

THE CHURCH OF CHRIST, UNION
169TH ANNUAL MEETING
Worship, Reports & Business
March 20, 2022



love demands
UNION
CHURCH

169TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 3:00 PM MARCH 20, 2022

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

PAUL SMITHSON, MODERATOR

REV. KENT GILBERT, PASTOR

Continuing Our Worship with Our Work

Welcome and Opening Prayer

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

Items Requiring Action

Approval of Previous Meetings’ Minutes	4
Proposed Action: Motion to Amend the 2022 Budget.....	10
Proposed Action: Election of Officers and Board Members	11
Reception of 2021 Annual Report	
Other Business of the Church	

Annual Reports

Report of the Moderator	13
Report of the Pastor	14
Report of Pastoral Care Associate	16
Report of the Chairperson of Church Council.....	17
Report of the Church Administrator.....	18
Report of the Director of Music Ministries.....	20
Report of the Handbell Ensemble Director	21
Report of the Clerk	22
Report of the Administration Board	23
Report of the Community Life & Growth Board	24
Report of the Faith Development Board	25
Report of the Mission & Service Board.....	27
Report of the Nurture & Care Board.....	29
Report of the Pastoral Relations Board.....	30
Report of the Properties Board	31
Report of the Worship Board	32
Report of the Finance Board & the Treasurer	35
Report of the Endowment Committee.....	36
2021 Financial Statements	37
2022 Budget Policy.....	46
2022 Operational Budget	48

Installation of Officers and Board Members.....	52
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Living the Vision Mission Statement

Benediction	Rev. Gilbert
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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 2021.

Denis Burton , Custodial Support
Shirley Carlberg, Bookkeeper
Joan English, Office Administrator
Carla Gilbert, Pastoral Support
Kent Gilbert, Pastor
Maria Hartz, Program Coordinator (partial year)

David Jones, Program Coordinator (partial year)
Dave Kobersmith, Church Administrator
Pearl Marshall, Handbell Director
Chris McKenzie, Youth Director
Maggie Park, Youth Group Assistant
Bernardo Scarambone, Director of Music
Rina Tanaka, Video Production Manager

Photos in this report were gleaned from a variety of Union Church's online sources, and taken by Don Cardwell, David Jones, Rachael White, and other members & friends.

CONGREGATIONAL MEETING MINUTES

ANNUAL CONGREGATIONAL MEETING OF UNION CHURCH

Sunday, March 21, 2021

Reverend Kent welcomed the congregation once again via Zoom. We're fortunate in this high tech world that we can still communicate fairly easily in a time of social distancing. Paul Smithson, Moderator, declared a quorum and asked Rev. Kent to open the meeting with prayer. Next on the agenda was Rev.

Kent's introduction of staff. Joan English, Office Administrator, and Dave Kobersmith, Church Administrator, are probably the most visible; Chris McKenzie, Youth Group Director; Maggie Park, Youth Group Assistant; Carla Gilbert, Pastoral Care; Bernardo Scarambone, Director of Music; Pearl Marshall, Handbell Director; Rina Tanaka, film and video editing; Maria Hartz, Faith Development; and Denis Burton, Custodial Support. Much thanks to these hardworking, dedicated people who spend many hours supporting the work of the church.



First on the agenda was approval of the previous meetings' minutes. Paul called for a motion to accept the minutes as written. A motion was made by John Payne and seconded by Charles Hoffman. The motion **passed unanimously**.

Nominated Officers' and Board Members' pictures were shared on the screen for the congregation to match pictures to names. Rev. Kent recognized newly nominated Honorary Lifetime Deacons Gerrie Blanchard, Jenny Bromley, Carla Gilbert, and Betty Hibler. These individuals have tirelessly given their service to the church over the years. An officer still needed for the 2021 slate was Vice-Moderator. Jeff From nominated Kim Kobersmith to be Vice-Moderator and Chair of Church Council. Paul Smithson seconded the motion. Motion was **unanimously** accepted by the congregation. The Nominating Board moved that the Congregation accept the slate of the officers in the Annual Report meeting published agenda. No second is needed. With no objections, the slate was **unanimously accepted**. Paul Smithson asked for someone to move that we accept the 2020 Annual Report as written. Patti Smithson so moved and Marty Hensley seconded the motion. Acceptance of the 2020 Annual Report **accepted unanimously**.

A much-needed new paid position involving film and video editing went to Rina Tanaka. To answer a question from the congregation about how a new position is created and advertised, Dave replied that if there is a need it is presented to the appropriate board and Church Council. Usually the position is advertised inside and outside the church. However, as in the case of Rina, someone who was already volunteering many, many hours in a vital job needs to be deservedly justified.

Few additions or corrections were made to the Board Reports.

Report of the Pastor: Rev. Kent shared that he has been diagnosed with Long Covid-19. Doctors are not sure when he was exposed but unfortunately he is a longhailer and asks the

congregation's patience during the recovery process. He apologizes in advance. Remind him if he forgets a task. Working full days is a treat but some days he struggles. He may work a half day and be exhausted. There have been times he was out of commission a whole day.

Report of the Mission and Service Board: Betty Hibler wanted to point out the lovely pie chart compiled by Tennant Kirk. This enables the congregation to easily visualize how the total giving of the church has been distributed.

Report of the Properties Board: Rev. Kent shared pictures of the new replacement windows. These are a beautiful and money saving addition. They let in much more light and the super insulation factor makes them a definite plus for the church.

Report of the Finance Board and the Treasurer: Dave reported the church budget for 2020 ended up being plus \$355. Compared to the last 3 years at the end of February, results are better. This is definitely an improvement over the deficit that had been predicted.

Carla Gilbert explained that at the beginning of the pandemic 25 members of the church divided the list and called frequently throughout the year to check on the congregation. When so many of us were feeling isolated this was a spot of joy and comfort in our days.

All other Boards had nothing to add to the reports printed in the Annual Report.

Discussion of Reopening to In-person Events and Worship: Current CDC recommendations for large groups state people must be masked and socially distanced. More and more people are being vaccinated and there is hope on the horizon but Easter inside the church is still not feasible because of concern for the unvaccinated. Jennifer Melton, chair of the Worship Board, opened the floor for discussion. Points raised & discussed:

- ◆ At what point would you like to convene?
- ◆ What are the congregation's thoughts?
- ◆ One member pointed out that there can be no convening half way. We should wait until we can hug and touch each other. Anticipating being together for so long it would be difficult to socially distance.
- ◆ Another voiced that until the choir can sing out loud we should be content with small group meetings perhaps. After all are vaccinated it will feel safe but some have noted that they will probably continue to worship on Sunday mornings from the comfort and convenience of their own home.
- ◆ It was expressed that the congregation does need to decide guidelines for reconvening in church worship rather than leaving people wondering.

Maybe benchmarks set by the KY Governor would be good indicators. Georgia Tech Risk Assessment tool may be located at <https://Covid19risk.biosci.gatech.edu/>. There are also conversations taking place with other area churches. Rev. Kent hopes Pentecost will be a feasible date. Mid to late summer might also be plausible. Further discussion will happen maybe in late April or May. A monthly report of current thinking on possible reconvening was suggested, keeping in mind those who do not have access to Zoom, email, etc.

Community Life and Growth has planned an outdoor picnic for the congregation to be

held at the end of April or beginning of May. This will be with masks and everyone will bring their own food. One highlight of the day will be a chance to meet Rev. Kent's new puppy.

With much enthusiasm and cacophony, the congregation installed Officers and Board members.

Rev. Kent read the first and last paragraphs of *Living the Vision* Statement as a reminder of our commitments. Though formed several years ago these ideas are still applicable today.

Rev. Kent modeled the new shirt embroidered with the Union Church Love Demands logo. Shirts may be purchased by contacting the office.

Paul moved that the meeting be adjourned and Sharona Nelson seconded that motion.

Blessings from Rev. Kent sent us on our way.

Linda Parsons, Clerk

CONGREGATIONAL MEETING REGARDING BUDGET REVISION

Sunday, July 25, 2021, 3:00 pm

Meeting once again on Zoom, due to Covid-19 restrictions, Paul Smithson, Moderator, declared a quorum and welcomed the congregation to the meeting. Rev. Kent began with prayer.

Revised 2021 Budget:

Shirley Carlberg, as Chair of the Finance Board, was pleased with the Budget at this time because there was more money coming in than going out. In June, about \$20,000 was added as the Lambert Fund became available for this year. Rev. Kent shared a slide of the current budget. The original showed a deficit of almost \$21,000 but looking at the budget actuals from January to May we are showing a surplus about \$25,000. New requests include staff training to better use the new functions available with new equipment. Our new orchestra needs materials to help get up and running. Some Boards have requested more funds. As spending was cut due to fewer activities during Covid-19, the church is now on the road to recovery. Pastoral Support and Program Support positions would like to return to 10 hours a week each, as opposed to the 5 hours they had cut back to. These changes leave the church with a projected deficit of about \$29,000 for the year. Shirley is comfortable with this amount because things tend to even out as the year progresses.

Considering Rev. Kent may need time off due to health reasons, he explained there are funds in the budget for guest preachers and a list of people who can provide temporary assistance. He also has sick leave available. The Church will pay for a new pastor in the event Kent needs time off for 90 days. The increase of hours for Pastoral Support and Program Support will help at the present time.

A motion from the Finance Board that the Congregation approve the Budget Revision passed **unanimously**. [Coming from the Church Council no second is needed.]

Transformation Fund Report and its planned use for Communication Position:

In 2020 a \$200,000 grant was gifted by a Family Foundation to help the church prepare for the future. In early 2020 the church council approved spending in the following areas:

- ◆ Social Media and Web development - About \$10,300 of \$25,00 has been spent
- ◆ Generis and the church's financial and communications consultant, Mark McDonald shared ideas for sharing our story with a new logo, brand, and other ideas to assist financial growth - About \$36,000 of \$45,000 has been spent. Rev. Kent's idea is that we recruit more people to give fewer dollars than rely on just a few to give large amounts.
- ◆ Upgrade sound and video systems - About \$15,000 of \$30,000 has been utilized.

Updates on Covid Protocols:

Rev. Kent assured the congregation that the church is watching the Covid-19 situation closely with the emergence of the Delta variant. Covid-19 units at hospitals have reopened due to rapidly rising new cases, mostly in the unvaccinated. According to a self-reporting among church members 97-98% are vaccinated. Vaccinated people can still get Covid-19 and this number of vaccinated does not include children. However, if Madison County rises into the red zone non-members must pause meeting in the church building. CDC guidelines will be followed. Everyone may have to wear masks again. And if the numbers quickly rise again, virtual services for a couple of weeks could allow time for cases to level off.

Parking lot and sidewalk:

Several years ago Dave Kobersmith received a letter from a support group for differently abled people (ABLE) that met at Union Church. Lori McVicker, representing the group, asked that a sidewalk be installed from the church ramp at the office door to the ramp at the basement entrance. Taking advantage of the parking lot paving for the new dorm by Berea College, Dave followed up on that idea. Considering that the church parking lot needed repaving, Dave combined the two projects for considerable savings. With Berea College paying for their part of the driveway, the church's cost dropped from \$17,000 to \$13,000. This allowed the church to add the sidewalk and some other necessities. Berea College might not add the four spots that Union Church used as handicap parking on Sunday mornings but the addition of more parking places at Kettering will allow for more parking available for Union Church. Rev. Kent and Dave thanked the Properties Board and the ABLE group for input.

Musical Piece:

Excitement abounds in the music department of Union Church. The formation of our wonderful orchestra has prompted some additional needs such as equipment and music.

