

**Additions to
Slate of Officers
& Board
members made
at meeting (JE)**



170TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 3:00 PM MARCH 19, 2023

“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.”

JEAN BOYCE, MODERATOR

REV. KENT GILBERT, PASTOR

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TASKS OF ORDER FOR A MEETING OF THE CONGREGATION

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

Meeting Procedure:

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

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

Quorum:

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

Parliamentarian:

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

Minutes of the Previous Meeting:

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

Recognition of Our Paid Staff:

We are indebted to the daily work of our paid staff. Seen and unseen, they make possible our ministry in various and specialized ways. We offer our deep thanks for their contribution to the work of Union Church in 2022.

Denis Burton , Custodial Support
Shirley Carlberg, Bookkeeper
Joan English, Office Administrator
Carla Gilbert, Pastoral Support
Kent Gilbert, Pastor
Heather Hammond (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
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 MEETING OF UNION CHURCH

Sunday, March 20, 2022, 3:00 pm

Convening on Zoom, Reverend Kent welcomed the congregation and led us in prayer. Moderator Paul Smithson called the meeting to order and a quorum was declared.

Approval of the **minutes** of the March 21, 2021 annual meeting, July 25, 2021 called meeting for budget revision, and December 12, 2021 annual budget meeting, with no corrections, **passed** unanimously. Greg Lakes moved to accept the minutes in the 2021 Annual Report. Marty Hensley seconded the motion. Motion passed.

The Moderator opened the floor for discussion of individual reports. Dave Kobersmith called on each Board and questions were invited of participants. There were no questions except for the Finance Board.

Shirley Carlberg shared that our mid-year adjustments allowed us to finish the year 2021 with a small surplus. As required by our budget policy, 10% went to Mission Board, 10% to the Endowment, and the rest for Church Council to disperse in requests. The church received the Stewart-Hindman money. This was added to the endowment fund at Thrivent. After all debts were paid off, and \$1000 was deposited in each of the 5 standing Funds (list them here) . Bob Boyce asked why this year's budget begins with a deficit. Shirley explained that we often begin the year in the red with the unpredictability of amounts of giving. COVID has added to the uncertainty. Budget requests are as if there is no COVID. Mid-year adjustments will be made. The wait allows the Budget committee to better assess incoming funds.

Items for Action

- #1 An error made calculating 2021 salary for Pastoral Support has been corrected. The amount approved by the congregation in December was \$9,651.30. The correct amount is \$12,868.32. Thus increasing the budget deficit in December of \$42,733 to the corrected amount of \$45,950.86. Any increase in budgeted salary requires congregational approval and the Finance Board recommends making this correction now. Proposal was **accepted**. No second needed. (see attached budget)
- #2 Lovely slides shared by Rev. Kent allowed the congregation to see faces of board members and nominees. It's been a long two years and great to see familiar faces or - to some new participants - see new faces. Paul called for nominations from the floor with no response. The slate for the Nominating Board **passed** unanimously. Kim Kobersmith recognized Honorary Lifetime Deacons Kelly Mehler, Teri Mehler, Patti Smithson and Paul Smithson. This is a celebration of time and work spent with the church over the years. Thankful acceptance was **unanimous**.

Recognition of Paid Staff. The above and beyond workings of our staff have allowed us to carry out church business for the last two years. Carla Gilbert mentioned we should also thank our volunteer Technology crew. Volunteer musicians have also added to our worship experience.

Announcements

Celebrations of Rev. Kent's 25 years of service to Union Church and 100 years since the building of our sanctuary/Community Room building will be forthcoming this year. Joan English has spent 29 years as Office Administrator. Her recognition of 30 years will come next year!

Rev. Kent announced plans to resume worship at Union Church for everyone March 27. Hallelujah! Madison County has been in the green for the last two weeks. Masks are encouraged.

Grace McKenzie has published an extraordinary children's book on the life and educational work of Michelle Tooley. Copies are now available.

Paul Smithson asked for a motion to adjourn the meeting. Hazel Morris so moved and Carla Gilbert seconded.

Rev. Kent closed with prayer and many thanks to those leaving and those coming on board. The meeting ended at 4:05.

Linda Parsons, Clerk

CONGREGATIONAL MEETING REGARDING BUDGET REVISION

Sunday, July 31, 2022, 3:00 pm

The meeting opened, on Zoom, with Jean Boyce, Moderator, welcoming the congregation.

Declaring a quorum, Jean appointed Bob Boyce Parliamentarian. Reverend Kent offered the opening prayer.

Presentation of 2022 To date Finances and Budget revisions

First on the agenda was to vote on the Proposed Budget Revision. Greg Lakes, Treasurer, presented the church's actual deficit as of July 2022. Using this amount, \$10,862, as the church is about half way through the year, the Finance Board estimated that the end of year deficit will be \$39,918.47. This number is actually a little better than expected. Dave Kobersmith, Church Administrator, shared details of how funds were redistributed.

After discussion from the congregation about how the church would manage such a large deficit, Marty Hensley, Finance Board, emphasized that the proposed deficit could be covered this year but it is not feasible to continue this way. The church has funds for use in emergencies but cannot sustain large deficits. Dave and Rev. Kent agreed that giving needs to increase.

With the church's demographics, fewer members give. One solution would be that since fewer people tithe in these times, maybe more people could give, but a lesser amount. Carla Gilbert, Pastoral Support, emphasized the church needs more members for funds but also to spread the word of Christ, to share the good news. Kim Kobersmith, Church Council Chair, added that there is a Visioning Committee being formed to address ways to reduce the deficit and rethink income options. It is not just a Union Church problem. Fellowship One Go allows pledging with ease. Greg Lakes moved to accept the Proposed Budget Revision. No second needed because the proposal came from Church Council. The proposal passed unanimously.

Discussion

- What is needed next?
- What will support and serve the faith of members and community best in the coming months?
- Are there projects or ministries the Spirit has put on your heart or mind for Union Church?
- Questions or concerns for Church Council, Pastor, or Boards?

Maria Hartz noted open Board positions and asked if out of town, Zoom members could participate. Faith Development, Mission & Service, and Nurture & Care Boards each have one opening. The answer is a resounding, "Yes." Dorothy Chao, living in Arizona, is an active member of the Mission & Service Board.

Not everyone in the congregation has a computer or way of watching church services on line. Carla Gilbert suggested a radio broadcast to reach more people.

With the disastrous recent floods in Eastern Kentucky on our minds, Tennant Kirk expressed concerns about our helping, maybe through Red Bird Mission. Betsy Whaley and Chris McKenzie may be helpful there with their employment positions. Donna Lovell added that many Eastern Kentucky University and Berea College students live in Eastern Kentucky. As they return to school we need to reach out to them in some way.

It was reported that Debbonnaire Kovacs has joined the Pastoral Relations Board. Thank you Debbonnaire for sharing your many talents in an additional way!

Report from the Pastor

Our Mission

- Unbounded Hospitality
- Risk-Taking Mission and Service
- Passionate Worship
- Intentional Inspirational Faith Development
- Extravagant Generosity and Care

Rev. Kent imagines the church working in teams to contribute to the whole. To live like Jesus. All are welcome to come to church. Immunocompromised please be careful. Keep in contact with members who are not tech savvy. Suggestions include snail mail and phone calls. Check on those not in worship. Jean closed the meeting and Rev. Kent led us in prayer.

Linda Parsons, Clerk

ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 11, 2022, 3:00 pm

Jean Boyce, Moderator, welcomed the congregation to the meeting. Acknowledging a quorum, Jean appointed Bob Boyce Parliamentarian. Reverend Kent opened the meeting with prayer.

Presentation of 2022 Year-to-Date Finances

Dave Kobersmith, Church Administrator, shared a slide of 2022 finances for the year through October 2022 showing income totals of \$315,377 and expense totals of \$340,991 for a deficit of \$25,614. The Finance Board has experienced similar problems to other faith communities and charitable organizations. Pledges were more predictable in the past. Retired congregants may have given less often. Overdue pledges contributed to the problem. The church lost 15 members to death or moving away. Among these members were givers of significant amounts. Over-and-above giving in December alleviated the situation by \$23,000. Giving Tuesday produced good results.

To take advantage of the Warren Lambert Fund, the Church used 40%. 20% was deposited into the endowment and 20% for separate accounts (Worship & Arts, Faith Development's Leadership Development, Properties Board's Special Projects, Mission & Service, Community Life & Growth's Special Projects). This amount is slightly more than \$19,000. With the overriding of the Financial Policy the Lambert Fund may be used to cover the remaining deficit. The cost of a video editor was taken out of the budget but we were able to use a generous gift from a family foundation in 2020 called the Transformation Fund. We have dipped into cash reserves with no way to repay. Marty Hensley stressed that we can manage this year but must find ways to avoid this situation in the future. With due diligence and faith we trust the deficit will be lowered and solutions put in place to prevent future shortcomings. Jean Boyce closed discussion of the 2022 budget. Action not required.

Presentation and Discussion of a Proposed Budget for 2023

The fiscal year budget deficit for 2023 was projected to be \$23,691. To lessen this total, cost of living increases for staff were granted but the amount of increase is not enough to match inflation rates. Also in an effort to reduce the deficit, funds for the Handbell Ensemble will only last a year using saved funds. Without increased giving the church may have to do without the Bell Choir. Initially the deficit was \$85,000. The Finance Board and Church Council have spent much time and effort searching for ways to balance the budget. Betsy Whaley pointed out attendance in churches in the U.S. is declining. She suggested we reexamine the direction the church is headed and concentrate on how to get there. Encouraging members to stay up to date on their pledges could help with the deficit. Dave mentioned specifically changing the amount of funds Mission and Outreach has available from 7% to \$1,500. Another suggestion was writing grants to support Ministry programs such as the church's music and youth.

Paul Smithson called for the vote. Do we, the church, accept this proposed 2023 budget that shows a deficit of \$23,691? No second was needed. The motion **passed unanimously**. With no further business Jean ended the meeting. Reverend Kent closed with a blessing.

The church would like to express appreciation to Shirley Carlberg, Bookkeeper, and Marty Hensley, AV Crew, as they retire from their positions. These individuals have gone above and beyond in their tireless service to Union Church. Thank you Shirley and Marty.

Linda Parsons, Clerk

REPORT OF THE NOMINATING BOARD

Names in **bold print** to be elected at Annual Meeting. Names in regular print have been elected and are already serving. You are welcome, and encouraged, to volunteer to be elected to one of these Boards at this meeting.

