

*The Church of Christ, Union*  
*172nd Annual Meeting*  
*Worship, Reports & Business*  
*March 16, 2025*

Nominating Board  
report  
updated 3-17-25



**172<sup>ND</sup> ANNUAL MEETING OF THE  
CHURCH OF CHRIST, UNION  
12:30 PM MARCH 16, 2025**

*“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.”*

BETSY WHALEY, MODERATOR

REV. KENT GILBERT, PASTOR  
REV. CHRISTINA RYAN PERKINS, SABBATICAL PASTOR

**Continuing Our Worship with Our Work**

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## TASKS OF ORDER FOR A MEETING OF THE CONGREGATION

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

### **Meeting Procedure:**

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

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

### **Quorum:**

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

### **Parliamentarian:**

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

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

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

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

We are indebted to the daily work of our paid staff. Seen and unseen, they make possible our ministry in various and specialized ways. We offer our deep thanks for their contribution to the work of Union Church in 2024.

Deb Beishline, Kitchen Manager  
Denis Burton, Custodial Support  
Cansas Dowell, Nursery Team (partial year)  
Joan English, Office Administrator  
Carla Gilbert, Pastoral Support  
Kent Gilbert, Pastor  
Fhazaneh Jackson, Youth Assistant (partial year)  
David Jones, Program Coordinator  
Dave Kobersmith, Church Administrator

Emily LaDouceur, Youth Director  
Katy Lashbrook, Nursery Team  
Jessi Montgomery, Director of Development  
Courtney Parrish, Youth Assistant (partial year)  
Cadence Perman, Nursery Team  
Olivia Puckett, A/V Team  
Robert Rorrer, Bookkeeper  
Dr. Bernardo Scarambone, Director of Music  
Rina Tanaka, Video Production Manager  
Kelli Thomas, Nursery Team (partial year)

Photos in this report were primarily taken by Rachael White and also gleaned from a variety of Union Church's online sources.

# CONGREGATIONAL MEETING MINUTES

## ANNUAL MEETING OF UNION CHURCH

Sunday, March 17, 2024, 3:00 pm

### **Welcome and Opening Prayer**

Steve Gowler, Moderator, welcomed the Union Church congregation to the 171st Annual Meeting. This meeting was in person in the church community room and online. Rev. Kent joined us remotely from Denver, CO. He traveled there because of a family matter. Rev. Kent opened the meeting with prayer.

### **Tasks of Order**

Steve Gowler declared a quorum and appointed Council member Charles Hoffman Parliamentarian. With a motion by Greg Lakes and second by Carla Gilbert, the minutes of the Congregational Meetings in 2023 were reviewed and Steve asked for any additions or corrections. The minutes of the Annual Meeting of March 19, 2023, the meeting regarding Budget Revision August 13, 2023, and the Annual Meeting December 6, 2023 were included. The minutes were accepted unanimously.

### **Gratitude for Our Paid Staff**

Rev. Kent recognized the vital work of the church's paid staff. Dave Kobersmith, Church Administrator; Rina Tanaka, Video Production Manager; Denis Burton, Custodial Support; Joan English, Office Administrator; Emily LaDouceur, Youth Director; Courtney Parrish, Youth Assistant; Deb Beishline, Kitchen Manager; Bernardo Scarambone, Music Director; Rev. David Jones, Program Director; Rev. Carla Gilbert, Pastoral Associate; and, to complete the list, Rev. Kent Gilbert, Pastor. These loyal, caring people collectively keep the church running.

A new position to Union Church Staff is Director of Development and Congregational Engagement. Chosen from many applicants, Jessi Montgomery won the votes of the Search Committee with her qualifications and enthusiasm. Patti Smithson, Tim Monroe, and Nancy Adams carefully reviewed information from all applicants.