The church commissioned Mark Hayes, a well known national composer, to write a new hymn depicting our new logo, Love Demands. The song is dedicated to front line workers: doctors, nurses, public chaplains, and other health care workers. The music is in memory of Dick and Judy Drake, Lester and Mary Lou Pross, and Tom Warth, all wonderful musicians and supporters of the music program at Union Church.

If it is safe to do so, the Choir will begin at the end of August. The end of September marks the Founders Day Celebration. The Choir, orchestra, and hand bells plan a

wonderful anthem as a welcome back.

Discussion: Virtual Membership

With our growing number of participants allowed by Worship Services on Zoom, Paul called for ideas on how to include worshipers who are at great distances as members. A Task Force was formed at Church Council's recommendation to discuss how to study this. No action will be taken at this time but discussion would be helpful. What does membership entail? Gail Wolford asked what types of memberships we currently have. Those are full membership, Clergy, and Associate (formerly Wayside). An Associate Member is someone who maintains home church membership. They have no vote unless the person request it, and Church Council grants that right (they've never said "no."). Our definition of membership may need changing.

Comments & discussion - Membership may give people a sense of community. Associate and virtual seem the same. Dual membership? Kent mentioned Dorothy Chao hasn't found a church family after her move to Arizona but is very involved with Union on-line in Sunday morning book discussion group, prayer group, and bible study group. Marty stated that currently membership allows one to be a Board Chair. He suggested a change in wording of BL-6 to fix that. "Congregational action shall be taken by a majority vote of members present..." could be changed to members in attendance.

With no other questions or comments, Paul asked for a motion to adjourn the meeting. Shirley Carlberg so moved and Deborah Thompson seconded.

Rev. Kent dismissed us with prayer.

Linda Parsons, Clerk

ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 12, 2021, 3:00 pm

Moderator Paul Smithson welcomed all in attendance and established that a quorum was present. No additions to agenda.

Changes to Bylaw 6. Marty presented the changes, and explained the group's thinking process.

BL 6 Voting and Balloting: (rev. 12-14-03) Congregational action shall be taken by a majority vote of members *in attendance*, assuming a quorum, unless a higher number (e.g., two-thirds) is previously agreed upon. Voting shall be *by secret ballot* whenever the Moderator thinks it appropriate, or upon the request of any member *in attendance* at the meeting. *Secret ballots are only accepted remotely if technology is available at the time of the vote to facilitate a secret vote.* Members who cannot be present are encouraged to submit statements articulating their views on motions to the Clerk, Moderator, or other member of the congregation. These statements will be read at the meeting. Neither absentee nor proxy ballots will be used.

** Changes are noted by *bold italics*.

Alvera Perman moved to accept the changes as presented, Deborah Thompson

seconded. Motion passed unanimously.

Union Church Stewart-Hindman Fund. Dave presented. The Fund was established with a bequest from Nancy Stewart Hindman in honor of her parents. This bequest is available to Union Church to use without restriction. Approximately \$569,000 is currently held at the Bluegrass Community Foundation. Today's vote will be on moving the funds.

The use of the funds is Church Council's responsibility and it determined to use as follows:

- ◆ To pay off all Union Church's indebtedness (which was incurred to fund Union Church's 2012-13 building project)
- ◆ To place \$1000 in each of the Church's standing Funds
 - ◇ Worship & Arts
 - ◇ Leadership Development
 - ◇ Properties' Special Projects
 - ◇ Mission & Service
 - ◇ Community Life & Growth's Projects
- ◆ To move the balance to be moved to Union Church's Undesignated Endowment Fund at Thrivent Charitable Impact & Investing

To approve the moving of the money, an affirmative vote of the Church's governing body is required (this happened at Church Council's September, 2021 meeting); and an affirmative vote by the wider membership.

As a motion from the Church Council, a second is not required. Motion to move the Stewart-Hindman Union Church fund from Bluegrass Community Foundation to Union Church's Undesignated Endowment Fund at Thrivent Charitable Impact & Investing PASSED unanimously.

Shirley Carlberg presented the finance report. Year to date the Church's income is \$363,547 with a surplus of \$8,664. But with \$420,962 in expenses, the current projection for the 2021 budget deficit is \$28,886. The proposed budget deficit for 2022 is \$42,773. Currently this is the Finance Committee's best guess. Income is highly unpredictable at this time. If there is a need to make up the deficit next year the Committee will reevaluate.

Sue Blyth motioned for a vote to close discussion. Greg Lakes seconded the motion. The 2022 Proposed Budget and Budget Policy **passed** unanimously.

Reverend Kent announced 2 online services to be held Christmas Eve. At 8:30pm a Candlelight service will begin on the church lawn, Participants should be masked. Caroling will occur along with lighting of candles.

Rev. Kent closed the meeting with prayer.

Linda Parsons, Clerk

MOTION TO AMEND THE 2022 BUDGET

Correction to a 2022 Budget line item

An error was made calculating the 2022 salary for Pastoral Support. The amount approved by the congregation in December was \$9,651.30; the correct amount is \$12,868.32. Any increase to budgeted salary requires congregational approval, and Finance Board recommends making this correction now.

The impact to the overall 2022 budget is as follows:

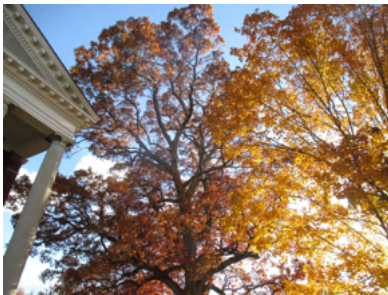
Approved in Dec:

\$ 378,229.00 Total Revenue
\$ 420,962.84 Expenditures
- \$ 42,733.84 Net Operating Revenue

Recommended change:

\$ 378,229.00 Total Revenue
\$ 424,179.86 Expenditures
- \$ 45,950.86 Net Operating Revenue

As a motion from Board, it needs no second.



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 2025** Financial Secretary: Reda Hutton 2024
Clerk: Linda Parsons 2024 Moderator: **Jean Boyce 2025**
Vice Moderator & Chair of Church Council: **Kim Kobersmith 2023**

ADMINISTRATION BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Reda Hutton	Martina Jackson	Alison Szewczyk Donna Lovell

COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Betsy Whaley	Sarah Rohrer Sue Blyth	Deb Beishline

FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Laura Nagle Joan Moore	Tina Parker	Grace McKenzie

FINANCE BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Cheryl Stone Shirley Carlberg Charles Hoffman	Martin Hensley	

MISSION AND SERVICE BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Carla Gilbert	Betty Hibler Paul Jacobs	Tennant Kirk Dorothy Chao

NURTURE AND CARE BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Gerrie Blanchard Stanley Kramer	Donna Abner Cheryl Caruso Payne	Rhonda Cardwell John Payne

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Dodie Murphy LaRee Jacobs Steve Gowler		Steve Bolster

PROPERTIES BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Robert Boyce Jeff Hutton	Sally Hindman	Howard Carlberg

WORSHIP BOARD:

<u>CLASS OF 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Doug Hindman Teresa Gowler	E.J. Stokes 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 2023</u>	<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>
Jeff From Laura Nagle	Kim Kobersmith	Rachel Lakes

HONORARY LIFETIME DEACONS

	<u>CURRENTLY SERVING</u>		<u>FOR ELECTION</u>
Joan Bates	Truman Fields	Hazel Morris	Kelly Mehler
Gerrie Blanchard	Joy Frazier	John Payne	Teri Mehler
Patty Boyce	Tom Frazier	Ann Rhodes	Patti Smithson
Steve Boyce	Carla Gilbert	Steve Rhodes	Paul Smithson
Jean Boyce	Jan Hamilton	Carol Shaffer	
Robert Boyce	Betty Hibler	Larry Shinn	
Jenny Bromley	Doug Hindman	Nancy Shinn	
Jerry Cooper	Betsy Hofer	Annriette Stolte	
John Culp	Dorie Hubbard	William Stolte	
Ramona Culp	Loyal Jones	Betty Wray	
Joyce Fields	Lois Morgan		

The last two years are beginning to feel like a stuck record: Covid surges continue, with two new variants cropping up last year. For a brief few weeks in the spring it looked like we would be able to reopen semi-normally, but along came the Delta variant, and no sooner had it declined than Omicron came along, which is just now dropping below the peak of the Delta variant.

Even so, good things are still happening at Union Church. Individual Board reports will provide more detail, but a few highlights are worth a quick mention:

We ended 2021 in the black financially, not by much but a big plus given the many unknowns surrounding the Covid pandemic. We received a very generous bequest from the estate of Nancy Hindman, and have begun to use some of the investment income from that gift for the needs we identified a few years back in our “5-4-3-2-1” plan of action. Among other things, we paid off the debt from a line of credit we established during the major renovations funded (mostly) by our Capital Campaign of about a decade ago.

Other things of note that increase our accessibility, our visibility and our ability to thrive and increase our impact in the community

- ◆ the parking lot was repaved and the very poor drainage in the middle was remedied
- ◆ a new sidewalk was installed, greatly improving handicapped access to the basement entrance
- ◆ we developed and launched the new “Love Demands” logo
- ◆ video equipment has been added to and upgraded, improving our online presence; the website has been updated and improved, and just recently came online.



One other highlight, for me especially as a choir member, was the commissioning of a hymn called “Love Demands” by Mark Hayes. Director Bernardo Scarambone plans for the choir to record it remotely for use in our online service.

I have several more pages of 2021 happenings gleaned from various reports and meeting minutes, but this gives a few highlights from among all the many that make Union Church such a special place for me. I hope to continue worshipping and serving the church as I am able.

Respectfully submitted, Paul Smithson



REPORT OF THE PASTOR

2021 was a year where the Church of Christ, Union had much to be proud of, despite numerous challenges posed by the ongoing pandemic. Affecting all of us was my contraction of “Long Covid,” definitively identified in late January and arising from an “invisible” SARS-Cov2 infection that occurred sometime before November of 2020 (per antibody tests, and prior to vaccinations). The lingering symptoms have been managed mostly on the kindness of many staff and church members, but remain ongoing. Of sad necessity, therefore, this report will be briefer and less complete than years prior, but I did not want to miss the chance to celebrate God’s grace and goodness as borne in the people of our community. As Paul in 2 Corinthians reminds us,

“We are afflicted in every way, but not crushed; perplexed, but not despairing”

Pandemic conditions kept the church closed to regular worship through the spring. During this time, we utilized internet broadcasting via Facebook Live, the Union Church website, and YouTube channels. Our dedicated technical volunteers not only made that possible, but helped evolve tools and techniques that have kept the services personal and engaging. Members and friends came to be videoed for readings and prayers, and with the hiring of Rina Tanaka, our Video Production manager, those readings were crafted into beautiful video works of art.



With 98% of the eligible congregation fully vaccinated by May, the Church Council made the decision to reopen on Pentecost Sunday with a “hybrid” worship including live congregation and online audience together. This represented yet another reconfiguration of our worship services, but one with such joy at being able to be together.

Sadly, the Delta and Omicron variants meant that our safety in numbers lasted for only a few short months. We made the decision to close to in-person worship as the hospitals and ICUs filled in August. Realizing that being in worship was a vital need for some of our members, we implemented what had been our Covid-era funeral policy for regular worship. Church Council approved up to 25 members to be physically present, distanced and masked for services beginning in Advent. This proved helpful to those in need, as well as to myself and the crew as we continue to refine our “hybrid” offerings. Church Council also adopted a comprehensive reopening scheme based on the infection/transmission levels of the county, with specific limitations lifted as safety increased. As of this writing we are finally back in the “Green” zone and plan to reopen for in-person worship on March 27, 2022. Choir will also be able to resume at this time, joining handbells and orchestra, which have been providing music during the hiatus.