OFFICERS:

Treasurer: Greg Lakes 2025

Financial Secretary: Reda Hutton 2024

Clerk: Linda Parsons 2024

Moderator: **Steve Gowler '24** (Nomination from floor 3-19-23)

Vice Moderator & Chair of Church Council: **Kim Kobersmith 2024**

ADMINISTRATION BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Martina Jackson	Donna Lovell *	Reda Hutton Nancy Adams

COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Sarah Rohrer Sue Blyth	Deb Beishline	Betty Sarafin

FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Tina Parker	Grace McKenzie Susan Schmied Maria Hartz	

FINANCE BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Martin Hensley	Patti Smithson	Charles Hoffman Robert Rorrer (Nomination from floor 3-19-23)

MISSION AND SERVICE BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Paul Smithson Paul Jacobs	Tennant Kirk* Dorothy Chao	Carla Gilbert

NURTURE AND CARE BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Donna Rath Hazel Morris	Rhonda Cardwell John Payne Carla Baumann	Susie Ritchie (Nomination from floor 3-19-23)

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Steve Gowler	Steve Bolster * Debbonnaire Kovacs	Dodie Murphy

PROPERTIES BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Sally Hindman	Howard Carlberg	Jeff Hutton Kelly Mehler

WORSHIP BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
E.J. Stokes Jennifer Melton* Teresa Gowler	Diane Bailey	Paul Jacobs (Nomination from floor 3-19-23)

ENDOWMENT COMMITTEE:

Treasurer: Greg Lakes

Finance Board Representative: Charles Hoffman

Church Council Representative: Kim Kobersmith

Congregational Representative: Sune Frederiksen (2026)

The following are the Responsibility of the Church Council:

NOMINATING BOARD:

<u>CLASS OF 2024</u>	<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>
Kim Kobersmith	Rachel Lakes *	Laura Nagle Jeff From

HONORARY LIFETIME DEACONS

CURRENTLY SERVING

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

FOR ELECTION

Charles Hoffman
Gail Wolford

REPORT OF THE MODERATOR

Last year's Moderator Paul Smithson reported that the previous 2 years were like a stuck record with Covid surges and its variants. Thankfully this year we returned to in-person worship in the sanctuary, and have shared renewed community fellowship. We, in the sanctuary, and our on-line worship are benefitting from the new sound booth on the main floor and upgrades to sound and video systems.

A cautious sigh of relief that more damage was not done when, during our late December frigid weather, a small section of the sprinkler system froze and dumped a prodigious amount of water onto and through the balcony to the sanctuary and to the Community Room below. Thanks to many hands—especially Joan, Dave and Kent who were immediately on hand to assist in damage control, cleanup and dry out!

Since my new term as Moderator began following the March Annual Meeting, 2022, I have presided over the Budget Revision Meeting July 31, the Annual Budget Meeting December 11, and will preside over the Annual Meeting and election of officers, March 19, 2023. In addition, I have assisted Rev Kent as we accepted new members, in person and remotely. It's been a privilege to attend the Church Council meetings to see our valued Boards in action on behalf of all those who call Union Church home.

Since Bob and I will be moving to Knoxville in the near future, I have resigned this position, but stand ready to assist whomever you elect to complete the remainder of my term. It's been a privilege to serve again in this office.

Respectfully submitted, Jean Boyce



*God is our refuge and strength,
a very present help in trouble.
Therefore we will not fear, though the earth should change,
though the mountains shake in the heart of the sea,
though its waters roar and foam,
though the mountains tremble with its tumult.*

~ Psalm 46:1-3 (NRSVue)

Tumult and change were certainly a part of our congregational experience in 2022, but even more so, the refuge and strength of God's grace expressed in a strong community of faith. Through pandemic vagaries and health challenges, God has given us both work to do and the means to accomplish it.

We began the year with COVID-19 infections still prevalent, but we carried out our plan to remain safely open by adjusting masking and distance requirements to the level of community infection. During the winter, numbers remained very limited with rarely more than 10-15 people physically present for each service and no singing choir. Though we did have members who contracted the disease, there were no deaths and no mass outbreaks resulted. We were able to have strong participation virtually, as in previous months and with infection numbers improving were able to celebrate the full spectrum of Holy Week and Easter services in person for the first time in 2 years. How powerful it was to hear "Christ the Lord Is Risen Today" from a gathering of the faithful singing together.



Interrupting our emergence into the new normal was an acute flu-like infection that came just before Pentecost at the end of May. Along with several others I also contracted the virus, but weakened with the continuing long-Covid syndrome, I was severely debilitated and needed to miss 3 weeks of services. Despite having to simply drop everything in their lap, the Worship Planning team who works weekly with me arranging services, was up to the challenge. They were able to quickly mobilize both material and volunteers and lifted beautiful services during this time. The preparation and knowledge cultivated over the previous years of planning allowed them to step in at a time of need and I'm very grateful. I am doubly grateful that after 3 weeks the crushing exhaustion and mental fog began to lift and that I was able to return to full-time work by the end of June. Further good news came upon the implementation in mid-August of some therapies that began to alleviate the Long Covid symptoms almost entirely. By mid-September my ability to process and retain information was increasing, my sleep was regulating, and the limited energy grew to near-normal levels.

Programmatically, 2022 was spent largely starting from scratch in nearly every area and reconnecting to programs and people. David Jones and Confirmation mentors completed a wonderful season of learning culminating in an October 30th celebration of the 5 confirmands. David also began a new college fellowship "Connexions" that has been an important new outreach. Bible studies and other zoom fellowship opportunities for ministries like Stephen Ministry, Coffee with Kent, Memory Keepers, etc. also continued and helped us extend our fellowship and support.



The Properties Board and the Worship Board completed a wonderful new addition to our sanctuary in honor of the 100 year anniversary of the building: a new and improved sound system was installed in December, replacing the 24 year old speakers that had worn out, and a magnificent new Audio Visual booth was built and added to the rear of the main floor of the sanctuary. By relocating two pews to the back walls, no seats were lost, and an aisle behind the last pew was preserved. This new addition was lovingly crafted by Jeff Hutton, Kelly Mehler, and many auxiliary craftspersons, a true community effort! They were able to carry through the design elements and exact molding profiles of the original building – making the new addition feel and appear as though it has always been there. The

relocation of the sound and video systems here allows for much greater ease of use, returns the balcony area where our makeshift video station used to be back to prime seating again. It also helped us tame the miles of cables and wires needed to bring a loving and joyful worship to those watching from a distance. A fitting addition for the next century of use!

In other work, staff and Church Council worked diligently on a strategy for communications and member relations. At the time of this writing, those ideas are being nudged toward implementation and include spending some of the Transformation Grant (received in 2020) to hire staff to assist with database and social media communications. Our goal is to better get the right message to the right people in the right way, and in so doing strengthen connections and support. For the first time since the pandemic began we have again been receiving new members and have been blessed by many, many in-person and online visitors and friends. We began (and will continue) to practice and hone our hospitality skills and are looking forward to welcoming more and more folk to fellowship and mutual service.

This is particularly important as our pre-Covid financial base, reliant on resident member families, is changing drastically. We again suffered significant losses of longtime members to both death and relocations in 2022. For that reason, we have been at pains to help new friends become “church family” and “church family” to become strong supporters of the worship and work we steward together. As the record will show we ended 2022 with a significant deficit, our first and greatest in many years. Expenses have not decreased, however, and so we enter 2023 wanting to find both companions in this work and new and creative financial resources, connecting the growing online community to the vital worship and witness Union upholds. It’s our hope that through new, and better, communications we can grow our base of members. We have also formed a grants team to explore funding for important projects and ministry of interest to foundations. Without being pessimistic, it’s important to say unequivocally that we are at a crossroads: we cannot continue to minister without resources and we do not currently have enough. I am hoping that all who love and care for this work will join in some renewed efforts to think boldly and creatively as we explore options together in 2023.

Finally the words of the Psalmist in Psalm 46 showed themselves especially true in our own experience of waters roaring and foaming. On December 27, 2022, extreme cold combined with high winds caused one of the fire suppression sprinkler heads in the

sanctuary to break and activate, flooding the balcony, main floor, and leaking into the HVAC insulation, ceiling tiles and ultimately the floor of the kitchen and community room.

In all of this, however, we were so very, very lucky. Here is a litany of the ways we were seen through this unfortunate event with loving grace:

- ♦ Only one of the 37 possible heads suffered a malfunction! Hallelujah!
- ♦ Though the mountains shook and the waters rolled, they did not roll over our irreplaceable organ or other musical equipment. Hooray!
- ♦ Thanks to the fast action of Joan English, Dave Kobersmith and the Berea Fire Department, we slowed and then stopped the water in less than 40 minutes! Amazing since it happened when all the staff were on holiday and the building was unoccupied!
- ♦ Within minutes of putting out calls for help with fans, mops, dehumidifiers, etc, dozens and dozens of people showed up to help cut soggy carpet, drain filled cavities, wet-vac water on the floor, and relocate items in danger of damage. A huge gift, and one lavished on us not just by our members, but members of other churches and of no church showed up to help. A moving community Christmas blessing.
- ♦ Thanks to such quick action, we saved the irreplaceable wooden floor and limited the damage in nearly every area the water touched.
- ♦ We have the benefit of Cowan Chapel as a secondary worship space and were able to move services there without interruption while demolition and cleanup continued.

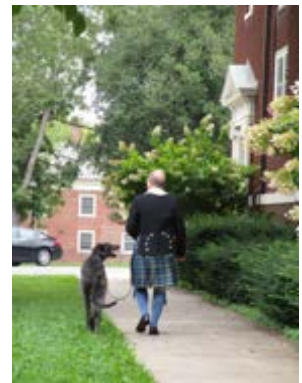
As I often repeated from the pulpit, we are certainly among the luckiest of unlucky people. No one was hurt, and it seems that nothing irreplaceable was lost. For this I give thanks to God and all of the friends and families who labored as God's refuge and strength in our time of need.

The future, as ever, is uncertain in how we will be called to serve in the coming years. What is sure and steadfast, however, is the hope, faith, and love embodied in our work together. Willing hearts that continue to grow and be strengthened for God's service, acts of compassion, and commitment to the well-being of all are what Love demands of us. I'm humbled and honored to serve among such willing hearts, and earnestly pray that together we can offer ourselves to the work in the bold and creative way of Jesus for many years to come. There are many coming challenges, but there are many, many rising hearts. Thanks be to God.

In grace and peace,



Rev. Kent H. Gilbert, Pastor



REPORT OF THE PASTORAL SUPPORT ASSOCIATE

According to the position description, the purpose of this position is responsibility for resourcing and supporting the spiritual needs of church members in crisis or long-term chronic distress. However, it is also to provide these resources and to support the spiritual needs of church members and friends in general. This is done in consultation with the pastor on a regular basis, with conversation and guidance in that process. It is important that pastoral confidentiality for both pastor and associate are of utmost importance.

My defined tasks involve:

- ♦ being the pastoral liaison for the Nurture and Care Board, which specifically includes delivery of grief bags to local folks who have lost a loved one and who appreciate the receipt of a small vase with an evergreen to remind us of God's eternal love; a loaf of homemade bread baked by Gerry Blanchard of the Nurture and Care Board, as Jesus shared bread with his community as "Bread for the Journey"; and a handblown votive candle holder designed and created for Union Church by local artist Michelle Weston, to light the way when the path seems dark and to remember that the Light shines in the dark and the darkness could not overcome it;
- ♦ pastoral liaison for Stephen Ministry as a Leader and matching care-givers with care-receivers to provide support and affirmation as they serve those in need of care;
- ♦ facilitation of Memory Keepers, a bi-monthly meeting for members and friends who have loved ones experiencing the various kinds of memory loss. In addition, to serve as a resource for some special needs in that process;
- ♦ occasional pastoral counseling for members and friends of Union Church and the community.



