$102,281.67
6003 Office Admin Compensation			
6003.1 Office Admin Compensation	34,536.48	\$37,414.62	\$37,788.77
6003.2 Office Admin Health Benefits	9,949.11	\$11,352.00	\$11,920.00
6003.3 Office Admin Dental Plan	374.44	\$510.00	\$510.00
6003.4 Office Admin Life/Dis		\$561.00	\$566.61

2021 OPERATIONAL BUDGET

Total 6003 Office Admin Compensation	\$ 44,860.03	\$49,837.62	\$50,785.38
6004 Church Admin Compensation			
6004.1 Church Admin Compensation	21,221.28	\$22,989.78	\$23,219.68
Total 6004 Church Admin Compensation	\$ 21,221.28	\$22,989.78	\$23,219.68
6005 DMM Compensation			
6005.1 DMM Compensation	23,808.00	\$25,793.76	\$26,051.70
6005.4 DMM Professional Expenses		\$300.00	\$300.00
Total 6005 DMM Compensation	\$ 23,808.00	\$26,093.76	\$26,351.70
6010 Misc Staff Compensation			
6011.1 Youth Director's Compensation	10,508.52	\$11,463.78	\$11,578.42
6011.2 Youth Director's Assist Comp	2,431.00	\$2,652.00	\$2,678.52
6012 Bell Choir Director	3,072.50	\$3,366.00	\$3,399.66
6013 Video Editor	3,200.00	\$3,500.00	\$5,000.00
6014 Bookkeeper			\$5,400.00
6015 Custodian's Compensation	8,816.00	\$11,455.62	\$11,455.62
6016 Child Care	2,092.14	\$3,000.00	\$3,000.00
6020 Guest Preacher (Pulpit Supply)	300.00	\$400.00	\$400.00
6021 Organist & Director Substitutes	150.00	\$500.00	\$500.00
6022 Temp Staffing	5,781.63	\$12,000.00	\$10,000.00
Total 6010 Misc Staff Compensation	\$ 36,351.79	\$48,337.40	\$53,412.22
6025 Misc Staff Expenses			
6026 SS/Medicare Payments	7,587.42	\$9,036.10	\$9,126.46
6027 Worker's Comp Insurance	1,258.00	\$1,200.00	\$1,300.00
6030 Pastoral Leave Saving Fund		\$3,000.00	\$4,000.00
Total 6025 Misc Staff Expenses	\$ 8,845.42	\$13,236.10	\$14,426.46
6100 ADMINISTRATION EXPENSES			
6101 Computer Equipment & Supplies	1,180.41	\$1,500.00	\$1,500.00
6102 Telephone Expenses	2,664.49	\$2,600.00	\$2,600.00
6103 Website Maintenance	1,238.27	\$1,200.00	\$1,200.00
6105 Copier	3,952.12	\$6,000.00	\$5,000.00
6106 Paper	426.91	\$500.00	\$500.00
6107 Postage	746.65	\$1,000.00	\$1,000.00
6108 Office Supplies	594.98	\$600.00	\$600.00
6109 Administrative Expenses	1,012.12	\$700.00	\$700.00
6110 Credit Card Fees	2,584.13	\$2,250.00	\$2,500.00
6111 Vehicle Exp (Mileage Reimb etc)	812.24	\$2,000.00	\$1,250.00
Total 6100 ADMINISTRATION EXPENSES	\$ 15,212.32	\$18,350.00	\$16,850.00
6200 FINANCE EXPENSES			
6201 Bookkeeping & Record Keeping	9,150.81	\$10,000.00	\$5,000.00
6202 Stewardship Expenses		\$500.00	\$500.00
6203 Line of Credit / Mortgage Pmt	3,880.15	\$6,000.00	\$6,000.00
6204 Other Finance Board Expenses	197.00	\$220.00	\$220.00
Total 6200 FINANCE EXPENSES	\$ 13,227.96	\$16,720.00	\$11,720.00
6300 PROPERTY EXPENSES			
6301 Maintenance/Capital Projects	29,859.72	\$30,000.00	\$15,000.00
6302 Liability Insurance	9,587.00	\$9,500.00	\$9,600.00
6303 Maintenance Contracts	6,115.83	\$7,000.00	\$10,000.00
6304 Contract Labor		\$500.00	\$500.00