Covid-19 and Covid conditions greatly impacted our church family with many others (besides myself) suffering infection and disruption. Regardless of infection, ALL of us suffered the ongoing stresses of caring for self, family and world, in a pandemic that





won't end. Depressions lasted longer, illnesses were harder to treat, and getting "bounce" back after a downturn proved harder and harder for most members. While not always directly linked to Covid-19, we suffered the grief of losing a great number of members, friends, and family. While my memory is not without flaw, my records show that we hosted more funerals in 2021 than in any previous year of my pastorate. That trend does not seem to be slowing for 2022, as the ongoing effects take their toll.

Because of my own illness, I needed to cut back on many of the projects and commitments I had hoped for during the year. Since the symptoms of Long Covid can be capricious and simultaneously debilitating, many of the congregation and staff have had to endure sudden cancellations of meetings with me or terribly delayed responses and reports. I am so very sorry for that, AND so very filled with the grace you have all offered over and over again. With your help and forbearance we have been able to maintain the vast majority of church services. Thanks to a very capable, flexible, and resilient staff, augmented now by the addition of Rev. David Jones, as Program Coordinator, we've even expanded in 2022 to offering both a college fellowship, a new confirmation class, and several new fellowship opportunities. I am profoundly grateful.



Work in the wider community as pastor has been mostly limited to chairing the Justice and Advocacy Commission of the Kentucky Council of Churches. This has kept me in touch with a variety of partners in the service of putting our faith into action for a kinder, safer, saner world. I wish I could report that we made more progress on this front, but Union Church has established a state-wide reputation for its concerned and compassionate congregation. When the call goes out, Union Church has never failed to respond.

As we look ahead, we celebrate 25 years together (my first Sunday preaching was March 2, 1997 (!)). That's well over 1500 sermons and services we have shared (and who can say how many meetings, prayers, and sometimes tears). And after all that time, our partnership, our ministry, our vision remains as important to me as it ever was. Though we have had to change everything about HOW we "church" together, the vibrant call of God in this community remains compelling, alive and on the move. I am grateful to God for allowing me the chance to go with you and to play a part in shaping our work.

"Though the mountains may tremble and the hills be shaken, God's love and mercy will not depart from you, and God's covenant of peace will not be broken." (~Isaiah 54:10)

Long may it be so, dear friends. I am humbled and honored to serve with you as love demands.

With love brimming over,



REPORT OF THE PASTORAL SUPPORT ASSOCIATE



The purpose of the position is responsibility for resourcing and supporting the spiritual needs of church members in crisis or long-term chronic distress especially, but also to provide these resources and to support the spiritual needs of church members and friends in general. These are discussed weekly to determine the follow-up in consultation with the Pastor. These tasks vary from visiting in hospitals, homes, or nursing homes as well as others determined by the Pastor.

Occasionally, I have served as Union Church pastoral representative for community events at times the Pastor was not available.

In addition, I am the Pastoral Liaison with the Nurture and Care Board and, with them, have taken the responsibility to deliver Grief Bags to bereaving members and friends as noted in the Nurture and Care Report. I am also a Stephen Ministry Leader with the major tasks of matching care givers with care-receivers as well as to serve as the Pastoral Liaison for the Ministry and its members, often visiting our ministers as care givers and care receivers to affirm and support their work. In both of these functions, I serve to keep the Pastor informed as what is happening.

In addition, I facilitate our Memory Keepers group which gathers care-givers of those with memory loss for bi monthly meetings.

I also do occasional pastoral counselling with church members and friends when asked to do so.

While not directly assigned as Pastoral Associate, I conduct the Weekly Bible Study.

All in all, I jokingly refer to the words, "and anything else Kent asks me to do".

It is a pleasure to be able to serve along side our wonderful staff and with our beloved community members. I am entering my 38th year of Ordained Ministry in the United Church of Christ, and serving Union Church has been a most positive experience for which I grateful to God and God's people. Thank you for this opportunity to do that which I love to do.

Respectfully Submitted,

Rev. Carla Gilbert

Pastoral Associate, Union Church



REPORT OF THE CHAIRPERSON OF CHURCH COUNCIL

As the coordinating body of the church, much of our discussions in 2021 centered around how to keep everyone safe yet connected in the continuing presence of the Covid-19 pandemic. Conversations were thoughtful and respectful and covered a range of perspectives. These were the actions we took this year:

- ◆ Discussed and established metrics for layered prevention strategies while county is in different transmission levels (red zone, etc.)
- ◆ Discussed welcoming and engaging remote members. Amended Membership Guidelines to allow virtual attendance at congregational meetings.
- ◆ Approved use of the Transformation Fund to invest in our web site, increase branding and communication, and upgrade our audio/video equipment.
- ◆ Received the Stewart-Hindman bequest on behalf of the congregation, with which we paid off all of our debt, disbursed \$1,000 to each of our five designated funds, and invested in the endowment.
- ◆ Approved funding requests for Memorial Garden maintenance, "Love Demands" anthem written for us by Mark Hayes, parking lot paving, and installation of new security camera system.
- ◆ Wrote letter of support for Sean Mack's ordination discernment process in the UCC.
- ◆ Increased our part time staff hours for Program Support and Pastoral Support to pre-pandemic levels.
- ◆ Celebrated two staff members celebrating 10 years at Union - Chris McKenzie and Dave Kobersmith.



Respectfully Submitted,

Kim Kobersmith Chair of Church Council



REPORT OF THE CHURCH ADMINISTRATOR



In many ways this year was a continuation of 2020's "year of Covid". We still worshipped primarily online and our Boards met by Zoom. I found myself supporting Staff and Boards from the office and continued my practice of walking the building often to be sure all was functioning well. I really didn't need to do that when well over 150 people were in the building weekly, since you all were great at letting me or others know when something needed attention.

A project that was started in 2020 (see last year's reports) by Kent and I with a consultant from Generis, Mark McDonald, was developing a strategy for communications. The primary result of that work this past year was the new website. We were guided in the work by Print and Pixel, a Kentucky women-owned small business. Much of the content was written by Debbonnaire Kovacs and edited by staff. The final push for the site to go live in December was aided by the knowledge and work of David Jones, Program Coordinator of ministries at Union Church. Thank you, David!

The transition of the Financial Secretary position from Patti Smithson to Reda Hutton and our Bookkeeper, Shirley Carlberg, was complete by the end of 2021. The volunteer work of the Financial Secretary has increased substantially over the 10 years I have been at Union Church. Now that we can receive gifts online and by text, as well as checks and cash, this has created an ever-changing set of procedures related to how gifts are received and acknowledged. With that in mind the Finance Board agreed that the work related to online giving would be handled by our paid bookkeeper, Shirley Carlberg, and the deposits of cash and checks and reporting to friends and members of the congregation would be done by the Financial Secretary, Reda Hutton. In my role I support both of them as needed.



The Transformation Fund, an anonymous gift from a family foundation of \$200,000 received in February 2020, is reported upon below. Church Council (CC) approved spending of up to \$100,000 in April of 2020. This Fund continues to benefit the church and support our work in the area of telling our story through live streaming worship, updating our website and getting professional guidance in these areas.

Spending Categories	Spent thru Dec. 31, 2021	CC approved April 20, 2020
Social Media/Website	\$ 11,606.04	\$ 25,000.00
Consultant, Generis	\$ 36,064.69	\$ 45,000.00
Upgrade Sound and Video systems	<u>\$ 15,030.75</u>	<u>\$ 30,000.00</u>
	\$ 62,701.48	\$ 100,000.00

Highlighted below is some of the work I did with the three Boards I work with.

Finance Board

- ◆ Since 2019 we have been meeting as a congregation to review a revised budget in July of each year. I have found this model to work well. It provides us all with an update to our current finances and asks our boards and staff to share if they need more or less to be budgeted in the various line items within the budget. This also prepares us for creating next year's budget in the fall.
- ◆ In July 2021 the congregation met by Zoom and approved a revised deficit budget of \$-28,896.54. We ended the fiscal year December 31, 2021 with a surplus of \$3,724.06. I can't say how much I appreciate the generosity of all and the support of our ministry by the congregation. Thank you.
- ◆ Please be sure to read the Finance Board's annual report for a complete list of their work in 2021.

Administration Board

- ◆ The staff handbook was completed, if such a document is every truly completed! This has been a long-term goal of mine and am grateful for the numerous volunteers and staff that have shaped the work over the years. It is comprehensive and a great tool for sharing the culture of Union Church with new staff.
- ◆ Please be sure to read the Administration Board's annual report for a complete list of their work in 2021.

Properties Board

- ◆ The window project, approved in 2020, saw the new windows installed in March of 2021 in the Fellowship Hall area. Unfortunately, four windows were broken during shipping and thus began a long process to get the final windows installed by February 2022. We are now enjoying the energy efficiency and beauty of these new windows.
- ◆ Our parking lot has needed repaving for a while. Since Kettering dorm was being rebuilt by Berea College. I worked with the college to have our lot repaved at the same time the lane to Kettering dorm was being repaved. We also were able to put a sidewalk from the bottom of the ramp to the office entrance to the sidewalk that leads into our lower level. This makes our building a little more accessible and brightens up the office entry.
- ◆ Occasionally over the years I have had the challenge of finding an electrical circuit for lights, HVAC equipment or outlets. Although electrical circuit identification was started around 2018 by volunteers, the majority of the work was completed this year. We will be fine tuning the maps and charts in 2022, but I want to thank Jeff Hutton who is volunteering most Thursday mornings to work with me to map our electrical circuits and panels throughout the building. He has been able to take the work we have done and drawn each room, hallway or closet in AutoCAD to make accurate drawings to assist staff or volunteers when we need to find a circuit that has tripped. We also found situations that we will hire an electrician to review.
- ◆ Please be sure to read the Properties Board's annual report for a complete list of their work in 2021.

DIRECTOR OF MUSIC MINISTRIES

2021 has been another year to test our capacity to endure and adapt. With the church closed for in-person services, the vast majority of music offerings were made through recordings. The majority of the work was put into music selection, arranging, recording, and editing music, so the experience could be a meaningful one through the screen of a computer or a phone.



A very special thanks to Rina Tanaka for her all her work in helping me record and edit music to fit in the worship services. Her willingness to go the extra mile as well as her knowledge of recording arts was essential to minimize the effects of a virtual music experience.



It was a year of no choir, and that is hard to endure, however we are looking forward to rebuilding the choir very soon. I tried to keep everyone still engaged with some music announcements, and most recently the recording of Mark Hayes' piece "What Love Demands" – composed for Union church.

Special thanks to Pearl Marshall for keeping our bells group together in such hard times and delivering beautiful and meaningful music every time.

Our own orchestra has been enduring through the pandemic and I am really happy to report that we are actually growing! We currently have around 10 players and there is always room for more. The invitation is open to everyone who plays an instrument or wants to learn one.

I tried to continue with the variety of music offerings to match the diversity of our church. We played pieces from various styles, from different countries and composers, but always mindful to the message and meaning that only music can create. Always aware of social and worldwide issues, most recently we performed the Ukrainian National Anthem and received the following response from a viewer:

"How Awesome! It touched my heart & made me cry. Dyakuyu (Thank you) to you & your wonderful church...that kind of support & positive energy goes out into the universe and is felt across the ocean!"

That is the kind of encouragement that we want to transmit through our music. Looking into the future, we are starting to think about resuming choir and musical gatherings again. We will continue to create opportunities for more and more musicians to join and help us to send our message, engaging others with our music worship.