### **Nominations of Officers, Board Members, and Honorary Lifetime Deacons**

Nominations by the Nominating Board were listed in the report of the Annual Meeting of 2024. These included Financial Secretary: Reda Hutton, 2027, Clerk: Maureen Spencer, 2027, Moderator: Betsy Whaley, 2025, Vice Moderator and Chair of Church Council, 2025, Administration: Eef Fontanez, 2025, Community Life and Growth: Sue Peterson Blythe, 2027, Faith Development: Alvera Perman, Cadence Perman, Joy Gritton and Andrea Woodward, 2027, Finance: Tim Monroe, 2027, Mission and Service: Paul Jacobs, and Paul Smithson, 2027, Pastoral Relations: Laura Nagle, 2027, Properties: Sally Hindman, 2027, Worship: Terry Beishline, Ally Nurre, and Seth Hutchins, 2027, and Nominating: Pamela Chabora, 2027. **As a motion coming from Nominating Board, no second was needed. The slate was cheerfully accepted by the members of the congregation attending.** Thank you to all who stepped up to help Union Church thrive.

Honorary Lifetime Deacons were introduced by Rev. Kent and recognized for their exemplary service and dedication to the church and God over many years. Sue Peterson Blyth, Debbonnaire Kovacs, and Susie Ritchie, unquestionably disciples of God, were voted by the congregation to accept this honor. **The motion came from Church Council so no second was needed. Motion passed by acclamation!** Thank you to the Nominating Board.

### **Proposed Action: Grant Application**

Originated with the Pastoral Relations Board, presented to Church Council Application for 2025 Clergy - Congregation Renewal grant. Rev. Kent is due for a 3 month sabbatical this year, however, finances of the church could greatly improve if the Eli Lilly Foundation "Clergy Renewal" program were awarded. The grant would offer \$40,000 to Rev. Kent to use for travel, education, reflection, and renewal. \$20,000 would be available to the congregation to compensate for needs of the church while Rev. Kent is away.

February 2024, Church Council approved the motion: that the Congregation together with the pastor and pastoral relations board work together to design a sabbatical program for both Rev. Kent and the members of the church and apply for a Lilly Foundation Clergy Renewal Grant in the spring of 2025. More information may be found on page 34 of the March 17, 2024, Annual Meeting report, in the Report of Pastoral Relations Board. Because the funds from the grant would not be available until late 2026, Rev. Kent needs a partial sabbatical in 2025. Covid years and unfortunate circumstances have been stressful on Rev. Kent and he needs a break, soon. **No second needed, the motion passed unanimously.**

### **Board Reports**

Moderator, Steve Gowler, introduced Board Chairs to highlight events of their Board. Rev. Carla Gilbert, Pastoral Care Associate, expressed thanks and appreciation for being able to serve the people of Union Church and for the opportunity to serve with her son, Rev. Kent. Rev. Kent, mentioned 2 new grant funded positions. Gail Wolford asked about the duration of these positions. Kitchen manager is funded for 2 years. Director of Development and Congregational Engagement, a ½ time position, will also be funded for 18 months to 2 years. The hope is that these positions will become sustainable. This should be a main focus for the Development Director. Betty Sarafin, Community Life and Growth, reported that the board needs to fill one more position. Rev. Carla recognized Tennant Kirk as Co-chair of Mission and Service. Tennant has done much of the fundraising organization. \$3000 was raised for RITI. The board could use more people, especially to help with fundraising. Rev. Carla also reported for the Nurture and Care Board. Thanks to Hazel Morris for sending cards to the congregation for birthdays and other special events for many years. She will continue to help but Donna Lovell will take over the bulk of the mailings. Dave Kobersmith reported for the Finance Board that the projected deficit for 2023 was \$31,000. The actual deficit was \$26,000. Various funds were tapped to cover the deficit. The Hutchins Fund, which is designated for Properties, was used to cover large expenses with the heating and cooling systems. Savings from the Transformation Fund and other funds that had been set aside from past years covered \$18,000. Remaining Board and Committee

Chairs asked if there were further questions after members reviewed reports. There being no more questions, Theresa Gowler moved that the Board Reports be accepted. Joan English seconded the motion. Reports accepted.

### **2024 Budget Policy**

This policy was inadvertently overlooked at the 2023 Budget Meeting. Adoption of this policy gives the Church Council permission to be responsible for financial planning of the Church within the guidelines of the Constitution of the Church. It also gives the congregation a chance to voice their opinions as to the financial operations of the church. More information is presented on page 9 of the 171st Annual Meeting booklet.