In addition, I lead a weekly Bible Lectionary Study for members and friends. This is a Zoom meeting as we have folks from Florida, Michigan and Arizona in addition to several in the immediate area of Berea and Richmond. This group meets Thursdays at 10:30 am. In the works is an additional session designed for those unable to meet during the day. We'll meet either on Thursday evenings or during Saturday if there is enough interest. Please let Rev. Kent or me know so that we can begin. All are welcome!!!!

I give thanks and am delighted that our Pastor Kent is in much better health than the past couple of years and is able to address more of the pastoral needs of our folks. I am available as needs arise for any task he would need, and thus continue this calling of clergy and leadership with such a congregation as Union Church: its staff, its members and friends, and for other needs of the community.

Respectfully submitted with Peace and Blessings

Rev. Carla Gilbert

Community Life & Growth

- ◆ Continued After Worship Fellowship by Zoom
- ◆ Hosted a Crafter-noon event by Zoom
- ◆ Hosted w/help of Kobersmith's High School Grad recognition
- ◆ Restarted Weekly Lemonade on the Porch/In the Shade during summer months.
- ◆ Continued After Worship Fellowship in person in Community Room after summer months
- ◆ Hosted Lawn Party/Ice Cream Social in August.
- ◆ Hosted Confirmation Celebration after service on Oct. 30 w/Halloween theme.
- ◆ Hosted Christmas Eve Fellowship Event
- ◆ Worked with FD and Volunteers to create small group gatherings. Some met at end of 2022, some not till 2023.



Faith Development

- ◆ Met with potential nursery providers and hired and established schedule.
- ◆ Continued College Student Weekly Gathering by Zoom for Spring Semester.
- ◆ Met with Confirmation students to burn ashes for Ash Wednesday.
- ◆ Confirmation Students helped with Ash Wednesday and Holy Week services.
- ◆ Started Confirmation Classes March 13 and held them for 8 weeks. Culminated in Oct. 30 Confirmation Service and recognition, followed by celebration after service hosted by CL&G with Halloween theme.
- ◆ Attended Aladdin Jr. in April 2022 where 3 of the 4 Confirmation Students were involved.
- ◆ Gave out Spring Exam Week treat bags to Berea College students
- ◆ Gave out Welcome bags for students upon Berea Students' return for Fall.
- ◆ Had planning meeting with students to prepare for Fall Gatherings.
- ◆ Held Student Leader Zoom meetings on Tuesday late afternoons.
- ◆ Decided with students to call our gathering *ConneXions* and began meeting later (8pm) in the Chapel for more of a worship/dialogue format.
- ◆ Worked with CL&G and Volunteers to create small group gatherings. Some met at end of 2022, some not till 2023.



Other: Worked on Website Maintenance throughout year.

Rev. David A. Jones

REPORT OF THE CHAIRPERSON OF CHURCH COUNCIL

As the coordinating body of the church, much of our discussions in 2022 centered around the balance of safety and connection in the continuing presence of Covid-19. We are, as are many churches, stumbling through a new religious landscape as we emerge from the pandemic. These were the actions we took this year:

- ♦ Joined the newly reestablished Interfaith Alliance of the Bluegrass.
- ♦ Approved Maria Hartz as a Member in Discernment for ordination.
- ♦ Approved funding for a new audio system in sanctuary to replace 20-year-old equipment
- ♦ After a church-wide survey and in-depth discussion, stepped down COVID restrictions to prioritize keeping people involved
- ♦ Looking ahead, these are some of the things on our radar:
 - ♦ Persistent challenges in our financial sustainability
 - ♦ Understanding and strategizing around the cascade of changes for churches right now

Respectfully Submitted,

Kim Kobersmith Chair of Church Council



REPORT OF THE CHURCH ADMINISTRATOR

One project I worked on this year was getting a bid to repair the plaster ceiling in the sanctuary. I talked with many companies, but only one gave us a comprehensive quote to repair and paint the ceiling. The amount was \$332,900. This is helpful information to have in planning this much needed repair.

The Transformation Fund, an anonymous gift from a family foundation of \$200,000 received Feb. 2020, report is below. Church Council (CC) approved spending of up to \$100,000 in April of 2020 and approved spending an additional \$40,000 for upgrades to the sound system in the sanctuary in April of 2022. This fund continues to benefit the church and support our work of telling our story through live streaming worship, updating our website and getting professional guidance in these areas.

Spending Categories	Spent thru Dec. 31, 2022	CC approved Spending
Social Media/Website	\$ 14,485.84	\$ 25,000.00
Consultant, Generis	\$ 36,064.69	\$ 45,000.00
Upgrade Sound and Video systems	<u>\$ 65,050.96</u>	<u>\$ 70,000.00</u>
	\$115,601.49	\$ 140,000.00

On December 27, 2022 in the early afternoon, one sprinkler head in the sanctuary froze, thawed and sprayed water for about 30 minutes into the balcony of the sanctuary. One other sprinkler head was determined to be faulty upon inspection.

A summary of the damage to the sanctuary and community room on December 27 follows:

- ◆ Sprinkler heads, two, that need to be replaced
- ◆ Damage to the plaster ceiling both main and under balcony ceilings
- ◆ Wood trim covering the I-beams holding the balcony up
- ◆ Sanctuary floor and carpets
- ◆ Pew cushions
- ◆ Insulation on furnace and ventilation duct work above the drop ceiling in the community room
- ◆ Drop ceiling tiles
- ◆ Stains on the Community Room floor



After the quick response by staff when the event occurred, a phone call to our local members and friends of the church resulted in an outpouring of help and equipment. This was truly a moment that showed the love of our community for Union Church. Thank you to all

who were willing and able to lend help in this time of need.

We are currently working with the insurance company and a general contractor to have the repairs done.

You will find other work I supported by reading the reports from Administration, Finance and Properties Boards. Thank you to those wonderful volunteers who I have the pleasure of working alongside.

Dave Kobersmith



DIRECTOR OF MUSIC MINISTRIES

In the year 2022, we slowly returned to “normality” after a long period of issues with the pandemic. We decided to bring back many things we had before the pandemic, but also, we wanted to keep few things we learned along the way. Services became a little more hybrid, with a mix between live music and recorded performances. In addition, the live streaming every Sunday also was challenging, since we had to make sure the music sounded balanced in the sanctuary as well as in the computers of people at home. We are still working in this learning curve – sometimes the sound inside of the sanctuary is perfect, but unbalanced at home, and vice versa. Regardless, we learned a lot and are much better equipped.

The choir resumed its activities, but we had a lot of changes. We are in the process of reconstruction, since we lost many members. Some moved away, some unfortunately passed, and some decided not to return to live worship. In any case, we were able to hire four students – one for each part in the choir: Soprano, Alto, Tenor, and Bass. The goal was to help with the quality of the choir as well as help with recruiting. The feedback from the congregation has been very positive, especially with the added benefit that those student singers are able to provide solos, duets, and quartets that were not available before.



The orchestra continues to meet regularly. We are more and more comfortable with playing together and now we focus on three different “styles” and functions:

- ♦ we play hymns and pieces that are congregational in its core;
- ♦ we support the choir when we need to have more variety of sound; and
- ♦ we play self-sufficient orchestral pieces.

I keep arranging music for the orchestra by writing each instrument’s parts and conducting the rehearsals. We would like to expand the orchestra to include more and more people to play. It is a very eclectic group, so any instrument is welcome. We did receive really nice instrument donations (we have a flute, clarinet, trumpet, and accordion) but nobody to play them. Yet! 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. Looking into the

future, we want to grow the choir, and hopefully keep the student singers as permanent positions (Currently we only have them until Pentecost).



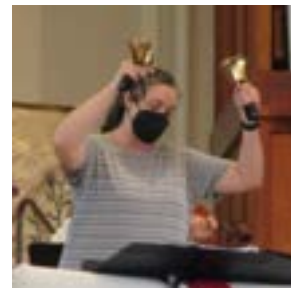
We will continue to create opportunities for more and more musicians to join and help us to send our message, engaging others with our music worship.

Bernardo Scarambone

UNION CHURCH HANDBELL ENSEMBLE MINISTRY

MEMBERSHIP

Participation in the handbell ensemble remains open to everyone, regardless of previous ringing or general music experience. We are always eager to welcome anyone who is interested, even for just one rehearsal. Repertoire is chosen and assigned so that each ringer has a satisfying, integral part with enough challenge to maintain mental engagement. While our 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. We are grateful for a few friends of the ensemble who ring with us periodically as their schedules permit. While the past years' increase in small ensemble arrangements have allowed us to continue in creative ways, we look forward to building back up to an 11-person handbell choir.



ADVANCING SKILL/ NEW GROWTH

Our ringers continually improve their ringing technique and music reading proficiency. Our confidence continues to grow with note changes, challenging rhythms, and holding/ringing multiple bells. The spirit and skill of our ringers has allowed for much flexibility and creativity in choosing and arranging our music. Their able support makes it easier for new ringers to join in.

CONTINUED RINGING THROUGH COVID CLOSURE

Handbells has been an enduring facet of our ensemble music program since we had not been able to sing in large groups. We started with strict adherence to COVID procedures and adjusted as circumstances prescribed. We have kept up with our commitment to ring for one worship service per month, and special church holy days. Similar to the previous year, we pre-recorded our musical offerings for Maundy Thursday and Easter Sunday, allowing greater ringer participation. As the year progressed, restrictions relaxed and we were able to resume ringing in-person and closer together!

COMMUNITY PERFORMANCES

We were afforded several chances to perform in the community starting in the summer and continuing through Christmas. We took turns ringing 8-bell arrangements of classical and folk tunes for a couple hours once a month June through October in the Boone Tavern Lobby. In December, we rang 8-bell Christmas carols there on three separate occasions, including the evening of the Berea Christmas Parade. Encouraging passers-by to try ringing with us became a regular facet of these "performances." It provided a wonderful opportunity to interact with church/community members and travelers alike.

At the end of October, we gave a short recital to a group on a Mystery Tour from Cincinnati. These folks had met us at the beginning of March 2020 at the Area 5 Spring Handbell Festival in Louisville. We highlighted pieces we had used for small numbers of distanced ringers over the shut down. It was a great opportunity to connect with some new people and share what we love about Berea, Union Church, and handbell ringing!

In addition to the Boone Tavern engagements, December also brought an invitation to accompany Berea Classic Chorale's Christmas Concert, and to share our carols with friends and families at Morning Pointe in Richmond. We are grateful for such opportunities to share the joys of handbell ringing with so many through the Christmas season.

SPRING HANDBELL FESTIVAL

While the Area 5 Handbell Musicians of America Annual Spring Handbell Festival has resumed, it was held in Cleveland this year and deemed too far to travel. We look forward to again participating in this valuable educational event when it comes closer to Berea.