Bernardo Scarambone



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 - Attending the annual Handbell Musicians of America, Area 5 handbell festival has become a tradition for our handbell ensemble. As expected, the event was cancelled this year due to Covid. We look forward to again participating in educational events as they become available.

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.

RINGING THROUGH COVID CLOSURE - Handbells has been an enduring facet of our



ensemble music program since we have not been able to sing in large groups. We started with strict adherence to COVID procedures and adjusted as circumstances prescribed. We have been able to keep up with our commitment to ring for one worship service per month, as well as special church holy days. This December, we were delighted to ring outside in the Triangle before the Berea Christmas Parade as guests of Boone Tavern. It was a wonderful opportunity to share handbell music with our wider community on behalf of Union Church.

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



REPORT OF THE CLERK

Joined January 1 - December 31, 2021

AJ Bodnar

Died January 1 - December 31, 2021

Ann Bajwa
Fred Brown
Helen Connelly
bell hooks
Mary Miller
Charles Murray
Peggy Pollard
Glenna Rice
Joy Heather Richardson
Annalou Ritchie
Barbara Smith



Moved Away

Karl and Triss Holland
David and Lisa Shroyer
Jane Warth
Bob and Carol Shaffer



Little did we know 2021 would be another year of uncertainties with Covid-19 protocols. We had a short reprieve where we were able to attend Sunday morning worship services while wearing masks and social distancing. But as Covid cases in Madison County increased alarmingly, Church Council decided for the safety of the congregation to return to online services only.

Participation in Union Church online worship services and other activities continues to increase. We have been able to offer more small group and outdoor events, even in-church worship services for a limited number of people. We're happy the Youth group has found ways to meet safely. Usual events such as after-worship coffee hours, Wednesday coffees with Rev. Kent, Bible study group, and Mission and Service events continue to thrive. Christmas worship included two services online and a candlelight service outside the church building.

Once again a formal invitation to join the church has not been available. We heartily accept all those worshipping with us as family.

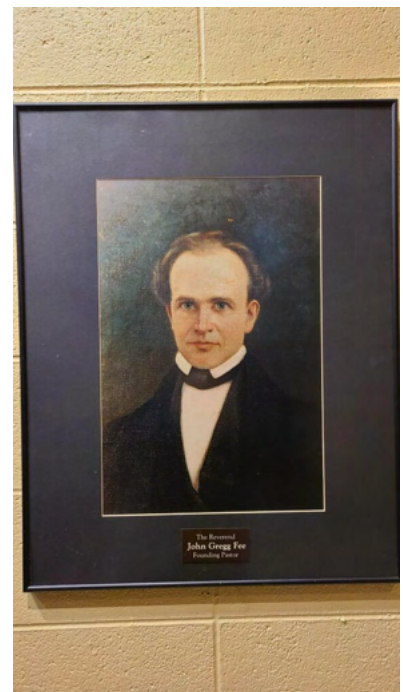
Submitted by Linda Parsons, Clerk



REPORT OF THE ADMINISTRATION BOARD

The Union Church Administration Board members did our best to serve the interests and direction of the Church amidst the ongoing Covid pandemic. Meetings continued throughout the year to be held via online Zoom and our “normal” task flow was adjusted in response to social and Church community needs during this time. Nevertheless, we hope our efforts during the year served in the needed capacities.

- ◆ Completed the Comparative Salary Audit for staff positions, as required every 5 years.
- ◆ Continued to serve in an advisory capacity to discussions regarding Covid policies and reopening discussions.
- ◆ In response to request from Church Council participated in “task force” to make recommendations for next steps as regards: (a) Virtual Membership; and/or (b) Remote Voting.
- ◆ Made recommendations regarding COLA needs and staff bonuses during a time of the highest inflation and federal COLA increases in 40 years.
- ◆ Reviewed and made recommendations during the hiring process for Rainbow Alliance contractors and part-time Communications Director. Additionally, responded to review requests for changes in hours associated with Covid staffing needs.
- ◆ Completed the Admin Board’s other annual responsibilities including: Review the Pastoral Terms of Call (no changes); participated in Annual Budget discussions/review.
- ◆ Updated the “Administration Board Responsibilities & Timeline” document originally crafted by Gail Wolford that serves as a guidance to the board throughout the year.
- ◆ Officially handed-off the multi-year Staff Handbook project to Church Administrator.
- ◆ Made request for the “Comprehensive Congregational Review” of the pastor that is required every three (3) years. This request was submitted to the Pastoral Relations Board via the Church Administrator. The congregational review was technically due to be completed by the Pastoral Relations Board and congregation by the end of December 2021. However, it is our understanding the ongoing pandemic has delayed this process.
- ◆ Made the annual request for the staff evaluations (Aug). Our understanding is those were delayed in 2021 by the pandemic.



Please note that the Union Church Administration Board will need three (3) members and a Chair moving forward.

REPORT OF THE COMMUNITY LIFE AND GROWTH BOARD

In a year that continued to be dominated by Covid-19, the Community Life & Growth Board hosted mostly virtual events, with a couple of outdoor gatherings in May and November. We also had some changes in membership. Betsy Whaley and Amy Schill continued their terms, while new members Sarah Rohrer and Sue Peterson Blyth joined in April and November, respectively. We welcomed David Jones as a staff representative in September. David has been a wonderful asset, providing leadership to the group and serving as a liaison with church staff.

Zoom Coffee Hours continued throughout the year, with a brief hiatus in the summer when the church was holding in-person worship. This offering has a consistent group of attendees and continues to add value in the absence of in-person weekly fellowship.

We hosted a Zoom Game Night in March, with several attendees joining in a game of virtual Taboo.

In May, Rev. Kent and Rev. Diana generously hosted a CL&G-sponsored picnic on Pentecost Sunday to celebrate a return to in-person worship and our first big event since Covid. The potluck, outdoor event was well attended.

Kent and Diana hosted another (a bit chillier) outdoor event in early November. Community Life & Growth provided fried chicken, s'mores, and drinks, and the congregation provided sides and desserts. Like the May event, this picnic was well attended. In addition to regular church attendees and community members, several Berea College students whom David had been working with attended.

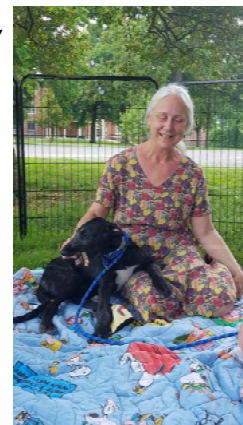
In December, the Board invited members of the congregation to contribute cookies and other treats, which were distributed at the Christmas Eve service.

In addition to events, the Board also took over the responsibility of capturing church attendance in Fellowship1Go from a previous

volunteer, starting in the summer when in-person worship resumed and continuing with tracking virtual attendance through Facebook and YouTube comments.

In 2022, we plan to hold more consistent monthly events, starting in February with craft activities and moving to outdoor activities in the spring.

Amy Schill



REPORT OF THE FAITH DEVELOPMENT BOARD

Nursery and Children's Church -- In spring 2021, Maria Hartz provided virtual programming for children, including an Easter kit. Throughout the year, nursery work has continued to be limited. For several weeks in the spring and summer, prior to the Delta outbreak, nursery attendants assisted parents in the nursery. New nursery workers were hired, in preparation for a return to in-person services, and David made contact with all current nursery workers; we are prepared to offer nursery services again once the church is fully open. New Program Coordinator, Rev. David Jones, prepared and sent out Advent materials for families with children and produced an Advent video featuring intergenerational members of the church community doing Advent readings. Rev. David Jones also set up a prayer/reflection station for all members in the sanctuary.



Youth – The Youth Group started out the year meeting on Zoom. While this was a way for youth to check-in and play some games together, it lacked critical connection and interaction. With this in mind, the group started back in-person together in the fall. When the weather was warm, the group met outdoors every Wednesday and a great deal of connection and energy was restored. The group added new members, went on some weekend outings, and partnered with

the Berea Kids Eat program to do an outdoor service and learning project together to support healthy food access in Berea. Once the cold weather returned, it was time to try meeting indoors once again. This worked well until the Omicron variant surged, which made it necessary to go back to Zoom for a few weeks. The group is now back to meeting in-person in the church with masks, utilizing the Community Room for more space to allow distancing. The plan is for the youth to attend PassPort Camp this summer if all goes well. Another service activity with Berea Kids Eat and a high ropes challenge course outing are planned for the spring. Confirmation will also be offered this spring for youth who want to explore their faith more deeply. David Jones will be leading a confirmation series called “Confirm not Conform” which will allow our youth to explore their faith without the pressure of indoctrination.



College Students-- Rev. Kent spoke to Berea College classes and groups via Zoom as a guest speaker. An intergenerational group of volunteers from the congregation participated in the God on the Quad event at Berea College to share information about Union Church with Berea College students. New Program Coordinator, Rev. David Jones began gathering Berea College Students for a Zoom group reflecting on the book See No Stranger. David also hosted these students in his home for fall and Christmas gatherings. Plans for a new study with College Students on Bible passages used to discriminate against the LGBTQ+ community was begun as well.

REPORT OF THE MISSION & SERVICE BOARD

The 2021 Mission & Service Board Report reads much like the 2020 Report: few “in-person events” as the necessity to “shelter at home” continued through 2021. Our monthly Board Meetings were held 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 list of recipients. As a reminder, the M&S Board Outreach budget receives 7% of the monthly offering.

One local event that we were able to participate in – along with many from our church family and the wider community – was the “Blessing of the Gardens” at the Berea Urban Farm in April.

An example from the “national” category, the Board contributed to Border Relief in Arizona and El Paso, Texas. And on the “international” level, we partnered with the Union Church Youth Group to purchase small Christmas gifts for Samuel’s Kids in Uganda. M&S Board provided the funds, along with some gifts received from church members, and the youth group selected small gifts that could safely take a long trip across continents!

Union Church Mission & Service Board is partnering w/ Kentucky Refugee Ministries to assist families fleeing from the devastation in Afghanistan. Money from this auction will help with housing & other immediate needs as these families rebuild their lives in our country.

In November the Board held an online auction to benefit Afghan refugees coming to Kentucky. Thanks to the generous donation of items by the congregation and community the auction was success. The auction plus generous gifts of money enabled Union Church to make a significant contribution to assist with the needs of the refugees not covered by other financial sources. The Board greatly appreciated all the items contributed to the auction from members and friends. Also, thanks everyone who shopped and found the “perfect” item. We hope the online auction will become an annual event.



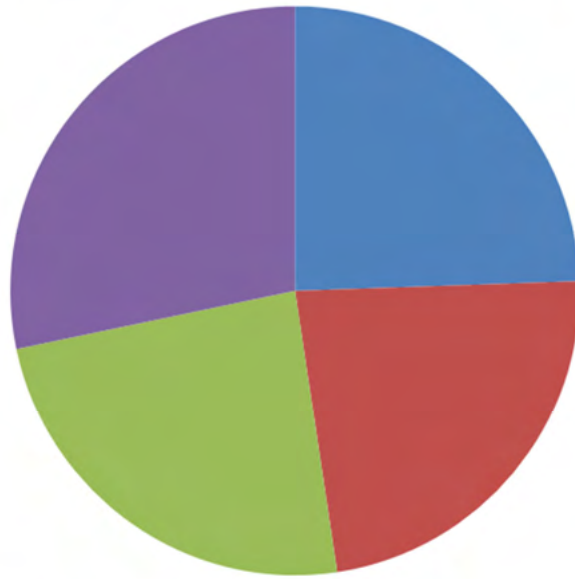
The M&S Board continues to select Justice Candle recipients (individuals or organizations) and provides the accompanying information for the Sunday morning JC. Suggestions are welcome.