### **New Business - Property Insurance**

Around Christmas 2023, the sprinkler system in the church froze and thawed, because of extreme weather conditions, causing flooding in the sanctuary and other parts of the building. The cost to repair the damage was over \$170,000. Our property insurance, both liability and property, were dropped. With much research, liability insurance was found at a vastly higher cost. Without liability insurance, if the church was sued there will be no more Union Church. So it was given priority. If the church does not have property insurance and is sued the building may be lost but the church will still exist. The congregants may have to meet in a tent but they can meet. Nationwide, churches are losing insurance. The Properties Board is still searching for property insurance. Berea College may be able to help with coverage and there is another deal in the works. Hopefully, the committee will know something by the next congregational meeting. A 25% increase is a possibility so another budget meeting may be on the horizon.

### **Installation of Officers and Board Members**

Thanks were given to those who agreed to accept positions to serve Union Church. The congregation promised to support the officers and board members in their endeavors.

### **Closing Song and Blessing**

Rev. Kent closed the meeting with a benediction and song. *Come Now O God of Second Chances.*

~ Linda Parsons, Clerk

## **CONGREGATIONAL MEETING REGARDING BUDGET REVISION**

**Sunday, August 4, 2024, 3:00 pm**

Reverend Kent Gilbert, Pastor; Betsy Whaley, Moderator; Dave Kobersmith, Church Admin.; Jessi Montgomery, Director of Development.

### **AGENDA**

- Rev. Kent opened with a welcome and an opening prayer.
- A quorum was present.

- There were no additions to the Agenda for the day.
- Rev. Kent spoke on Sources of Funds, Balances, and Current Resources
- Dave Kobersmith did the Presentation and Discussion of a Proposed Budget for 2024
- Betsy Whaley took the Vote to Adopt, Modify, or Reject the 2024 Budget
- Questions, Comments, etc.
- Closing Blessing

### **Sources of Funds, Balances, and Current Resources**

- GRANTS: ~\$257,144
- SAVINGS: ~\$342,200 (restricted savings \$191,200 and unrestricted savings \$151,000)
- INVESTMENTS:
  - Yearly Income–(Run by a trustee company. We get an annual income from it.) Hovering at about \$1 million right now. We will see about 5% of it each year. ~\$44,500.
  - Endowments–The congregation previously voted not to take funds from it until it exceeds the \$500,000 threshold. We have now done so. Therefore, we can choose to take income from this investment.

### **Presentation and Discussion of a Proposed Budget for 2024**

Dave Kobersmith showed the slide for the revised version of the Budget for 2024. The new deficit is \$29,178, down from \$33,000. Dave explained some of the overages and savings from a detailed budget slide presented.

### **Vote to Adopt, Modify, or Reject 2024 Budget**

The moderator asked us to vote to accept or reject this revised budget. **Since the motion came from the Church Council, it needed no second. The motion carries. Accepted.**

A question was raised regarding what to do about the deficit going forward.

Rev. Kent fielded the question. Fund Development is creating an easy path for new givers, donor appreciation, and legacy giving.

Stewardship education and additional grant sourcing are also being developed. We work hard to keep deficit numbers moving down.

### **Announcing a New Legacy Society**

Rev. Kent introduced Jessi Montgomery, the new Director of Development, to start discussing the Matilda Fee Society and legacy giving.

Rev. Kent describes the life of Matilda Fee, the school's first teacher, who kept things moving while John G. Fee was gone. People who can give a legacy gift are people like that; the unseen who are saving the enterprise. That is why we are creating the Matilda Fee Society.

Jessi announced that we are inducting Sally Zimmerman and Doug & Nancy Hindman into the Matilda Fee Society. Jessi explained that we are starting Planned Giving educational events to let people know how to be more intentional about their legacy. It is not about the amount—it is about intent.

### Questions, Comments, etc.

Betty Sarafin asks a question about a typo in the data. She also asked about being reimbursed for the pool party, which was rained out. Kent said folks were looking into the reimbursement.

Betty also asked if the Matilda Fee Society was for the Nursery. Kent explained that it was for anyone who has designated their giving for their estate; anyone who has demonstrated an intent to include Union Church in their plan.

Kent shares that we received a painting of Union Church from the estate of a former Berea College student whose roommate, Dorothy Schmidt, created the painting in 1953. The participants at the meeting signed a thank you note to the donor.



### Closing Comments and Blessing

Kent thanked all those who participated in cleaning the nursery and getting it ready for the season.

Betsy Whaley ended the meeting with a brief summary of what we learned.

There were a few prayer requests for the ill.