It has been a year of transition for the Union Church Handbell Ensemble. The spiritual nourishment we create, consume, and share through our music is always 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, 2022

Sayer Kobersmith
Ellen Suters
Diane Bailey
Chip Bailey
Claudia Munson-Schrumpf
Jennifer Hickham
Kimberly King
Jessica Burton
Sara Parker
Thomas Parker



Died January 1 - December 31, 2022

Elizabeth Barrett
Luther Center
Tom Frazier
Mark Gailey
Linda Hardert
Tom Hubbard
Jennie Kiteck
Mary Nash
Judy Royalty
Robert Shaffer
Howard Stevens
William Stolte



Moved Away

Betty Hibler

During "Covid times," it's been much harder to accomplish an accurate count of the members of the Union Church family. Our Church Data Management software (FellowshipOne Go), new in summer '20, shows:

246 Members
7 Associate Members
9 Clergy Members
154 Participating Friends from around the country and world, many online only.

Please remember that YOU are welcome here!!

Submitted by Linda Parsons, Clerk

REPORT OF THE ADMINISTRATION BOARD

The Board purpose is to guide and support the ministries of Union Church through overseeing of staff hiring and evaluation, building use policy, office equipment and technology, and other administrative assistance.

During 2022 the Administration Board accomplished the following items;

- ♦ Welcomed new members Martina Jackson, Donna Lovell and Ellen Mink to join Reda Hutton
- ♦ Reviewed and Revised the Union Church Staff Handbook
- ♦ Discussed and participated in the Budgetary Process for the Church Council
- ♦ Made recommendations to Church Council regarding administrative budget
- ♦ Reviewed the current policies in the Church, and began a process to ensure that a single policy manual would exist to support transparency and equity
- ♦ Reviewed Terms of Call and proposed continuation of support for the contract
- ♦ Reviewed the current personal leave policies for staff members at the suggestion of a church member. The review included both the consideration of leave time for family bereavement. The board did pass a recommendation of change in the Bereavement Leave for staff to be sent to Church Council.

The Administration Board will focus on the following items in the upcoming year;

- ♦ Continue work toward single Policy Manual
- ♦ Continue to Examine needed revisions to documents such as Job Descriptions, Staff Handbook, Terms of Call to best support the needs of the Church
- ♦ Continue to support a solid timeline/process for annual evaluations for all staff.
- ♦ Continue to consider the need for revision of the Family Leave policy currently in place.
- ♦ Continue to support the church through maintaining the purpose of this board

2022 Board Members: Donna Lovell (Chair), Reda Hutton (Secretary), Martina Jackson, Ellen Mink



REPORT OF THE COMMUNITY LIFE AND GROWTH BOARD

- ♦ Community Life & Growth
- ♦ Continued After Worship Fellowship by Zoom
- ♦ Hosted a Crafter-noon event by Zoom
- ♦ Hosted w/help of Kobersmith's High School Grad recognition
- ♦ Restarted Weekly Lemonade on the Porch/In the Shade during summer months.
- ♦ Continued After Worship Fellowship in person in Community Room after summer months
- ♦ Hosted Lawn Party/Ice Cream Social in August.
- ♦ Hosted Confirmation Celebration after service on Oct. 30 w/Halloween theme.
- ♦ Hosted Christmas Eve Fellowship Event
- ♦ Worked with FD and Volunteers to create small group gatherings. Some met at end of 2022, some not till 2023.

Betsy Whaley, Chairperson



REPORT OF THE FAITH DEVELOPMENT BOARD

In December, the youth group gave Maggie Park a dinosaur themed send-off as she ended her tenure as a long-time volunteer, then assistant director for youth group. Maggie's paid tenure with the youth group goes back 6 years, but she was a regular volunteer for years prior to that. She is a supporter of all of our youth and she will be missed deeply by the group.

This means we also currently have assembled a group to review applications for the position of assistant youth director. Susan Schmied and Cadence Perman will be working with Chris to review applications. We also need applicants for this position. If you know anyone that would be good for it, please ask them to apply!

Additionally, Christopher McKenzie has indicated his intent to resign from the youth group director position at the end of this summer. When Chris ends his tenure, he will have served in this role for 12 years. Chris, Kent, and Faith Development Board are committed to providing the appropriate support for this transition.



The implications of Covid continue to show in many areas of Faith Development. We have hopes of restarting Children's Church and providing some options for small groups. If you have any interest in leading any sort of small group for any amount of time (even just a few weeks!) contact David Jones.

Additionally, we'd like to thank Joan Moore for serving on the FD board this past year, as she will be transitioning out of this role.

Youth Group Director report

Since going through the depths of the pandemic and dealing with the realities of hosting a youth group on Zoom, the group has bounced back to pre-pandemic size and is holding steady with a committed group of around 16 youth who attend most Wednesdays. Our focus has been creating fellowship, this being something that was severely lacking for several years at a critical time in the lives of our youth. Our programing also incorporates creative activities such as crafts and cooking, critical conversations around social justice, and timely topics related to the realities faced by our youth and world.



For the first time since the start of the pandemic, the youth group attended Passport Summer Camp in June. A group of ten students and two adult chaperones from Union Church traveled to Greensboro College in North Carolina and spent a week in fun, fellowship, and mission work. After being more or less socially isolated for two years during the pandemic, being in camp with hundreds of youth and their adult chaperones was not without its challenges. I was so proud of our youth and how they handled themselves in this new and sometimes overwhelming environment. I witnessed them reaching out to youth from other groups who, for various reasons, may have

felt left behind. Our group treated them with care and dignity and made them feel accepted. Throughout the week, we gathered as a group to have important and hard conversations about what was being taught in worship and bible study. In some cases, the theology being conveyed didn't match up with the beliefs of our youth, and we were able to unpack that together as a group and it helped us explore our own beliefs more deeply.

We also were able to partner with a community educator from Planned Parenthood to deliver expertly facilitated programs for youth and parents on sexuality and relationships. Parent programming included strategies for talking to youth about sex and relationships in a facilitated discussion format. In a separate session, youth learned about some of the dynamics of healthy vs. unhealthy relationships and were able to ask important questions about sex and sexuality in a supportive, non-judgmental environment. We owe a huge thanks to Katie Gardner for her amazing delivery of this programming. More to come in the future!

After 12 years of being a Youth Director at Union Church, I am officially stepping down after this summer. It has been an honor to serve in this role and it is with a heavy heart that I've

made the difficult

decision to move on. The youth of this church have truly been a blessing in my life. They have taught me so much over the years and given me joy and hope. Additionally, I have felt so supported by this church community which has truly been committed to our youth ministry through thick and thin. You have given with your time, council, dollars, and prayers. I know this commitment will continue, and I intend to continue to support our youth ministry and the wider church community in other ways after I step down. As this transition occurs, I hope you will be on the lookout for ways

to support the new leadership. Now is not an easy time to do this work, and it takes the whole community rallying behind this work and our youth to make it happen.

Chris McKenzie



REPORT OF THE MISSION & SERVICE BOARD

The not-so-fun rollercoaster ride with Covid in 2022 continued to impact the activities of the Mission and Service Board. Monthly Board Meetings were held via Zoom. Despite the uncertainty of the local rate of infection, we did plan and carried out several in-person, as well as online activities.

In April, we sponsored the second annual “**Blessing of the Gardens**” at the Berea Urban Farm. Rev. Carla Gilbert led a short ceremony acknowledging the expanding educational programs and opportunities to combat food insecurity that the farm and Sustainable Berea offer to the community.

In May, we offered a **mission trip** to the Arizona border to witness the actions of organizations and individuals working to assist migrants stranded in the desert or struggling to survive after making it into the country. Dorothy Chao arranged a visit to Keep Tucson Together, a ride along the border with Tucson Samaritans, and volunteer opportunities with Salavision and Frontera de Cristo. In addition to financial contributions to these organizations, a women’s cooperative in Mexico received a skill saw from a member of our Church so that the group can broaden their efforts to support their families at home instead of making the dangerous trip across the border.



In October, the Board held an online **auction** to benefit organizations and individuals in Eastern Kentucky still struggling to rebuild after a devastating flood earlier in the year. The Board greatly appreciated all the items contributed to the auction from members and friends.

On behalf of the congregation, the Mission and Service Board made financial contributions to local, regional, national, and international organizations. Distribution of funds is shown on the attached chart. Devastating natural disasters in Kentucky during 2022 account for the larger percentage going to state agencies. We made significant contributions to western Kentucky following the tornado and to eastern Kentucky following the floods. A list of organizations is included.



The Board continues to research and select Justice Candle recipients (individuals or organizations) and provides the accompanying information for the Sunday morning bulletin and the lighting of the candle. Suggestions are welcome.

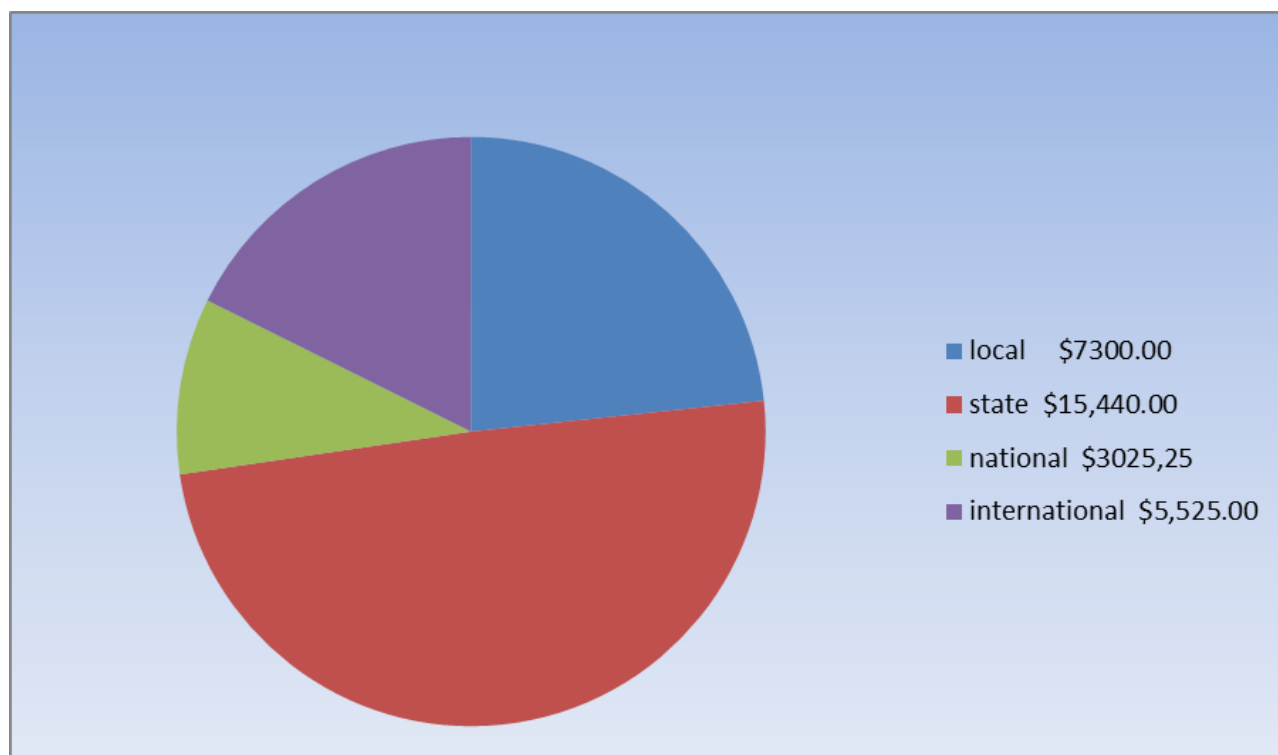
This year we said goodbye to Annriette Stolte and Betty Hibler who both moved away to be closer to family. We are indebted to them for their years of faithful service to

Union Church and this Board.