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

Submitted by Betty Hibler, Chair



Mission & Service Giving



■ local 6650.00 ■ state 6,300 ■ national 6550.00 ■ international 7690.00

ACE KY (Womens' Prison Work)
 Appalachia Science in the Public Interest
 Appalshop
 Back Bay Mission , Biloxi, MS
 Berea Community School Playground
 Berea Food Bank
 Berea Home Village
 Berea Urban Farm
 Bethlehem Lutheran Church, New Orleans, LA
 Bluegrass Red Cross
 Border Relief/ Arizona
 Bread for the World
 CARE
 Court Appointed Special Advocates
 Council of Churches
 Christian Appalachian Project
 Christmas Baskets
 Church World Service
 CoCoDA

Foundation for Appalachian Kentucky
 Habitat for Humanity
 Harvesting Hope
 Hope's Wings
 Hospice Care
 International Institute of St. Louis
 Juliet Waller (teacher for books)
 Kids in Need of Defense
 Living Waters for the World
 MOLO Village
 The NEST
 New Neighbors Network
 New Opportunity School for Women
 Pastoral Assistance Fund
 Project Alianza (Guatemala)
 Red Bird Mission
 Room in the Inn
 Samuel's Kids
 Samaritans of Grand Valley

REPORT OF THE NURTURE AND CARE BOARD

The year 2021 was another difficult year at Union Church, due to the continuing reality of Covid-19 and its many variants. Unable to visit or meet in person with members, the Nurture and Care Board continued to find creative ways to meet the needs of the members.

Several long standing traditions continued despite Covid-19. Donna Abner sent out 91 total grief books in 2021 to members affected by the loss of a loved one. She and Stanley



Kramer offered transportation to people needing to visit their doctors. Hazel Morris continued to minister to the church with frequent cards for holidays, birthdays, and other occasions. She especially reached out to those who were ill, homebound, or in care facilities.

Carla Gilbert offered pastoral support to all members of the church, and took a special gift from the church to local members who had lost a loved one. Between Rev. Kent Gilbert and herself, more than 11 grieving families were visited and given a gift from the Nurture and Care Board consisting of a beautiful vase containing an evergreen, a glass candle holder (specially made by Michelle Weston for Union Church), a votive candle, and a loaf of homemade bread made by Board member, Geraldine Blanchard. Another new outreach was the publication of a book

containing recipes, stories, art, poetry, and photography created by Union's members.

Mary Lou Wiese

From Laurie Roelofs

I so appreciated the beautiful blue candle holder and lovely bud vase you sent after my Mother passed away. And the books about grieving that you sent on two separate occasions were very helpful. They actually made me stop and think/cry when I was trying to plow through everything these past 6 months. That is part of the reason that I haven't written sooner. Every time I thought about it, I would get very emotional. But I know that's a good thing, so thank you for helping me with that. You guys are the best!

Warmly, Laurie



REPORT OF PASTORAL RELATIONS BOARD

Pastoral Relations Board continued to meet with Kent 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 Covid-19 necessitated – both the challenges and successes.



REPORT OF THE PROPERTIES BOARD

Properties Board: Robert Boyce, Chair, Sally Hindman, Secretary, Howard Carlberg, Jeff Hutton, Dave Kobersmith Staff member

Because of Covid, the Properties Board generally met by Zoom. Dave Kobersmith facilitated the meetings and surveyed the building at least once a week. As projects were undertaken, it was he who supervised them. Dennis Burton assisted in maintenance of the building.

- ◆ New window shades were purchased and installed in the office area.
- ◆ Dave completed the energy Monitoring Report; we have decreased our energy use and are using more energy from the solar panels than we purchased from Municipal Utilities.
- ◆ Dave and Jeff have worked during the year to map the electrical outlets to breakers and panels throughout the buildings. We can now better ascertain the location of trouble spots and rectify the problems when they arise.
- ◆ Most of the Pella Windows, ordered in the fall of 2020, for the Fellowship Hall were installed in March.
- ◆ A new fire alarm system notification system with ADT was installed in March with a monthly savings of \$43.
- ◆ A mailbox was installed in May outside the office door to be used when the building is locked.
- ◆ The HVAC system in various rooms had to have maintenance work done by either Trane or Intertech Mechanical.
- ◆ The street and parking lot were dug out and repaved in August as Kettering Hall was completed. Parking sites were laid out and painted. At the same time a concrete curving sloping walkway was created in front of the parked cars to access the lower level.
- ◆ Security cameras were installed in September; any movement is monitored in the office.

Ongoing discussion: last of the windows to be installed, attic truss to be strengthened, AV cabinet/booth built, Sanctuary ceiling needs maintenance, exterior handrails need repair, landscaping issues need to be addressed, and a means to remotely unlock the security doors is being investigated.

Robert Boyce



REPORT OF THE WORSHIP BOARD

Worship Board Members: Teresa Gowler, Doug Hindman, E.J. Stokes, Alvera Perman (secretary), Jennifer Melton (chair)

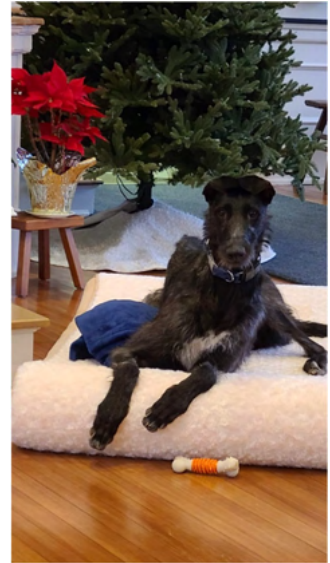
What worship looked like in 2021:

- ◆ While Covid-19 vaccines became available to all members of the congregation (except children 5 and under) during 2021, cases of Covid-19 remained high in Madison County for most of the year. Worship remained primarily virtual even though nearly all members of the congregation who were eligible for vaccination were fully vaccinated by May.
- ◆ Throughout the year we continued to broadcast services via the church website, the YouTube channel, and Facebook Live, enabling interactions through commenting during live broadcasts.
- ◆ Weekly viewership varied throughout 2021, averaging ~500 views per Sunday (~400 views via Facebook; ~70 views via YouTube; ~30 views on church website)
- ◆ We were able to temporarily re-open in-person worship on Pentecost Sunday, May 23, 2021. For the occasion, we had new nametags with the new “Love Demands” logo and cloth face masks with the logo (thank you for coordinating this, Joan English!)
- ◆ For in-person worship, people wore masks and those who wanted social distancing sat in designated socially distanced spaces in the pews on the sides of the sanctuary.
- ◆ We eliminated pew pads for signing in and used clipboard sheets at the doors to track attendance. We could not safely resume communion at any time during the year.
- ◆ Thea, Kent and Diana’s Scottish deerhound puppy and church therapy dog in-training, began to accompany Kent during Children’s Moment in the sanctuary each week in May.
- ◆ As cases of the delta variant of Covid-19 increased, we returned to virtual service only in mid-August.
- ◆ Even after returning to virtual worship, we continued to have 2 in-person Worship Leaders each Sunday for the remainder of the year, saving filming and production time.
- ◆ On Saturday Nov 6 we had an outdoor, masked, Vespers Service at Kent and Diana’s, with unexpectedly warm weather and a much-needed opportunity to see one another!
- ◆ Kent led a well-received sermon series based on Valarie Kaur’s book *See No Stranger* leading up to Advent, which provided opportunities for members of the congregation to engage in book discussion groups.
- ◆ **Lent:** We mailed Lent packets to the congregation including packets of sea glass to go with our Broken Vessels Lent theme.
- ◆ **Advent:** We mailed home



worship packets to congregation for Advent.

- ◆ **Reopening:** Despite increasing cases of the omicron variant of Covid-19, Church Council decided to re-open in-person services for Advent. Since case numbers were “in the red” at the time, we designed an approach by which 25 people could make a reservation to attend in-person each Sunday. For the most part we did not have 25 each week as Covid cases continued to rise throughout Advent.
- ◆ **LongNight service:** Kent recorded a new introduction, and we re-ran last year’s pre-recorded Long Night’s service broadcast.
- ◆ **Christmas Eve:** As in 2020, we pre-recorded the Christmas Eve service for broadcast at 7pm and again at 11pm as COVID cases were rising with the omicron variant. In addition, at 8:30pm Christmas Eve we held an in-person outdoor hymn sing gathering on the front lawn of the church. It was a well-attended highlight of the Christmas festivities (approximately 150 in attendance) and may become a new tradition. While high winds precluded lighting candles, we brought battery candles or held up mobile phone “candles.”



Behind the Scenes in 2021:

REV. KENT’S LONG COVID

- ◆ Rev. Kent, who had been experiencing fatigue and other symptoms related to an asymptomatic Covid infection sometime earlier in the pandemic, was diagnosed with long Covid and worship board and worship planning helped brainstorm ideas for Kent’s possible absence.
- ◆ Kent took some time off in August. Don Cardwell preached on Sunday August 15 and Rev. Carla Gilbert preached on Sunday August 22 with the commissioning of new Stephen Ministers.

WORSHIP PLANNING

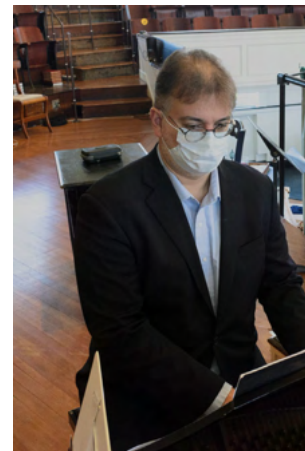
- ◆ Worship Board met monthly via Zoom throughout 2021. Thank you Alvera Perman for well-captured minutes of each meeting!
- ◆ The Worship Planning team (Kent Gilbert, Don Cardwell, Jennifer Melton, and sometimes EJ Stokes) met weekly when Kent was available to plan worship content and worship logistics.
- ◆ Joan English and her proofreaders continued to distribute electronic bulletins for Sunday worship.

WORSHIP PRODUCTION

- ◆ Rina Tanaka was officially hired as Video Production Manager (15hr/week position) July 1, 2021.
- ◆ Church Council set aside ~\$40,000 for AV upgrades; plans were made throughout the year, including receiving bids to relocate the sound booth to the main floor of the sanctuary.



- ◆ Many thanks to the AV team for their faithful weekly work as well as coverage of other service throughout the year. Thank you Marty Hensley, Jeff Hutton, Rina Tanaka, Sayer Kobersmith, Don Cardwell, and Kent Gilbert, and welcome Colin and Cadence Perman!
- ◆ Worship Board, EJ Stokes in particular, along with Rhonda Cardwell helped Kent with sanctuary decorating throughout the year.
- ◆ Many thanks to all the people who accepted the call to be Worship Leaders throughout the year, braving the pandemic, the teleprompter, and the mics and cameras to enhance our worship experience!



MUSIC

- ◆ Several members of the congregation, notably Dr. Stephen Bolster and Dr. Deborah Thompson, helped lead hymns on Sundays throughout the year.
- ◆ As in 2020, the Bell Choir was able to safely rehearse and perform distanced and masked on several occasions during the year.
- ◆ The orchestra was able to play in the spring and during the summer while we were in person; rehearsals and performances resumed in February 2022.
- ◆ Al, Alice, and Ruth played for the pre-recorded Christmas Eve service and on other occasions during the year. Many thanks!
- ◆ We received the “Love Demands” hymn we commission from Mark B. Hayes and debuted a video featuring Sydney Amos as soloist and Bernardo Scarambone on piano. We eagerly await the day when we can sing the hymn as a full congregation and make full use of its many harmonies and orchestra parts.
- ◆ At the end of the year we began plans to pay royalties to benefit the Berea College Black Music Ensemble when the congregation uses Negro spirituals and other traditional uncredited music.