Betsy gave a final prayer of thanks to God.

~ Maureen Spencer, Clerk

## ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 15, 2024, 3:00 pm

Reverend Kent Gilbert opened with a welcome and a prayer. There was a quorum present. No additional Agenda items needed to be added.

### Review of 2024 Year-to-Date Finances

#### *Sources of Funds, Balances, and Current Resources*

Rev. Kent presented slides to help us understand our resources, where they come from, and what we can spend.

- **GRANTS:** We currently have 2 grants in play. From 2020, a Transformation Grant of \$50,400. And a 2023 Development Grant of \$120,500.
- **SAVINGS:** In this area, there are Restricted and Unrestricted Savings. Our Restricted savings of \$191,200 can be only used for designated areas, such as building and maintenance. Unrestricted Savings of \$234,000 may be used for deficits or things that we vote on to spend if we need to.
- **INVESTMENTS:**
  - **Lambert Funds:** Yearly Income– Currently \$1,086,000. (This gives us a yearly income of about \$50,000.)
  - **Endowments–** Currently \$619,700 (This fund now exceeds the \$500,000 threshold and we can choose to take income from this investment.)
- **DONATIONS:** Pledges and Gifts – Jessi Montgomery, Development Developer, spoke about the successful Pledge Drive this year and announced that we were awarded a Hamilton Grant that we can do a lot of good things with.



## Presentation and Discussion of a Proposed Budget for 2025

This coming year, we have a proposed income of \$406,240 and a projected expenditure of \$432,500. This projects a deficit of \$26,260.

Coming from Finance Board & affirmed by Church Council, the motion requires no second. The 2025 Union Church Budget passed unanimously.

## Questions, Comments, and Cares of the Congregation

- Rev. Kent brought it to our attention that the Berea Food Bank was hurting, 20-25 students on campus needed meals through their break and Food Service shut down, and January was the start of Room In The Inn (RITI) at Union Church. These are needs of our community that Union Church contributes to financially and physically. This includes the UP Initiative of Madison County. They are looking into creating a new facility out near Gabbardtown that would include showers, food, and a laundry facility. Rev. Kent encourages us to call the City government and ask about warming shelters in Berea. Attend City Council meetings and bring this up.
- Rev. Kent announced again that he would be on a short sabbatical for two months, February and March. The theme of this retreat focus is “Catching Our Breath” and we are planning ways to incorporate theme going forward this year by applying for a Lilly Grant to fund some ideas.
- Rev. Kent will be taking part two of his sabbatical, 3 months sometime in 2026.
- We ended the meeting with a Closing Prayer by Rev. Kent.

~ Maureen Spencer, Clerk



## MOTION TO SUSPEND THE TERM LIMIT OF THE TREASURUR

### Motion

As allowed by the Constitution (3.10.4), Church Council moves that the term limit for Treasurer be suspended to allow the current serving officer, Greg Lakes, to continue in that position as we continue the search for our new Treasurer.

As a motion from Church Council, this requires no second.



## REPORT OF THE NOMINATING BOARD

Names in **blue 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 2028**                      Financial Secretary: Reda Hutton 2027  
 Clerk: Maureen Spencer 2027                      Moderator: **Betsy Whaley 2027**  
 Vice Moderator & Chair of Church Council: **Jen Eich (2026) - nomination from the floor**

### ADMINISTRATION BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Reda Hutton		<b>Gene Daniels</b>
Nancy Adams		<b>Donna Lovell</b>

### COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Betty Sarafin*	Sue Peterson Blyth	
Deb Beishline		

### FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
	Alvera Perman	<b>Rebekah Easton-Hogg</b>
	Cadence Perman	<b>Kelly Richards</b>
	Andrea Woodward	

### FINANCE BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Charles Hoffman	Tim Monroe	
Robert Rorrer		
Patti Smithson*		

### MISSION AND SERVICE BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Carla Gilbert*	Paul Smithson	<b>Tennant Kirk*</b>
	Joy Gritton	<b>Dorothy Chao</b>
		<b>Nikita Vundi</b>

### NURTURE AND CARE BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Susie Ritchie	Sandy Bolster	<b>Carla Baumann</b>
		<b>Rhonda Cardwell</b>

\* chairperson

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
	Laura Nagle	<b>Steve Bolster</b> <b>Martin Hensley</b> <b>Peggy Patrick</b>