Mission and Service Board Members: Carla Gilbert and Tennant Kirk- Co-Chairs; Dorie Hubbard; Paul Jacobs; Paul Smithson and Dorothy Chao, AdHoc Member from Tucson, AZ

Submitted by Tennant Kirk

CHART OF 2022 MISSION SERVICE MONETARY CONTRIBUTIONS TO OTHERS



Afghan refugees in KY
 Back Bay Mission, Biloxi MS
 The Bail Project
 Berea Community School Project Graduation
 Berea Home Village
 Berea Urban Farm
 Bethlehem Lutheran Church, NOLA
 Berea Faith Community Outreach
 BGISD Food service for Tornado relief
 Christian Peacemakers
 Christmas Baskets w/ St. Clare Church
 CoCoDA
 Fleming Neon Library
 Foundation for Appalachian Kentucky

Habitat for Humanity
 Hindman Settlement School
 International Rescue Committee
 Jubilee Partners
 Juliet Waller (teacher for books)
 Keep Tucson Together (border support)
 Kentucky State Treasurer for tornado relief
 Kentucky Council of Churches
 Pine Mountain Settlement School
 Red Bird Mission
 Room in the Inn
 Samuel's Kids
 Southeast KY African American Museum
 Sustainable Berea



REPORT OF THE NURTURE AND CARE BOARD

Because Covid-19 was still a problem in 2022, our in-person meetings were limited. However, that did not stop our ministry to church members. We continued to do some of the activities we had done the previous year.

Donna Abner sent out 72 grief books to members affected by the death of a loved one. Stanley Kramer continued to provide transportation to those who needed to see their doctors. Hazel Morris sent 268 birthday cards to members and their families. (If you did not get one it means your birthdate is not in the church data system — let us know!). Cards for all of the holidays were also sent to members who have moved to other states to be closer to family. Holiday cards were also sent to those in assisted living facilities in Berea, Richmond, Lexington and Somerset. Get Well cards and Sympathy cards were also mailed as needed.

Carla Gilbert continued to offer pastoral care and support to all members of the church. She took a special gift bag from the church to local members and friends who lost a loved one. Between Rev. Kent Gilbert and Rev. Carla 7 grieving families were visited and given a gift from the Nurture and Care Board. This special gift included a beautiful vase with an evergreen, a glass candle holder made especially for Union Church by Michelle Weston, a votive candle, and a loaf of homemade bread made by Nature and Care Board member, Geraldine Blanchard. Rhonda Cardwell was a wonderful new addition to our Board and she gave excellent leadership to the times we were able to host a reception after a memorial service (also limited because of Covid-19). Several non-Board members make themselves available to assist as well.



Stephen Ministry also falls under purview of the Nurture and Care Board. Union Church has 12 trained caregivers, who have each had more than 50 hours of intensive support training. Because each minister only works with one person at a time and for as long as is needed, we take care to match each care receiver carefully. If you or someone you now would benefit from having a Stephen Minister please contact Rev. Kent or Rev. Carla to get connected. Stephen Leaders are responsible for the Continuing Education and Peer Supervision aspects which are ongoing. In addition, Stephen Ministers are called upon to assist with the LongNight Service held annually during Advent for those who are grieving and those who are supporting those folks

We give special thanks to Mary Lou Weise, Donna Abner and Jeff From, who served faithfully since the beginning of the program and who are no longer actively serving as Stephen Ministers.

The Board continues to look for opportunities to minister to the church family. We are open for suggestions from the congregation.

Respectfully Submitted,
Hazel Morris, Chair

REPORT OF PASTORAL RELATIONS BOARD

The spring and summer, 2022 meetings of the Pastoral Relations Board were centered on the health and well-being of Rev. Kent Gilbert, especially in light of his long-COVID symptoms combined with the increased duties of his position due to the pandemic, such as the need to create, coordinate, supervise, and carry out virtual worship services; attend virtual meetings with various boards and committees; and undertake other virtual communication. The board was also occupied with the task of designing a Pastoral Evaluation Survey that was originally planned to be administered in the Fall of 2021 but was delayed due to the pandemic.



Rev. Kent wanted the PRB (and other boards) to be prepared in the event that he needed to go into disability if his health were not to improve by September of 2022. He asked the board to help identify a list of “trigger points” or “markers” that would signify that he was unable to perform his duties at an acceptable or sustainable level. We considered these markers from the point of view of the congregation and from his own perspective. The Chair of PRB (myself) along with other board chairpersons discussed both short-term and long-term plans for substitutes to perform the duties of the church in the event that Rev. Kent’s health further deteriorated and that he would require some sort of a leave from his position. Fortunately, by God’s grace, Rev. Kent’s health improved markedly by the fall, and none of these contingency plans needed to be activated.

The major focus of the recent Pastoral Relations Board meeting in February, 2023 was to review together with Rev. Kent a summary of the results of the 2023 Pastoral Evaluation that was created and disseminated to the church family with a February 15 deadline for returns. At the time of the meeting, there had been 70 electronic returns and there were 8 more written returns submitted to the Church Office that had not yet been processed or entered into the electronic system. A summary of the results presented to the PRB indicated strong support and appreciation for Rev. Kent in every area of the survey.

On all but two of the thirty-eight indicators, the average score received by Kent was above 4.0 on a 5-point scale; on most indicators, the average score was above 4.6. Written comments that were submitted were likewise overwhelmingly positive. There were no major areas of concern expressed by the respondents and no major problems identified. In early March, the members of the PRB will study the complete, detailed set of results of the survey for further review and discussion (the confidentiality of responses will be maintained). The Chair of the PRB will make a short presentation to the Church Council at its March meeting with a detailed report and summary of the survey results. A summary of the survey results will also be made available to all Union Church members.

The second major item considered and discussed at the February PRB meeting was a proposal, presented to the board, to give monetary gifts to members of the Union Church

Staff in appreciation of the extra work and effort required during the last couple of years due to the COVID pandemic and the more recent flooding at the church. After considerable discussion of this idea by the PRB, the Chair of the board took the amended proposal to the Church Council at its February 20 meeting.

After more discussion, the following was decided:

- 1) lost vacation time for Dave Kobersmith, David Jones, Rev. Kent, and Joan English would be restored as future paid vacation days, and additional paid vacation days would be added to their contracts in thanksgiving for the extra work performed. The Administration Board, in consultation with Kent, will decide upon and recommend the specific number of days of restorative and additional vacation time to be allotted to those four employees based upon the amount of work performed, the number of vacation days “lost”, etc. The Administration Board will then submit their recommendation to the Church Council for further deliberation and approval.
- 2) small gift certificates (\$20-\$50) will be given to other paid, part-time Union Church staff in appreciation of their extra efforts during the past couple of years. The funds for these gifts will be raised by a special Love Offering to be taken at the Annual Meeting in March. The staff receiving the gift certificates will not include the four individuals listed in #1, above.
- 3) an event of celebration will be scheduled for later this spring (end-of-year picnic?) where various church members, especially volunteer staff and others, would be verbally recognized and celebrated for helping the church to persevere through the COVID years and the recent flooding of the sanctuary building.

Respectfully submitted,

Stephen C. Bolster



REPORT OF THE PROPERTIES BOARD

Properties Board annual report, 2022: Robert Boyce, Chair, Sally Hindman, Secretary, Howard Carlberg, Jeff Hutton, Dave Kobersmith Staff member

This year, the Properties Board met by zoom, in person or not at all. Dave Kobersmith surveyed the building at least once a week and facilitated the meetings when on zoom, otherwise we met at the building. As projects were undertaken, it was Dave who contacted the contractors and it was he who supervised them. Dennis Burton assisted in maintenance of the building.

- ◆ Security systems were installed at the office and classroom doors;
- ◆ An attic truss was reinforced/repared [this was an old issue with no repercussions for the structural integrity of the building];
- ◆ The hemlocks at the back have been trimmed and treated for disease;
- ◆ All the “frosted” windows were replaced in the Community Room, “classrooms,” kitchen, and restrooms;
- ◆ A bicycle rack was installed at the edge of the ramp;
- ◆ An Audiovisual booth was designed, constructed and installed [November] at the back of the sanctuary by Jeff Hutton, Kelly Mehler, Dave Kobersmith and others;
- ◆ The railings at the ramp were painted; and
- ◆ New outlets were installed in the balcony and conference room;



Ongoing discussion: What will Properties Board's role be with the renovation of the Sanctuary building after the December water damage? How do we assist the staff with this enormous project?

We need to replace the surface of the playground; lights need to be replaced in Cowan Chapel; the historical marker needs repair and moved to a new site;

Robert Boyce



REPORT OF THE WORSHIP BOARD

Worship Board Members: Teresa Gowler, Doug Hindman (secretary), E.J. Stokes, Jennifer Melton (chair; secretary); Diane Bailey

What worship looked like in 2022:

- ♦ We began 2022 in March with COVID-19 cases high in Madison County and worship primarily virtual. A limited number of people (<25/week) were worshipping with masking and social distancing in the sanctuary on Sundays.
- ♦ As in 2021, we continued to broadcast services via the church website, the YouTube channel, and Facebook Live, enabling interactions through commenting during live broadcasts. Weekly we averaged 75 to 80 people watching live and up to 250 views per week.
- ♦ At the end of March 2022, Madison County was out of the “red” and into the “orange” number of COVID-19 cases and we returned to masked worship without any constraints on how many people could be in the sanctuary; however, the number of in-person congregants did not significantly increase and remained <50 most weeks. We continued to worship masked through July and many continued to choose to wear masks throughout the year.
- ♦ Thea, Kent’s and Diana’s Scottish deerhound therapy dog, remained a highlight of Children’s Moment each Sunday with the help of “wranglers” Sylvia From and Cadence Perman.
- ♦ EJ Stokes continued to help Kent with sanctuary decorating; Peggy Patrick and Teresa Gowler helps decorate the sanctuary for Easter.
- ♦ We were able to celebrate college homecoming weekend with Sunday worship on November 20, 2022. Rev. Dr. LeSette Wright, the new dean of the chapel, preached. We featured the new “Love Demands” hymn with combined Union Church/Berea College Choir.
- ♦ On December 27, a sprinkler failed due to below zero temperatures and flooded all 3 floors of the church. Worship was relocated to the Chapel starting Jan 1, 2023, with the hope of returning to the sanctuary by Lent.
- ♦ Melissa Holland from the Kentucky Council of Churches and EJ Stokes led worship on Sunday January 22 while Kent was on vacation.
- ♦ In January, Don Cardwell, Diane Bailey, and Jennifer Melton began planning for a gathering of Worship Leaders who wanted to learn more about reading scripture during worship. Gathering planned for March 5, 2023.
- ♦ In January 2023 we began a concerted effort to pass the offering baskets again each Sunday after several months of simply leaving baskets around the sanctuary for collecting offering.
- ♦ **Long Night service:** Held in person in the chapel this year.