NOTABLY ABSENT IN 2021

- ◆ Once again this year there were no homecoming services or college musical events held at the church as the pandemic continued.
- ◆ No baptisms.

Jennifer Melton



REPORT OF THE TREASURER & CHURCH FINANCE BOARD

After ending 2020 with the tiniest of surpluses, we started the new year with yet another deficit budget and a hefty dose of uncertainty and hope, expecting to adjust mid-year as the future became more clear. With great joy and gratitude, we were informed that we would be receiving a substantial bequest - over \$500,000 - from the Stewart-Hindman family that would have a significant impact on our financial security. While arranging the administrative tasks to transfer the bequest to our account, we requested and received an annual disbursement for 2021 in the amount of \$27,112 in September. Finance Board recommended that it be used to offset the expected 2022 budget deficit, and Church Council agreed.



Nancy Hindman

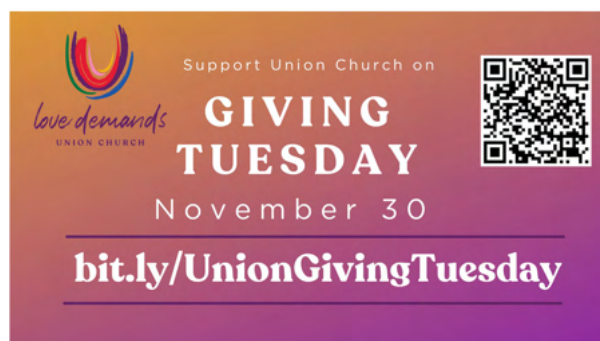
For the remainder of the bequest, Finance Board recommended, and Church Council approved, that a) \$1,000 be allocated to each of the five special project equity accounts, b) all indebtedness be paid off (line of credit and member loans), and c) remainder be used to fund the Undesignated sub-account of our endowment and name it the Stewart-Hindman General Fund. The remainder was received in late December in the amount of \$546,138.11, with disbursements to occur in early 2022.

Finances remained strong as the year progressed. The Transformation Fund continued to fund projects that helped us develop new ways to tell our story to more people and thrive within the reality of the pandemic. The Lambert disbursement was received, providing its annual security, and our crowd-sourced income (Kroger, Amazon and Facebook) increased slowly but steadily. We adjusted the budget mid-year as planned, though it continued to show an expected deficit. However, giving remained strong, every board ended the year under budget, and we were able to show a small surplus of \$3,724 at year end.

On the administrative side, our former Financial Secretary, Patti Smithson, had graciously continued processing online donations as our current Financial Secretary, Reda Hutton, wrangled all the remaining tasks of the Financial Secretary. After some research and adjusting security settings, we determined the Bookkeeper could process the online donations using a different method without jeopardizing our stringent procedures or violating the "separation of duties". After running parallel for November and December and obtaining identical results, Patti has been relieved of her final tasks. Thank you, Patti!

Respectfully submitted,

Shirley Carlberg, co-chair, Finance Board and Greg Lakes, Treasurer



REPORT OF THE ENDOWMENT COMMITTEE

December 15, 2021

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

Absent: Ellen Mink

The following documents were emailed to the committee in preparation for the meeting:

- Endowment Fund Policies and Procedures 2019.11.25
- Bylaw 15 Endowment
- Endowment Committee 2020.11.19 minutes
- Account statements for our accounts

Reviewed November 30, 2021 Statements, ending balances:

- Thrivent Charitable UC Endowment Building & Grounds \$51,733.22
- Thrivent Charitable UC Endowment Mission & Service \$28,484.91

Upon review of the policies and procedures it was noted that until we have at least \$500,000 there will be no distribution of funds and we were reminded that after that threshold is met distributions may or may not be recommended in any given year.

We are tasked with inviting gifts to the endowment and Dave will write an article for our e-news.

Recorder - Dave Kobersmith



2021 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	400.94	2,000.00	-1,599.06	20.05 %
4120 Pledged Gifts	241,289.07	250,000.00	-8,710.93	96.52 %
4130 Unpledged Gifts	61,485.04	50,000.00	11,485.04	122.97 %
4140 Member-Directed Outreach	35,435.62	6,000.00	29,435.62	590.59 %
4150 Spec Collections for Operations	931.99	1,000.00	-68.01	93.20 %
Total 4100 Pledges & Gifts	339,542.66	309,000.00	30,542.66	109.88 %
4200 Fundraising Income				
4201 Kroger	367.29	500.00	-132.71	73.46 %
4202 Amazon Smile	319.01	350.00	-30.99	91.15 %
4203 Facebook income	2,214.00	500.00	1,714.00	442.80 %
4220 VISA rewards	406.94	250.00	156.94	162.78 %
4221 Lunch Fundraisers		1,000.00	-1,000.00	
4222 Special Events, Concerts		200.00	-200.00	
4223 Flowers	595.00	300.00	295.00	198.33 %
4224 Merchandise	295.00		295.00	
Total 4200 Fundraising Income	4,197.24	3,100.00	1,097.24	135.39 %
4300 Other Operating Income				
4310 Unrestricted Special Gifts	41,280.57	41,280.57	0.00	100.00 %
4320 Weddings, funerals, memorials		500.00	-500.00	
4320.1 Income	1,850.00		1,850.00	
4320.2 Expense	-900.40		-900.40	
Total 4320 Weddings, funerals, memorials	949.60	500.00	449.60	189.92 %
4330 Rents and Building Use		1,000.00	-1,000.00	
4330.1 Income	594.00		594.00	
Total 4330 Rents and Building Use	594.00	1,000.00	-406.00	59.40 %
Total 4300 Other Operating Income	42,824.17	42,780.57	43.60	100.10 %
4500 Investment Income				
4501 Curr Year Lambert Trust Income	22,125.60	21,120.00	1,005.60	104.76 %
4510 Interest Earned	476.73	500.00	-23.27	95.35 %
Total 4500 Investment Income	22,602.33	21,620.00	982.33	104.54 %
Total Revenue	\$409,166.40	\$376,500.57	\$32,665.83	108.68 %
GROSS PROFIT	\$409,166.40	\$376,500.57	\$32,665.83	108.68 %
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	15,135.96	15,136.02	-0.06	100.00 %
6001.2 Pastor's Housing Allowance	54,999.96	55,000.00	-0.04	100.00 %
6001.3 Pastor's Social Security Reimb	5,365.44	5,365.40	0.04	100.00 %
6001.4 Pastor's Health Insurance	10,934.00	11,920.00	-986.00	91.73 %
6001.5 Pastor's Dental Plan	467.50	510.00	-42.50	91.67 %

2021 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6001.6 Pastor's Life/Disability Ins	965.35	1,031.21	-65.86	93.61 %
6001.7 Pastor's Pension Plan	9,008.96	9,819.04	-810.08	91.75 %
6001.9 Pastor's Professional Expenses	2,878.39	3,500.00	-621.61	82.24 %
Total 6001 Pastor's Compensation	99,755.56	102,281.67	-2,526.11	97.53 %
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	37,788.92	37,788.77	0.15	100.00 %
6003.2 Office Admin Health Benefits	10,978.20	11,920.00	-941.80	92.10 %
6003.3 Office Admin Dental Plan	170.20	510.00	-339.80	33.37 %
6003.4 Office Admin Life/Dis		566.61	-566.61	
Total 6003 Office Admin Compensation	48,937.32	50,785.38	-1,848.06	96.36 %
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	23,219.56	23,219.68	-0.12	100.00 %
Total 6004 Church Admin Compensation	23,219.56	23,219.68	-0.12	100.00 %
6005 DMM Compensation				
6005.1 DMM Compensation	26,051.34	26,051.70	-0.36	100.00 %
6005.4 DMM Professional Expenses		300.00	-300.00	
Total 6005 DMM Compensation	26,051.34	26,351.70	-300.36	98.86 %
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,593.31	11,578.42	14.89	100.13 %
6011.2 Youth Director's Assist Comp	2,661.20	2,678.52	-17.32	99.35 %
6012 Bell Choir Director	3,399.76	3,399.66	0.10	100.00 %
6013 Video Editor	7,252.00	6,350.00	902.00	114.20 %
6014 Bookkeeper	5,400.00	5,400.00	0.00	100.00 %
6015 Custodian's Compensation	11,584.71	11,455.62	129.09	101.13 %
6016 Child Care	925.30	3,000.00	-2,074.70	30.84 %
6020 Guest Preacher (Pulpit Supply)	400.00	400.00	0.00	100.00 %
6021 Organist & Director Substitutes		500.00	-500.00	
6022 Pastoral Support	9,104.93	9,105.00	-0.07	100.00 %
6023 Program Support	3,570.02	4,400.00	-829.98	81.14 %
Total 6010 Misc Staff Compensation	55,891.23	58,267.22	-2,375.99	95.92 %
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	8,744.16	9,156.46	-412.30	95.50 %
6027 Worker's Comp Insurance	1,214.00	1,300.00	-86.00	93.38 %
6028 Staff Training	348.00	500.00	-152.00	69.60 %
6030 Pastoral Leave Saving Fund	3,999.96	4,000.00	-0.04	100.00 %
Total 6025 Misc Staff Expenses	14,306.12	14,956.46	-650.34	95.65 %
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	1,456.05	1,500.00	-43.95	97.07 %
6102 Telephone Expenses	2,448.43	2,600.00	-151.57	94.17 %
6103 Website Maintenance	1,347.26	1,200.00	147.26	112.27 %
6105 Copier	4,466.68	5,000.00	-533.32	89.33 %
6106 Paper	1,020.56	500.00	520.56	204.11 %

2021 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6107 Postage	1,617.73	1,850.00	-232.27	87.44 %
6108 Office Supplies	640.90	600.00	40.90	106.82 %
6109 Administrative Expenses	1,497.28	1,200.00	297.28	124.77 %
6110 Credit Card Fees	3,702.80	3,800.00	-97.20	97.44 %
6111 Vehicle Exp (Mileage Reimb etc)	241.42	1,250.00	-1,008.58	19.31 %
Total 6100 ADMINISTRATION EXPENSES	18,439.11	19,500.00	-1,060.89	94.56 %
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	2,597.70	5,000.00	-2,402.30	51.95 %
6202 Stewardship Expenses		500.00	-500.00	
6203 Line of Credit / Mortgage Prmt	6,385.41	4,000.00	2,385.41	159.64 %
6204 Other Finance Board Expenses	197.00	220.00	-23.00	89.55 %
Total 6200 FINANCE EXPENSES	9,180.11	9,720.00	-539.89	94.45 %
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	10,516.97	15,000.00	-4,483.03	70.11 %
6302 Liability Insurance	10,401.00	9,600.00	801.00	108.34 %
6303 Maintenance Contracts	5,052.03	10,000.00	-4,947.97	50.52 %
6304 Contract Labor		500.00	-500.00	
6310 Natural Gas	2,520.31	3,500.00	-979.69	72.01 %
6311 Water, Sewer & Sprinkler	1,653.78	2,100.00	-446.22	78.75 %
6312 Electric	5,974.50	7,000.00	-1,025.50	85.35 %
6313 Electric Demand Charge	2,395.00	3,200.00	-805.00	74.84 %
6320 Materials and Services	765.26	1,000.00	-234.74	76.53 %
6321 Janitorial Supplies	195.45	1,500.00	-1,304.55	13.03 %
Total 6300 PROPERTY EXPENSES	39,474.30	53,400.00	-13,925.70	73.92 %
6400 FAITH DEVELOPMENT EXPENSES				
6402 Children's Ministry	100.55	500.00	-399.45	20.11 %
6403 Adult Ministry	277.38	200.00	77.38	138.69 %
6404 Youth Ministry	3,193.24	4,500.00	-1,306.76	70.96 %
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	3,971.17	6,100.00	-2,128.83	65.10 %
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee	501.85	500.00	1.85	100.37 %
6520 Family Ministry	44.00		44.00	
6521 Outreach (Evangelism & Adv)	1,750.00	2,175.00	-425.00	80.46 %
6525 Other CL&G Expense	100.00	500.00	-400.00	20.00 %
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	2,395.85	3,175.00	-779.15	75.46 %
6600 WORSHIP EXPENSES				
6601 Worship Supplies	1,760.74	1,500.00	260.74	117.38 %
6602 Audio-Visual Broadcast Expense	1,885.95	2,000.00	-114.05	94.30 %
6605 Adult Choir Music & Support	155.89	400.00	-244.11	38.97 %