2021 OPERATIONAL BUDGET

6310 Natural Gas	2,229.01	\$3,500.00	\$3,500.00
6311 Water, Sewer & Sprinkler	1,748.16	\$2,100.00	\$2,100.00
6312 Electric	5,658.48	\$7,000.00	\$7,000.00
6313 Electric Demand Charge	2,489.31	\$3,200.00	\$3,200.00
6320 Materials and Services	666.18	\$1,000.00	\$1,000.00
6321 Janitorial Supplies	941.02	\$1,500.00	\$1,500.00
Total 6300 PROPERTY EXPENSES	\$ 59,294.71	\$65,300.00	\$53,400.00
6400 FAITH DEVELOPMENT EXPENSES			
6402 Children's Ministry	427.26	\$500.00	\$500.00
6403 Adult Ministry		\$200.00	\$200.00
6404 Youth Ministry	2,161.57	\$4,500.00	\$4,500.00
6405 Confirmation Class		\$400.00	\$400.00
6407 Other Board Expenses & Gifts		\$400.00	\$400.00
6408 College & Young Adult		\$100.00	\$100.00
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 2,588.83	\$6,100.00	\$6,100.00
6500 COMMUNITY LIFE & GROWTH EXPENSE			
6510 Social Committee			
6511 Coffee		\$150.00	
6512 Coffee Hour	155.13	\$300.00	
6515 Receptions	89.82	\$200.00	
Total 6510 Social Committee	\$ 244.95	\$650.00	\$500.00
6520 Family Ministry		\$300.00	
6521 Outreach (Evangelism & Adv)	2,237.72	\$1,000.00	\$1,000.00
6522 Membership		\$100.00	
6524 Equipment		\$100.00	
6525 Other CL&G Expense		\$100.00	\$500.00
Total 6500 COMM LIFE & GROWTH EXPENSE	\$ 2,482.67	\$2,250.00	\$2,000.00
6600 WORSHIP EXPENSES			
6601 Worship Supplies	1,498.26	\$1,500.00	\$1,500.00
6602 Audio-Visual Broadcast Expense	2,456.37	\$2,000.00	\$2,000.00
6605 Adult Choir Music & Support	520.88	\$800.00	\$400.00
6606 Bell Choir Music & Support	700.93	\$800.00	\$400.00
6610 Instrument Maintenance	306.29	\$2,500.00	\$2,500.00
Total 6600 WORSHIP EXPENSES	\$ 5,482.73	\$7,600.00	\$6,800.00
6700 MISSION & OUTREACH EXPENSES			
6710 Transfers to Mission & Outreach	18,902.70	\$21,140.00	\$20,140.00
6715 Member Directed Outreach	3,955.00	\$6,000.00	\$6,000.00
6730 KY Council of Churches	250.00	\$250.00	\$1,000.00
6731 National Council of Churches		\$100.00	\$100.00
6732 World Council of Churches		\$100.00	\$100.00
Total 6700 MISSION & OUTREACH EXPENSES	\$ 23,107.70	\$27,590.00	\$27,340.00
6800 NURTURE & CARE EXPENSES	192.00		
6801 Special Care Resources	108.50	\$1,000.00	\$1,000.00
6802 Stephen Ministries	2,162.90	\$2,000.00	\$2,000.00
Total 6800 NURTURE & CARE EXPENSES	\$ 2,463.40	\$3,000.00	\$3,000.00
Total Expenditures	\$ 349,243.20	\$408,263.36	\$397,687.10
Net Operating Revenue	\$ 7,174.76	(\$17,493.36)	(\$21,186.53)

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.

“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