- ♦ **Christmas Eve:** Following the success of the outdoor hymn sing in 2021, we planned to do that again on Christmas Eve at 6:30pm followed by in-person service in the sanctuary at 7:30pm. Jeff From helped coordinate volunteers for the 7:30 service. Subzero temperatures precluded the outdoor singing, but we held the indoor service at 7:30 and an 11pm service in the chapel.

Confirmands

- ♦ 4 youth—Sylvia From, Iris and Opal Bailey, and Felix Reyes—participated in the “Confirm, not Conform” program led by David Jones. Carla Baumann, Bob and Jean Boyce, and Jennifer Melton served as mentors for the youth. We celebrated these youth during worship on Sunday October 30.



Worship production

- ♦ We did a sound system overhaul with Acoustical Audio Design, including a 3D mathematical model of the sanctuary to aid in renovations and sound needs. We used transformation funds to cover this cost.
- ♦ Jeff Hutton along with Kelly Mehler, Bryce Carlberg, and Denis Burton spearheaded construction of the new sound booth on a raised platform in the back of the main floor of the sanctuary. This entailed removing 2 back pews from the center of the sanctuary and elaborate woodworking to make the booth look as if it had been built with the sanctuary 100 years ago.
- ♦ New hearing assistance system became available in December 2022. Congregants can scan a QR code in the bulletin for info and can use old units or their own headphones and a cellphone app to connect to UnionChurchALS (assisted listening service).
- ♦ Rina Tanaka continues as Video Production Manager (15hr/week position).



♦ At the end of 2022, Marty Hensley stepped away from his AV duties after 7 years of service every Sunday and during special services as well. Thank you, Marty!

- ♦ 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, Colin Perman, Olivia Puckett, Don Cardwell, and Kent Gilbert.

- ♦ Many thanks to all the people who accepted the call to be Worship Leaders throughout the year, once again braving the pandemic, the teleprompter, and the mics and cameras to enhance our worship experience!

Music

- ♦ Choir was able to resume practicing in March as COVID levels in Madison County fell below the “red” level.

- ♦ Organ tuned in Spring.
- ♦ Bells sent out for refurb in early 2023.
- ♦ In October, Worship Board approved using Worship Board funds for 4 scholarships for choir singers from ECU through Advent and then in December approved using \$2000 from Worship Board funds to continue funding the scholarships for an additional 10 weeks through Spring 2023.



- ♦ We provided scholarships for 4 ECU students to act as section leads in the choir. In addition, several members of the congregation, notably Dr. Stephen Bolster and Dr. Deborah Thompson, continued to help lead hymns on Sundays throughout the year.
- ♦ As in 2020 and 2021, 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 throughout the year.
- ♦ Al, Alice, and Ruth played on several occasions again this year. Many thanks!
- ♦ In March, the church made plans to make restitution payments for using Negro spirituals and other traditional uncredited music; payment would take the form of \$250/year to the Berea College Black Music Ensemble, which would be about the fee for 10-20 uses of music. Pieces are being tracked diligently and if we exceed that number, a larger lump sum will be paid in the future rather than several small amounts as we use traditional music.

Behind the Scenes in 2022:

Rev. Kent's long COVID

- ♦ In September Rev Kent's long COVID symptoms began to subside allowing him to resume a more normal schedule and workload.

Worship Board personnel

- ♦ Doug Hindman fell seriously ill in October with a respiratory illness following COVID infection and was no longer able to participate in Worship Board. Jennifer assumed his role as secretary.
- ♦ Diane Bailey joined Worship Board in December 2023.

Worship planning

- ♦ Lent booklets and other Lent worship materials from Sanctified Arts were well received.
- ♦ Worship Board met monthly via Zoom throughout 2022.
- ♦ The Worship Planning team (Kent Gilbert, Don Cardwell, Jennifer Melton, and sometimes EJ Stokes) met weekly via Zoom to plan worship content and worship logistics.
- ♦ Joan English continued to distribute electronic bulletins for Sunday worship.

Jennifer Melton

REPORT OF THE TREASURER & CHURCH FINANCE BOARD

We started the year with a distressing deficit budget of over \$42,000. There were many unknowns but we decided to “tell it like it is” and adjust mid-year. Unfortunately, 2022 didn’t give us much opportunity to improve the picture except slightly, and we adjusted the budget to reflect a deficit of over \$39,000. Giving remained strong and boards did all they could to keep expenses down. However, with disastrous tornadoes in western Kentucky and then flooding in eastern Kentucky, it appears some of our unpledged giving was diverted to help those in need. Also, for the first time, one board’s expenditures were more than 10% over budget. After careful review, Finance board recommended that we approve the expenses and Church Council agreed. Even with that, we ended the year better than the budget implied, with a deficit of \$17,645. We were able to cover the full deficit with the Lambert funds that we held back in June. For us to do that, Church Council has to approve suspending our usual policy, which they did in January, 2023. In addition, directed giving to our various equity funds remained strong as well.

After receiving the generous Stewart-Hindman bequest and investing it in our endowment in early 2022, we watched as the global stock market declined rapidly due to many factors: the global Covid pandemic, fear of an economic recession, a surge in inflation, and global supply chain delays. We are not currently taking disbursements from the endowment so there was no direct impact to operations, and the investments had begun to recover by the end of the year.



The Putnam account was closed and the remaining money, \$2,605, moved to our checking account. The Putnam account was a gift from the Spring family after the death of Chad Spring, in hopes of having a memorial for him and his wife, Janet, both beloved members of the church and community. We chose to install the chandelier in Cowan Chapel as an appropriate use and undertook the project in 2014. A plaque in the chapel commemorates the gift.

MortarStone reporting tool was evaluated briefly. All who looked at it were enthusiastic about its capabilities. It allows views into our FellowshipOneGo data that we don’t currently have. It would allow us to more easily engage with various giving groups with targeted communications and thanks. We expect to look at it more fully in 2023.

In late December, a sprinkler head in the sanctuary failed and flooded the balcony, sanctuary and community room. We don’t know yet what the financial impact will be; thank goodness for insurance. The bookkeeper resigned as of March 31, 2023. A replacement will need to be found. An RFP is being developed.

Respectfully submitted,

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

REPORT OF THE ENDOWMENT COMMITTEE

Endowment Committee meeting April 4, 2022 1:30 p.m.

Present – Charlie Hoffman, Sune Frederiksen, Greg Lakes, Dave Kobersmith

Agenda – How are our funds invested regarding things like oil, weapons, etc. What question (s) should we ask of Thrivent Charitable Impacting & Investing

A question like this came up at the congregational meeting in March 2022 so we decided to look into this on behalf of the church's investments.

We began a discussing investment philosophy economic versus socially responsible.

The questions we will be asking of Thrivent are:

- ◆ How do you screen for any social issues with any of your portfolios, Core Growth, Mission Growth and WomenInvest?
- ◆ How do we get more complete statements than we currently have access to online?

Dave is to share the questions with the committee and after review and edits Greg will send the first question on to Thrivent Charitable. Dave will contact them to get an answer to the second question and to be sure who Greg is to address our question to regarding screening.

Meeting ended 2:05 p.m.

Minutes taken by D. Kobersmith

Endowment Committee meeting November 2, 2022 8:00 a.m.

Present – Charlie Hoffman, Sune Frederiksen, Greg Lakes, Kim Kobersmith & Dave Kobersmith, all present

Agenda

Review YTD Gain/Loss compared to other indexes

Put endowment information on website

Goal setting

Gain/Loss spreadsheet – Charlie Hoffman suggested we review our losses and compare them to other indexes. Dave prepared this and compared the endowed funds against the S&P and Dow. Here is a summary:

	YTD 9/30/22
Undesignated fund	-13.99%
Building & Grounds fund	-14.29%
Mission & Service fund	-14.19%
S&P	-20.28%
Dow	-13.13%



Website – We would like to have information about the endowment put on the website.

ACTION ITEMS - Charlie will draft the information we'll put on the web and Dave will talk with staff about getting it done. We suggest a page for Advisors and Church Friends and Members.

Action ITEM – Once the website is updated, put a note in the enews weekly or monthly to direct folks to the web page regarding planned giving

Goal Setting – Sune reminded us that we have the \$500,000 goal and wondered about other goals. We reviewed that We also have the goal of \$1,000,000 in 10 years from the establishment of the endowment which was 12/9/2018. We talked about the current policies around investing into the endowment from our giving. Budget policy currently states that any fiscal year we have a surplus after 10% of the surplus will be deposited in our undesignated account. The Financial policy that guides receiving undesignated bequests states that 20% of the gift will be invested in the undesignated account.

We also talked about setting the goal of possibly annually doing a special event with any or all of these elements suggested – Free dinner or dinner paid by Thrivent Charitable Impact & Investing and/or the church; Charlie and/or a representative from Thrivent give a presentation;

ACTION ITEM – Dave will talk to Kent about timing of this event and check the calendar and get back to the committee to then plan for an event.

Meeting ended 8:35 a.m.

Minutes taken by D. Kobersmith



2022 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	2,684.05	2,300.00	384.05	116.70 %
4120 Pledged Gifts	260,298.32	257,400.00	2,898.32	101.13 %
4130 Unpledged Gifts	46,936.03	54,879.00	-7,942.97	85.53 %
4140 Member-Directed Outreach	24,837.03	15,000.00	9,837.03	165.58 %
4150 Spec Collections for Operations	1,950.21	2,000.00	-49.79	97.51 %
4199 EasyTithe deposits	0.00		0.00	
Total 4100 Pledges & Gifts	336,705.64	331,579.00	5,126.64	101.55 %
4200 Fundraising Income				
4201 Kroger	459.58	350.00	109.58	131.31 %
4202 Amazon Smile	253.16	350.00	-96.84	72.33 %
4203 Facebook income	915.00	1,000.00	-85.00	91.50 %
4220 VISA rewards	1,196.07		1,196.07	
4222 Special Events, Concerts		200.00	-200.00	
4222.1 Christmas Concert - income	2,000.00		2,000.00	
4222.2 Christmas Concert - expense	-248.72		-248.72	
Total 4222 Special Events, Concerts	1,751.28	200.00	1,551.28	875.64 %
4223 Flowers	578.73	300.00	278.73	192.91 %
4224 Merchandise		250.00	-250.00	
Total 4200 Fundraising Income	5,153.82	2,450.00	2,703.82	210.36 %
4300 Other Operating Income				
4310 Unrestricted Special Gifts	27,000.00	27,000.00	0.00	100.00 %
4320 Weddings, funerals, memorials		1,000.00	-1,000.00	
4320.1 Income	2,304.99		2,304.99	
4320.2 Expense	-800.08		-800.08	
Total 4320 Weddings, funerals, memorials	1,504.91	1,000.00	504.91	150.49 %
4330 Rents and Building Use		500.00	-500.00	
4330.1 Income	1,346.05		1,346.05	
Total 4330 Rents and Building Use	1,346.05	500.00	846.05	269.21 %
Total 4300 Other Operating Income	29,850.96	28,500.00	1,350.96	104.74 %
4500 Investment Income				
4501 Curr Year Lambert Trust Income	28,368.00	22,000.00	6,368.00	128.95 %
4510 Interest Earned	1,227.55	500.00	727.55	245.51 %
Total 4500 Investment Income	29,595.55	22,500.00	7,095.55	131.54 %
Total Revenue	\$401,305.97	\$385,029.00	\$16,276.97	104.23 %
GROSS PROFIT	\$401,305.97	\$385,029.00	\$16,276.97	104.23 %
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	16,044.24	16,044.19	0.05	100.00 %
6001.2 Pastor's Housing Allowance	58,299.96	58,300.00	-0.04	100.00 %