2021 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6606 Bell Choir Music & Support	303.32	400.00	-96.68	75.83 %
6608 Orchestra		500.00	-500.00	
6610 Instrument Maintenance	110.00	2,500.00	-2,390.00	4.40 %
Total 6600 WORSHIP EXPENSES	4,215.90	7,300.00	-3,084.10	57.75 %
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	21,222.25	20,140.00	1,082.25	105.37 %
6715 Member Directed Outreach	35,435.62	6,000.00	29,435.62	590.59 %
6730 KY Council of Churches		1,000.00	-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	56,657.87	27,340.00	29,317.87	207.23 %
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	947.14	1,000.00	-52.86	94.71 %
6802 Stephen Ministries	1,999.76	2,000.00	-0.24	99.99 %
Total 6800 NURTURE & CARE EXPENSES	2,946.90	3,000.00	-53.10	98.23 %
Total Expenditures	\$405,442.34	\$405,397.11	\$45.23	100.01 %
NET OPERATING REVENUE	\$3,724.06	\$ -28,896.54	\$32,620.60	-12.89 %
Other Revenue				
5000 NON-OPERATING INCOME				
5010 Unrestrict Mem/Bequest Gifts	547,468.11		547,468.11	
5012 Endowment / Investment Income	35,469.60		35,469.60	
5014 Misc Other non-Operating Income	1,100.57		1,100.57	
Total 5000 NON-OPERATING INCOME	584,038.28		584,038.28	
5100 RESTRICTED GIFTS, Non-Oper				
5130 PROPERTIES				
5130.01 Special Projects	2,850.28		2,850.28	
Total 5130 PROPERTIES	2,850.28		2,850.28	
5140 FAITH DEVELOPMENT				
5140.01 Leadership Development	125.00		125.00	
5140.03 Youth Group	520.00		520.00	
Total 5140 FAITH DEVELOPMENT	645.00		645.00	
5160 WORSHIP				
5160.02 Music Fund	100.00		100.00	
5160.03 Organ Fund	230.00		230.00	
Total 5160 WORSHIP	330.00		330.00	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	6,940.00		6,940.00	
5170.03 Emergency Assistance	7,455.00		7,455.00	
5170.04 M Tooley Estate	1,961.00		1,961.00	
5170.11 No Child Cold / Hungry	500.00		500.00	
Total 5170 MISSION & SERVICE	16,856.00		16,856.00	

2021 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5180 NURTURE & CARE	181.00		181.00	
5190 PASTORS	450.00		450.00	
Total 5100 RESTRICTED GIFTS, Non-Oper	21,312.28		21,312.28	
Total Other Revenue	\$605,350.56	\$0.00	\$605,350.56	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial / Bequest	547,468.11		547,468.11	
7010 Trans to Reserves (non-oper)	57,882.45		57,882.45	
Total 7000 Other / Non-Operating Expenses	605,350.56		605,350.56	
Total Other Expenditures	\$605,350.56	\$0.00	\$605,350.56	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$3,724.06	\$ -28,896.54	\$32,620.60	-12.89 %



Blessing of the Animals Saturday
-- time changed: NOON - 2 PM

Berea Municipal Utilities Parking Lot -
near the **NEW Dog Park**

Social Distance & Masks Bless Everyone (And Are Required!)
Sponsored by Union Church, Berea (union-church.org)

We have Drive Thru Blessings!
And Can't Bring Your Critter? Bring a Picture
and We'll Send a Blessing Home With You!
Stuffed critters welcome too!
Free and Open to the Public

love demands

*Good Saint Francis, Patron Saint of animals, you
loved all of God's creatures.
To you they were brothers and sisters.
Help us to follow your example of treating every
living thing with kindness.
Dear God, watch over and keep my dear
companion safe and healthy.*

Kate & Iris

Received a blessing on
10-09-2021

offered by
Rev. Kent Gilbert of Union Church, Berea, KY
union-church.org
Join us online Sundays at 10:30

*"The righteous care for their animals."
Proverbs 12:10*

UNION CHURCH
love demands



2021 STATEMENT OF FINANCIAL POSITION

As of December 31, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	35,192.89
1104 People's Checking 5124	-23,058.64
1105 People's Sweep Acct 512499	754,924.38
1110 Peoples CD	100,300.27
1111 Putnam Investment Acct (37375)	2,717.13
1112 Thrivent NFS - Organ Fund	30,840.50
Total Bank Accounts	\$900,916.53
Other Current Assets	
1400 InFaith Endowment Fund	82,125.35
1401 Pre-paid Expense	7,363.11
Total Other Current Assets	\$89,488.46
Total Current Assets	\$990,404.99
TOTAL ASSETS	\$990,404.99



2021 STATEMENT OF FINANCIAL POSITION

As of December 31, 2021

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2102 A/P Pass-thru funds collected	20,701.52
24000 Payroll Liabilities	0.00
2403 FSA Liabilities	229.13
2420 Kent Gilbert Sabbatical Fund	7,881.32
Total 24000 Payroll Liabilities	8,110.45
Total Other Current Liabilities	\$28,811.97
Total Current Liabilities	\$28,811.97
Long-Term Liabilities	
2910 Capital Campaign Line of Credit	37,266.26
Total Long-Term Liabilities	\$37,266.26
Total Liabilities	\$66,078.23
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestrict Mem/Bequest Funds	27,112.00
3020 Unrestricted Carryover Funds	8,972.54
3030 Lambert Fund	366.16
3040 Hutchins Capital Improvement	35,192.89
3050 Transformation fund	142,092.03
3090 Capital Campaign	0.00
3091 Campaign Capital Income	1,709,565.55
3092 Capital Campaign Expenses	-1,709,565.55
Total 3090 Capital Campaign	0.00
Total 3000 Unrestricted Net Assets - CC	213,735.62



2021 STATEMENT OF FINANCIAL POSITION

As of December 31, 2021

	TOTAL
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	6,963.87
Total 3110 ADMINISTRATIVE BOARD	6,963.87
3120 FINANCE BOARD	
3120.01 Contingency Fund	5,999.93
3120.02 Misc Memorial	140.00
3120.03 Evan Thomas Memorial	1,316.37
3120.06 Drake memorial	5,317.24
3120.09 Guy Patrick Memorial	900.00
3120.14 K Burke memorial	3,805.00
3121 Thrivent Action Income	220.26
3122 Investment Accums	374,001.11
3125 InFaith Endowment Fund	0.00
3125.01 Unrestricted	19,971.26
3125.02 Properties	32,993.43
3125.03 Missions	29,160.66
Total 3125 InFaith Endowment Fund	82,125.35
Total 3120 FINANCE BOARD	473,825.26
3130 PROPERTIES BOARD	
3130.01 Special Projects	8,809.26
3130.02 Memorial Garden	396.91
3130.03 Sanctuary Lights	330.15
Total 3130 PROPERTIES BOARD	9,536.32
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	8,843.81
3140.02 Confirmation Class	2,981.72
3140.03 Youth Group	5,046.70
3140.04 Rainbow Alliance	2,582.67
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	21,751.45
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	7,623.36
3150.02 Wednesday Night Live	269.94

2021 STATEMENT OF FINANCIAL POSITION

As of December 31, 2021

	TOTAL
Total 3150 COMM LIFE & GROWTH BOARD	7,893.30
3160 WORSHIP BOARD	
3160.01 Worship & Art	6,517.34
3160.02 Music Fund	1,190.50
3160.03 Organ Fund	37,471.19
3160.04 Guest Musician	6,231.54
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	4,766.52
Total 3160 WORSHIP BOARD	57,113.09
3170 MISSION & SERVICE BOARD	
3170.01 Mission Outreach	8,492.49
3170.03 Emergency Assistance	7,485.64
3170.04 M Tooley Estate	4,499.28
3170.05 Women's Creative Sewing & Craft	2,304.94
3170.06 Mission Trip Support	625.82
3170.11 No Child Cold or Hungry	1,923.56
3170.12 Katosi Women's Development Trus	20.00
Total 3170 MISSION & SERVICE BOARD	25,351.73
3180 NURTURE & CARE BOARD	
3180.01 Nurture & Care	393.22
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	1,861.82
Total 3180 NURTURE & CARE BOARD	2,323.22
3190 PASTORS	
3190.01 Pastors' Discretionary Fund	1,808.57
Total 3190 PASTORS	1,808.57
Total 3100 Temp Restricted Net Assets	606,566.81
32000 Retained Earnings	0.00
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,300.27
Total 3300 Perm Restricted Net Assets	100,300.27
Net Revenue	3,724.06
Total Equity	\$924,326.76
TOTAL LIABILITIES AND EQUITY	\$990,404.99

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 2022 Operational Budget, the Congregation makes the following policies as a part of this Budget:

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

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

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

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

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

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

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

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

Christmas Eve Cookie/Candy Donations

Community Life and Growth Board would like to provide holiday treat boxes for people to bring home from the 8:30 p.m. Christmas Eve outdoor service. To contribute, please bring individually wrapped cookies and other treats to the church between 10 am & 12pm, from NOW thru Wednesday, December 22 by noon. There will be a table set up across from the office for contributions.