2022 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6001.3 Pastor's Social Security Reimb	5,687.28	5,687.32	-0.04	100.00 %
6001.4 Pastor's Health Insurance	12,528.00	12,528.00	0.00	100.00 %
6001.5 Pastor's Dental Plan	510.00	510.00	0.00	100.00 %
6001.6 Pastor's Life/Disability Ins	1,115.28	1,115.16	0.12	100.01 %
6001.7 Pastor's Pension Plan	10,408.20	10,408.18	0.02	100.00 %
6001.9 Pastor's Professional Expenses	2,865.53	3,500.00	-634.47	81.87 %
Total 6001 Pastor's Compensation	107,458.49	108,092.85	-634.36	99.41 %
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	40,014.80	40,056.10	-41.30	99.90 %
6003.2 Office Admin Health Benefits	7,447.05	12,528.00	-5,080.95	59.44 %
6003.3 Office Admin Dental Plan	408.48	510.00	-101.52	80.09 %
6003.4 Office Admin Life/Dis		684.00	-684.00	
Total 6003 Office Admin Compensation	47,870.33	53,778.10	-5,907.77	89.01 %
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	25,495.97	25,541.65	-45.68	99.82 %
Total 6004 Church Admin Compensation	25,495.97	25,541.65	-45.68	99.82 %
6005 DMM Compensation				
6005.1 DMM Compensation	27,584.79	27,614.80	-30.01	99.89 %
6005.4 DMM Professional Expenses		300.00	-300.00	
Total 6005 DMM Compensation	27,584.79	27,914.80	-330.01	98.82 %
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	12,273.12	12,273.13	-0.01	100.00 %
6011.2 Youth Director's Assist Comp	2,839.22	2,839.23	-0.01	100.00 %
6012 Bell Choir Director	3,596.49	3,603.64	-7.15	99.80 %
6013 Video Editor	7,013.51	6,731.00	282.51	104.20 %
6014 Bookkeeper	5,724.00	5,724.00	0.00	100.00 %
6015 Custodian's Compensation	11,358.82	12,000.00	-641.18	94.66 %
6016 Child Care	698.90	3,180.00	-2,481.10	21.98 %
6020 Guest Preacher (Pulpit Supply)	600.32	400.00	200.32	150.08 %
6021 Organist & Director Substitutes	600.00	500.00	100.00	120.00 %
6022 Pastoral Support	12,868.32	12,868.32	0.00	100.00 %
6023 Program Support	8,449.36	8,268.00	181.36	102.19 %
Total 6010 Misc Staff Compensation	66,022.06	68,387.32	-2,365.26	96.54 %
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	10,182.54	9,953.23	229.31	102.30 %
6027 Worker's Comp Insurance	1,107.00	1,300.00	-193.00	85.15 %
6028 Staff Training	188.00	500.00	-312.00	37.60 %
6030 Pastoral Leave Saving Fund	3,999.96	4,000.00	-0.04	100.00 %
Total 6025 Misc Staff Expenses	15,477.50	15,753.23	-275.73	98.25 %
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	3,711.09	1,500.00	2,211.09	247.41 %
6102 Telephone Expenses	2,492.59	2,600.00	-107.41	95.87 %

2022 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6103 Website Maintenance	1,672.04	1,200.00	472.04	139.34 %
6105 Copier	4,041.47	3,700.00	341.47	109.23 %
6106 Paper	1,219.57	600.00	619.57	203.26 %
6107 Postage	937.71	1,900.00	-962.29	49.35 %
6108 Office Supplies	1,548.35	500.00	1,048.35	309.67 %
6109 Administrative Expenses	1,863.21	1,500.00	363.21	124.21 %
6110 Credit Card Fees	3,583.97	3,800.00	-216.03	94.32 %
6111 Vehicle Exp (Mileage Reimb etc)	2,638.04	1,000.00	1,638.04	263.80 %
Total 6100 ADMINISTRATION EXPENSES	23,708.04	18,300.00	5,408.04	129.55 %
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	2,925.63	3,075.00	-149.37	95.14 %
6202 Stewardship Expenses	500.00	500.00	0.00	100.00 %
6204 Other Finance Board Expenses	197.00	220.00	-23.00	89.55 %
Total 6200 FINANCE EXPENSES	3,622.63	3,795.00	-172.37	95.46 %
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	6,920.43	10,000.00	-3,079.57	69.20 %
6302 Liability Insurance	12,504.61	12,505.00	-0.39	100.00 %
6303 Maintenance Contracts	6,237.02	8,500.00	-2,262.98	73.38 %
6304 Contract Labor		500.00	-500.00	
6310 Natural Gas	2,982.76	3,500.00	-517.24	85.22 %
6311 Water, Sewer & Sprinkler	1,408.64	2,000.00	-591.36	70.43 %
6312 Electric	5,399.53	6,000.00	-600.47	89.99 %
6313 Electric Demand Charge	2,455.45	2,750.00	-294.55	89.29 %
6320 Materials and Services	1,000.12	1,000.00	0.12	100.01 %
6321 Janitorial Supplies	700.63	1,500.00	-799.37	46.71 %
Total 6300 PROPERTY EXPENSES	39,609.19	48,255.00	-8,645.81	82.08 %
6400 FAITH DEVELOPMENT EXPENSES				
6402 Children's Ministry	275.22	500.00	-224.78	55.04 %
6403 Adult Ministry		200.00	-200.00	
6404 Youth Ministry	4,500.00	4,500.00	0.00	100.00 %
6405 Confirmation Class	400.00	400.00	0.00	100.00 %
6407 Other Board Expenses & Gifts	237.05	400.00	-162.95	59.26 %
6408 College & Young Adult	98.05	200.00	-101.95	49.03 %
Total 6400 FAITH DEVELOPMENT EXPENSES	5,510.32	6,200.00	-689.68	88.88 %
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee	441.60	500.00	-58.40	88.32 %
6521 Outreach (Evangelism & Adv)	244.67	500.00	-255.33	48.93 %
6525 Other CL&G Expense		500.00	-500.00	
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	686.27	1,500.00	-813.73	45.75 %
6600 WORSHIP EXPENSES				
6601 Worship Supplies	2,759.11	1,500.00	1,259.11	183.94 %
6602 Audio-Visual Broadcast Expense	1,989.42	2,000.00	-10.58	99.47 %

2022 PROFIT & LOSS BUDGET VS. ACTUAL

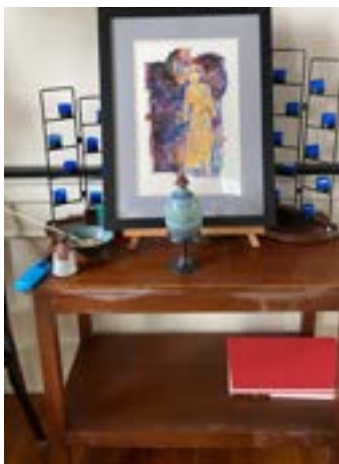
	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6605 Adult Choir Music & Support	280.28	400.00	-119.72	70.07 %
6606 Bell Choir Music & Support	353.13	400.00	-46.87	88.28 %
6608 Orchestra	500.00	500.00	0.00	100.00 %
6610 Instrument Maintenance	1,466.97	2,500.00	-1,033.03	58.68 %
Total 6600 WORSHIP EXPENSES	7,348.91	7,300.00	48.91	100.67 %
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	21,694.29	21,929.52	-235.23	98.93 %
6715 Member Directed Outreach	24,837.03	15,000.00	9,837.03	165.58 %
6730 KY Council of Churches	1,000.00	1,000.00	0.00	100.00 %
6731 National Council of Churches	100.00	100.00	0.00	100.00 %
6732 World Council of Churches	100.00	100.00	0.00	100.00 %
Total 6700 MISSION & OUTREACH EXPENSES	47,731.32	38,129.52	9,601.80	125.18 %
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	825.20	1,000.00	-174.80	82.52 %
6802 Stephen Ministries		1,000.00	-1,000.00	
Total 6800 NURTURE & CARE EXPENSES	825.20	2,000.00	-1,174.80	41.26 %
Unapplied Cash Bill Payment Expense	0.10		0.10	
Total Expenditures	\$418,951.12	\$424,947.47	\$ -5,996.35	98.59 %
NET OPERATING REVENUE	\$ -17,645.15	\$ -39,918.47	\$22,273.32	44.20 %
Other Revenue				
5000 NON-OPERATING INCOME				
5010 Unrestrict Mem/Bequest Gifts	1,950.00		1,950.00	
5012 Endowment / Investment income	-42,822.11		-42,822.11	
5014 Misc Other non-Operating Income	27.50		27.50	
Total 5000 NON-OPERATING INCOME	-40,844.61		-40,844.61	
5100 RESTRICTED GIFTS, Non-Oper				
5130 PROPERTIES				
5130.02 Memorial Garden	1,700.00		1,700.00	
Total 5130 PROPERTIES	1,700.00		1,700.00	
5140 FAITH DEVELOPMENT				
5140.01 Leadership Development	60.00		60.00	
5140.03 Youth Group	5,449.61		5,449.61	
Total 5140 FAITH DEVELOPMENT	5,509.61		5,509.61	
5150 COMM LIFE & GROWTH				
5150.01 CL&G Special Projects	126.00		126.00	
Total 5150 COMM LIFE & GROWTH	126.00		126.00	
5160 WORSHIP				
5160.01 Worship & Art	60.00		60.00	
5160.03 Organ Fund	1,000.00		1,000.00	
5160.04 Guest Musician	210.00		210.00	
5160.07 Handbell Fund	100.00		100.00	

2022 PROFIT & LOSS BUDGET VS. ACTUAL

Budget vs. Actuals: FY 2022 - FY22 P&L

January - December 2022

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 5160 WORSHIP	1,370.00		1,370.00	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	13,258.90		13,258.90	
5170.03 Emergency Assistance	1,938.00		1,938.00	
Total 5170 MISSION & SERVICE	15,196.90		15,196.90	
Total 5100 RESTRICTED GIFTS, Non-Oper	23,902.51		23,902.51	
Total Other Revenue	\$ -16,942.10	\$0.00	\$ -16,942.10	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial / Bequest	1,950.00		1,950.00	
7010 Trans to Reserves (non-oper)	-18,892.10		-18,892.10	
Total 7000 Other / Non-Operating Expenses	-16,942.10		-16,942.10	
Total Other Expenditures	\$ -16,942.10	\$0.00	\$ -16,942.10	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -17,645.15	\$ -39,918.47	\$22,273.32	44.20 %