2022 OPERATIONAL BUDGET

	Total			
	Actual thru 10/31/21	2021 Budget	Proposed 2022 Budget	Change
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	350.94	2,000.00	1,000.00	\$ 1,000.00
4120 Pledged Gifts	204,443.54	250,000.00	257,400.00	\$ 7,400.00
4130 Unpledged Gifts	46,661.79	50,000.00	54,879.00	\$ 4,879.00
4140 Member-Directed Outreach	10,424.00	6,000.00	10,000.00	\$ 4,000.00
4150 Spec Collections for Operations	730.99	1,000.00	1,000.00	\$ 0.00
Total 4100 Pledges & Gifts	\$ 262,611.26	\$ 309,000.00	\$ 324,279.00	\$ 15,279.00
4200 Fundraising Income				
4201 Kroger	367.29	500.00	350.00	\$ 150.00
4202 Amazon Smile	250.18	350.00	350.00	\$ 0.00
4203 Facebook income	618.00	500.00	500.00	\$ 0.00
4220 VISA rewards		250.00	0.00	\$ 250.00
4221 Lunch Fundraisers		1,000.00	1,000.00	\$ 0.00
4222 Special Events, Concerts		200.00	200.00	\$ 0.00
4223 Flowers	395.00	300.00	300.00	\$ 0.00
4224 Merchandise	295.00		250.00	\$ 250.00
Total 4200 Fundraising Income	\$ 1,925.47	\$ 3,100.00	\$ 2,950.00	\$ 150.00
4300 Other Operating Income				
4310 Unrestricted Special Gifts	34,400.00	41,280.57	27,000.00	\$ 14,280.57
4320 Weddings, funerals, memorials	349.60	500.00	500.00	\$ 0.00
4330 Rents and Building Use	594.00	1,000.00	1,000.00	\$ 0.00
Total 4300 Other Operating Income	\$ 35,343.60	\$ 42,780.57	\$ 28,500.00	\$ 14,280.57
4500 Investment Income				
4501 Curr Year Lambert Trust Income	22,125.60	21,120.00	22,000.00	\$ 880.00
4510 Interest Earned	405.33	500.00	500.00	\$ 0.00
Total 4500 Investment Income	\$ 22,530.93	\$ 21,620.00	\$ 22,500.00	\$ 880.00
Total Revenue	\$ 322,411.26	\$ 376,500.57	\$ 378,229.00	\$ 1,728.43
Gross Profit	\$ 322,411.26	\$ 376,500.57	\$ 378,229.00	\$ 1,728.43
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	12,613.30	\$ 15,136.02	\$ 16,044.18	\$ 908.16
6001.2 Pastor's Housing Allowance	45,833.30	\$ 55,000.00	\$ 58,300.00	\$ 3,300.00
6001.3 Pastor's Social Security Reimb	4,471.20	\$ 5,365.40	\$ 5,687.32	\$ 321.92
6001.4 Pastor's Health Insurance	9,940.00	\$ 11,920.00	\$ 12,528.00	\$ 608.00
6001.5 Pastor's Dental Plan	425.00	\$ 510.00	\$ 510.00	\$ 0.00
6001.6 Pastor's Life/Disability Ins	877.67	\$ 1,031.21	\$ 1,115.16	\$ 83.95
6001.7 Pastor's Pension Plan	8,190.70	\$ 9,819.04	\$ 10,408.18	\$ 589.14

2022 OPERATIONAL BUDGET

	Total			
	Actual thru 10/31/21	2021 Budget	Proposed 2022 Budget	Change
6001.9 Pastor's Professional Expenses	1,832.64	\$ 3,500.00	\$ 3,500.00	\$ 0.00
Total 6001 Pastor's Compensation	\$ 84,183.81	\$ 102,281.67	\$ 108,092.85	\$ 5,811.18
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	30,521.82	\$ 37,788.77	\$ 40,056.10	\$ 2,267.33
6003.2 Office Admin Health Benefits	9,126.20	\$ 11,920.00	\$ 12,528.00	\$ 608.00
6003.3 Office Admin Dental Plan	170.20	\$ 510.00	\$ 510.00	\$ 0.00
6003.4 Office Admin Life/Dis		\$ 566.61	\$ 1,621.39	\$ 1,054.78
Total 6003 Office Admin Compensation	\$ 39,818.22	\$ 50,785.38	\$ 54,715.49	\$ 3,930.11
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	18,754.26	\$ 23,219.68	\$ 25,541.65	\$ 2,321.97
Total 6004 Church Admin Compensation	\$ 18,754.26	\$ 23,219.68	\$ 25,541.65	\$ 2,321.97
6005 DMM Compensation				
6005.1 DMM Compensation	21,041.39	\$ 26,051.70	\$ 27,614.80	\$ 1,563.10
6005.4 DMM Professional Expenses		\$ 300.00	\$ 300.00	\$ 0.00
Total 6005 DMM Compensation	\$ 21,041.39	\$ 26,351.70	\$ 27,914.80	\$ 1,563.10
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	9,648.70	\$ 11,578.42	\$ 12,273.13	\$ 694.71
6011.2 Youth Director's Assist Comp	2,214.78	\$ 2,678.52	\$ 2,839.23	\$ 160.71
6012 Bell Choir Director	2,745.96	\$ 3,399.66	\$ 3,603.64	\$ 203.98
6013 Video Editor	5,560.00	\$ 6,350.00	\$ 6,731.00	\$ 381.00
6014 Bookkeeper	4,500.00	\$ 5,400.00	\$ 5,724.00	\$ 324.00
6015 Custodian's Compensation	9,911.47	\$ 11,455.62	\$ 12,000.00	\$ 544.38
6016 Child Care	925.30	\$ 3,000.00	\$ 3,180.00	\$ 180.00
6020 Guest Preacher (Pulpit Supply)	400.00	\$ 400.00	\$ 400.00	\$ 0.00
6021 Organist & Director Substitutes		\$ 500.00	\$ 500.00	\$ 0.00
6022 Pastoral Support	7,081.61	\$ 9,105.00	\$ 9,651.30	\$ 546.30
6023 Program Support	2,070.00	\$ 4,400.00	\$ 8,268.00	\$ 3,868.00
Total 6010 Misc Staff Compensation	\$ 45,057.82	\$ 58,267.22	\$ 65,170.30	\$ 6,903.08
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	6,930.79	\$ 9,156.46	\$ 9,953.23	\$ 796.77
6027 Worker's Comp Insurance	1,214.00	\$ 1,300.00	\$ 1,300.00	\$ 0.00
6028 Staff Training	129.00	\$ 500.00	\$ 500.00	\$ 0.00
6030 Pastoral Leave Saving Fund	3,333.30	\$ 4,000.00	\$ 4,000.00	\$ 0.00
Total 6025 Misc Staff Expenses	\$ 11,607.09	\$ 14,956.46	\$ 15,753.23	\$ 796.77
6100 ADMINISTRATION EXPENSES	41.87			
6101 Computer Equipment & Supplies	1,162.24	\$ 1,500.00	\$ 1,500.00	\$ 0.00
6102 Telephone Expenses	2,071.41	\$ 2,600.00	\$ 2,600.00	\$ 0.00
6103 Website Maintenance	1,033.38	\$ 1,200.00	\$ 1,200.00	\$ 0.00
6105 Copier	3,545.52	\$ 5,000.00	\$ 5,000.00	\$ 0.00
6106 Paper	642.70	\$ 500.00	\$ 600.00	\$ 100.00
6107 Postage	1,537.38	\$ 1,850.00	\$ 1,900.00	\$ 50.00
6108 Office Supplies	400.71	\$ 600.00	\$ 500.00	\$ 100.00
6109 Administrative Expenses	1,234.81	\$ 1,200.00	\$ 1,500.00	\$ 300.00
6110 Credit Card Fees	2,881.78	\$ 3,800.00	\$ 3,800.00	\$ 0.00
6111 Vehicle Exp (Mileage Reimb etc)	19.77	\$ 1,250.00	\$ 1,000.00	\$ 250.00
Total 6100 ADMINISTRATION EXPENSES	\$ 14,571.57	\$ 19,500.00	\$ 19,600.00	\$ 100.00
6200 FINANCE EXPENSES				

2022 OPERATIONAL BUDGET

	Total			
	Actual thru 10/31/21	2021 Budget	Proposed 2022 Budget	Change
6201 Bookkeeping & Record Keeping	2,647.19 \$	5,000.00 \$	3,075.00 \$	1,925.00
6202 Stewardship Expenses	\$	500.00 \$	500.00 \$	0.00
6203 Line of Credit / Mortgage Pmt	5,485.41 \$	4,000.00 \$	1,000.00 \$	3,000.00
6204 Other Finance Board Expenses	197.00 \$	220.00 \$	220.00 \$	0.00
Total 6200 FINANCE EXPENSES	\$ 8,329.60 \$	\$ 9,720.00 \$	\$ 4,795.00 \$	4,925.00
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	7,382.77 \$	15,000.00 \$	12,500.00 \$	2,500.00
6302 Liability Insurance	10,401.00 \$	9,600.00 \$	11,000.00 \$	1,400.00
6303 Maintenance Contracts	2,870.28 \$	10,000.00 \$	8,500.00 \$	1,500.00
6304 Contract Labor	\$	500.00 \$	500.00 \$	0.00
6310 Natural Gas	2,120.01 \$	3,500.00 \$	3,500.00 \$	0.00
6311 Water, Sewer & Sprinkler	1,455.67 \$	2,100.00 \$	2,000.00 \$	100.00
6312 Electric	5,371.66 \$	7,000.00 \$	6,000.00 \$	1,000.00
6313 Electric Demand Charge	2,002.87 \$	3,200.00 \$	2,750.00 \$	450.00
6320 Materials and Services	717.56 \$	1,000.00 \$	1,000.00 \$	0.00
6321 Janitorial Supplies	195.45 \$	1,500.00 \$	1,500.00 \$	0.00
Total 6300 PROPERTY EXPENSES	\$ 32,517.27 \$	\$ 53,400.00 \$	\$ 49,250.00 \$	4,150.00
6400 FAITH DEVELOPMENT EXPENSES				
6402 Children's Ministry	84.26 \$	500.00 \$	500.00 \$	0.00
6403 Adult Ministry	214.43 \$	200.00 \$	200.00 \$	0.00
6404 Youth Ministry	2,307.06 \$	4,500.00 \$	4,500.00 \$	0.00
6405 Confirmation Class	\$	400.00 \$	400.00 \$	0.00
6407 Other Board Expenses & Gifts	\$	400.00 \$	400.00 \$	0.00
6408 College & Young Adult	\$	100.00 \$	200.00 \$	100.00
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 2,605.75 \$	\$ 6,100.00 \$	\$ 6,200.00 \$	100.00
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee	170.50 \$	500.00 \$	500.00 \$	0.00
6521 Outreach (Evangelism & Adv)	1,750.00 \$	2,175.00 \$	500.00 \$	1,675.00
6525 Other CL&G Expense	100.00 \$	500.00 \$	500.00 \$	0.00
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	\$ 2,020.50 \$	\$ 3,175.00 \$	\$ 1,500.00 \$	1,675.00
6600 WORSHIP EXPENSES				
6601 Worship Supplies	1,653.80 \$	1,500.00 \$	1,500.00 \$	0.00
6602 Audio-Visual Broadcast Expense	1,245.60 \$	2,000.00 \$	2,000.00 \$	0.00
6605 Adult Choir Music & Support	140.94 \$	400.00 \$	400.00 \$	0.00
6606 Bell Choir Music & Support	303.32 \$	400.00 \$	400.00 \$	0.00
6608 Orchestra	\$	500.00 \$	500.00 \$	0.00
6610 Instrument Maintenance	110.00 \$	2,500.00 \$	2,500.00 \$	0.00
Total 6600 WORSHIP EXPENSES	\$ 3,453.66 \$	\$ 7,300.00 \$	\$ 7,300.00 \$	0.00
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	17,599.84 \$	20,140.00 \$	21,929.53 \$	1,789.53
6715 Member Directed Outreach	10,186.10 \$	6,000.00 \$	10,000.00 \$	4,000.00
6730 KY Council of Churches	\$	1,000.00 \$	1,000.00 \$	0.00
6731 National Council of Churches	\$	100.00 \$	100.00 \$	0.00
6732 World Council of Churches	\$	100.00 \$	100.00 \$	0.00
Total 6700 MISSION & OUTREACH EXPENSES	\$ 27,785.94 \$	\$ 27,340.00 \$	\$ 33,129.53 \$	5,789.53
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	884.12 \$	1,000.00 \$	1,000.00 \$	0.00

2022 OPERATIONAL BUDGET

	Actual thru 10/31/21	2021 Budget	Total Proposed 2022 Budget	Change
6802 Stephen Ministries	349.76 \$	2,000.00 \$	1,000.00 \$	1,000.00
Total 6800 NURTURE & CARE EXPENSES	\$ 1,233.88	\$ 3,000.00	\$ 2,000.00	\$ 1,000.00
Total Expenditures	\$ 312,980.76	\$ 405,397.11	\$ 420,962.84	\$ 15,565.73
Net Operating Revenue	\$ 9,430.50	\$ 28,896.54	\$ 42,733.84	\$ 13,837.30

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