2022 STATEMENT OF FINANCIAL POSITION

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	36,625.05
1104 People's Checking 5124	797.01
1105 People's Sweep Acct 512499	224,121.14
1110 Peoples CD	100,000.00
1112 Thrivent NFS - Organ Fund	29,691.13
Total Bank Accounts	\$391,234.33
Other Current Assets	
1400 InFaith Endowment Fund	414,642.34
1401 Pre-paid Expense	2,375.04
Total Other Current Assets	\$417,017.38
Total Current Assets	\$808,251.71
TOTAL ASSETS	\$808,251.71
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2503 VISA - Joan	-0.01
Total Credit Cards	\$ -0.01
Other Current Liabilities	
2102 A/P Pass-thru funds collected	4,057.40
24000 Payroll Liabilities	0.00
2403 FSA Liabilities	237.50
2420 Kent Gilbert Sabbatical Fund	10,881.32
Total 24000 Payroll Liabilities	11,118.82
Total Other Current Liabilities	\$15,176.22
Total Current Liabilities	\$15,176.21
Total Liabilities	\$15,176.21
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestrict Mem/Bequest Funds	112.00
3020 Unrestricted Carryover Funds	12,220.77
3030 Lambert Fund	19,278.16
3040 Hutchins Capital Improvement	36,625.05
3050 Transformation fund	92,203.88
3090 Capital Campaign	0.00
Total 3000 Unrestricted Net Assets - CC	160,439.86



2022 STATEMENT OF FINANCIAL POSITION

	TOTAL
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	10,963.83
Total 3110 ADMINISTRATIVE BOARD	10,963.83
3120 FINANCE BOARD	
3120.01 Contingency Fund	5,999.93
3120.02 Misc Memorial	640.00
3120.03 Evan Thomas Memorial	1,316.37
3120.06 Drake memorial	4,535.38
3120.09 Guy Patrick Memorial	900.00
3120.10 Mary Nash Memorial	650.00
3120.14 K Burke memorial	3,805.00
3120.15 Tom Frazier memorial	800.00
3121 Thrivent Action Income	220.26
3125 InFaith Endowment Fund	0.00
3125.01 Unrestricted	362,283.72
3125.02 Properties	27,394.88
3125.03 Missions	24,963.74
Total 3125 InFaith Endowment Fund	414,642.34
Total 3120 FINANCE BOARD	433,509.28
3130 PROPERTIES BOARD	
3130.01 Special Projects	4,934.26
3130.02 Memorial Garden	1,052.91
3130.03 Sanctuary Lights	330.15
Total 3130 PROPERTIES BOARD	6,317.32
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	7,043.81
3140.02 Confirmation Class	603.40
3140.03 Youth Group	3,570.58
3140.04 Rainbow Alliance	2,262.69
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	15,777.03
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	6,568.01
3150.02 Wednesday Night Live	269.94



2022 STATEMENT OF FINANCIAL POSITION

	TOTAL
Total 3150 COMM LIFE & GROWTH BOARD	6,837.95
3160 WORSHIP BOARD	
3160.01 Worship & Art	5,738.00
3160.02 Music Fund	1,190.50
3160.03 Organ Fund	37,321.82
3160.04 Guest Musician	5,806.54
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	3,701.52
Total 3160 WORSHIP BOARD	54,694.38
3170 MISSION & SERVICE BOARD	
3170.01 Mission Outreach	9,934.88
3170.03 Emergency Assistance	3,111.45
3170.04 M Tooley Estate	2,499.28
3170.05 Women's Creative Sewing & Craft	2,304.94
3170.11 No Child Cold or Hungry	1,075.06
Total 3170 MISSION & SERVICE BOARD	18,925.61
3180 NURTURE & CARE BOARD	
3180.01 Nurture & Care	31.62
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	1,861.82
Total 3180 NURTURE & CARE BOARD	1,961.62
3190 PASTORS	
3190.01 Pastors' Discretionary Fund	1,293.77
Total 3190 PASTORS	1,293.77
Total 3100 Temp Restricted Net Assets	550,280.79
32000 Retained Earnings	0.00
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,000.00
Total 3300 Perm Restricted Net Assets	100,000.00
Net Revenue	-17,645.15
Total Equity	\$793,075.50
TOTAL LIABILITIES AND EQUITY	\$808,251.71



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 2023 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.



2023 OPERATIONAL BUDGET

	<u>Budget</u>
Revenue	
4100 Pledges & Gifts	
4110 Plate Offering	2,300.00
4120 Pledged Gifts	257,400.00
4130 Unpledged Gifts	54,879.00
4140 Member-Directed Outreach	15,000.00
4150 Spec Collections for Operations	2,000.00
Total 4100 Pledges & Gifts	\$ 331,579.00
4200 Fundraising Income	
4201 Kroger	350.00
4202 Amazon Smile	350.00
4203 Facebook income	1,000.00
4220 VISA rewards	1,000.00
4222 Special Events, Concerts	200.00
4223 Flowers	300.00
4224 Merchandise	250.00
Total 4200 Fundraising Income	\$ 3,450.00
4300 Other Operating Income	
4320 Weddings, funerals, memorials	1,000.00
4330 Rents and Building Use	1,000.00
4330.1 Income	
Total 4330 Rents and Building Use	\$ 1,000.00
Total 4300 Other Operating Income	\$ 2,000.00
4500 Investment Income	
4501 Curr Year Lambert Trust Income	40,000.00
4510 Interest Earned	500.00
Total 4500 Investment Income	\$ 40,500.00
4800 Assets Released from Temp Restr	
4804 From 3050 Transformation fund	8,025.31
4805 From 3120.06 Drake Memorial	4,073.28
Total 4800 Assets Released from Temp Restr	\$ 12,098.59
Total Revenue	\$ 389,627.59
Gross Profit	\$ 389,627.59
Expenditures	
6001 Pastor's Compensation	
6001.1 Pastor's Salary	25,000.00
6001.2 Pastor's Housing Allowance	53,081.40
6001.3 Pastor's Social Security Reimb	5,971.89
6001.4 Pastor's Health Insurance	13,596.00
6001.5 Pastor's Dental Plan	531.00
6001.6 Pastor's Life/Disability Ins	1,170.92
6001.7 Pastor's Pension Plan	10,928.59

2023 OPERATIONAL BUDGET

6001.9 Pastor's Professional Expenses	3,000.00
Total 6001 Pastor's Compensation	\$ 113,259.60
6003 Office Admin Compensation	
6003.1 Office Admin Compensation	42,058.91
6003.2 Office Admin Health Benefits	13,596.00
6003.3 Office Admin Dental Plan	531.00
6003.4 Office Admin Life/Dis	718.20
Total 6003 Office Admin Compensation	\$ 56,904.11
6004 Church Admin Compensation	
6004.1 Church Admin Compensation	26,818.73
Total 6004 Church Admin Compensation	\$ 26,818.73
6005 DMM Compensation	
6005.1 DMM Compensation	28,995.54
6005.4 DMM Professional Expenses	300.00
Total 6005 DMM Compensation	\$ 29,295.54
6010 Misc Staff Compensation	
6011.1 Youth Director's Compensation	12,886.79
6011.2 Youth Director's Assist Comp	2,981.20
6012 Bell Choir Director	3,783.82
6013 Video Editor	7,455.00
6014 Bookkeeper	5,400.00
6015 Custodian's Compensation	12,000.00
6016 Child Care	1,000.00
6020 Guest Preacher (Pulpit Supply)	400.00
6021 Organist & Director Substitutes	500.00
6022 Pastoral Support	6,755.87
6023 Program Support	8,681.40
Total 6010 Misc Staff Compensation	\$ 61,844.08
6025 Misc Staff Expenses	
6026 SS/Medicare Payments	10,301.60
6027 Worker's Comp Insurance	1,200.00
Total 6025 Misc Staff Expenses	\$ 11,501.60
6100 ADMINISTRATION EXPENSES	
6101 Computer Equipment & Supplies	1,000.00
6102 Telephone Expenses	2,000.00
6103 Website Maintenance	1,000.00
6105 Copier	3,000.00
6106 Paper	1,100.00
6107 Postage	1,000.00
6108 Office Supplies	900.00
6109 Administrative Expenses	1,500.00
6110 Credit Card Fees	3,800.00
6111 Vehicle Exp (Mileage Reimb etc)	2,250.00
Total 6100 ADMINISTRATION EXPENSES	\$ 17,550.00
6200 FINANCE EXPENSES	
6201 Bookkeeping & Record Keeping	3,075.00
6202 Stewardship Expenses	500.00

2023 OPERATIONAL BUDGET

6204 Other Finance Board Expenses	220.00
Total 6200 FINANCE EXPENSES	\$ 3,795.00
6300 PROPERTY EXPENSES	
6301 Maintenance/Capital Projects	5,000.00
6302 Liability Insurance	13,000.00
6303 Maintenance Contracts	7,500.00
6304 Contract Labor	500.00
6310 Natural Gas	3,500.00
6311 Water, Sewer & Sprinkler	2,000.00
6312 Electric	6,000.00
6313 Electric Demand Charge	2,750.00
6320 Materials and Services	1,000.00
6321 Janitorial Supplies	1,000.00
Total 6300 PROPERTY EXPENSES	\$ 42,250.00
6400 FAITH DEVELOPMENT EXPENSES	
6402 Children's Ministry	300.00
6403 Adult Ministry	300.00
6404 Youth Ministry	4,000.00
6407 Other Board Expenses & Gifts	400.00
6408 College & Young Adult	500.00
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 5,500.00
6500 COMMUNITY LIFE & GROWTH EXPENSE	
6510 Social Committee	500.00
6521 Outreach (Evangelism & Adv)	500.00
6525 Other CL&G Expense	500.00
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	\$ 1,500.00
6600 WORSHIP EXPENSES	
6601 Worship Supplies	1,500.00
6602 Audio-Visual Broadcast Expense	2,000.00
6605 Adult Choir Music & Support	400.00
6606 Bell Choir Music & Support	400.00
6608 Orchestra	500.00
6610 Instrument Maintenance	2,500.00
Total 6600 WORSHIP EXPENSES	\$ 7,300.00
6700 MISSION & OUTREACH EXPENSES	
6710 Transfers to Mission & Outreach	18,000.00
6715 Member Directed Outreach	15,000.00
6730 KY Council of Churches	1,000.00
6731 National Council of Churches	100.00
6732 World Council of Churches	100.00
Total 6700 MISSION & OUTREACH EXPENSES	\$ 34,200.00
6800 NURTURE & CARE EXPENSES	
6801 Special Care Resources	1,000.00
6802 Stephen Ministries	1,000.00
Total 6800 NURTURE & CARE EXPENSES	\$ 2,000.00
Total Expenditures	\$ 413,718.66
Net Operating Revenue	-\$ 24,091.07

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



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Berea, KY, 40403

union-church.org