PROPERTIES BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Jeff Hutton* Kelly Mehler	Sally Hindman	<b>Howard Carlberg</b>

WORSHIP BOARD:

<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Paul Jacobs Rhonda Edwards Diane Bailey	Terry Beishline Ally Nurre	<b>Ashley Williams</b> <b>Donna Daniels</b>

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 2026</u>	<u>CLASS OF 2027</u>	<u>CLASS OF 2028</u>
Laura Nagle* Jeff From		<b>Donna Lovell</b> <b>Sally Hindman</b>

HONORARY LIFETIME DEACONS

<u>CURRENTLY SERVING</u>		<u>FOR ELECTION</u>
Joan Bates	Truman Fields	<b>Tennant Kirk</b>
Gerrie Blanchard	Joy Frazier	<b>Sandy Bolster</b>
Sue Peterson Blyth	Carla Gilbert	<b>Steve Bolster</b>
Patty Boyce	Jan Hamilton	<b>Ruth McLain Smith</b>
Jean Boyce	Betty Hibler	<b>Al White</b>
Robert Boyce	Betsy Hoefler	<b>Alice White</b>
Jenny Bromley	Charles Hoffman	<b>Rachael White</b>
Jerry Cooper	Dorie Hubbard	
John Culp	Debbonnaire Kovacs	
Ramona Culp	Lois Morgan	
Joyce Fields	Kelly Mehler	
	Teri Mehler	
	Hazel Morris	
	Ann Rhodes	
	Steve Rhodes	
	Susie Ritchie	
	Carol Shaffer	
	Larry Shinn	
	Nancy Shinn	
	Patti Smithson	
	Paul Smithson	
	Gail Wolford	

\* chairperson

## REPORT OF THE MODERATOR



This last year, it has been my honor to serve as the Moderator of Union Church. 2024 was a year of maintaining, exploring, growing, and dreaming about the future of Union Church. Early in the year, we were surprised to find ourselves in a situation where we had no insurance coverage for our building. Natural disasters, skyrocketing construction costs, and the unique risks associated with churches have led to insurance

companies raising rates to the point that congregations like ours are not able to afford the premiums. Fortunately, with the support of Berea College and a generous donor, we were able to secure coverage. This crisis highlighted our precarious financial situation. Union, like many progressive mainline congregations, has seen a decline in membership and giving over the last 30 years. Fortunately, our church leadership has leaned into the challenges by controlling costs and seeking new revenue streams. While we projected a deficit at the end of 2024, we had a surplus above our budgetary needs.

The changing cultural and political landscape has posed unique challenges for our congregation. The rise of Christian Nationalism, combined with the Make America Great Again movement, has changed the public perception of Christianity and the values that Christianity represents. Union Church is a congregation firmly rooted in the prophetic tradition that takes seriously the role of the church in speaking truth to power and standing on the side of radical hospitality and advocacy for the under-resourced, under-represented, differently abled, and oppressed. This puts us in opposition to Christian nationalism and mainstream culture. Because of this, many in Berea question our faithfulness to the tenets of Christianity. We are not perfect, but we are followers of Jesus who also stood on the side of welcome, justice, compassion, and equity. Our identity and values have drawn people who are seeking a community that aligns with these values. In 2024, we have seen folks joining our community and investing themselves in service.



In 2024, we began conversations about the future of Union Church and started envisioning together what our future should be. We are continuing those conversations in 2025 and asking hard questions of ourselves.

- What do we want Union to look like in 20 years?
- What ministries do we want to prioritize?
- How will we financially support the dreams that we have?
- How will we serve our local community and the world?
- What will we invest in?

I am proud that we are challenging ourselves to struggle with hard questions and difficult truths and I feel confident this discernment process will lead us to the places where we are most needed and most need to be.

There are difficult days ahead for our country and our community, but together, we will make it through. It is an honor and a privilege to support this community of faith and serve as the moderator. I look forward to what lies ahead.

Respectfully submitted, Betsy Whaley

## REPORT OF THE PASTOR

*“We respond with deep commitments, fresh new lines of faith to trace...”*



In the hymn, “Called as Partners in Christ’s Service” the above stanza evokes Union Church’s dynamic and loving reach toward greater service. In a year that continued our community’s reemergence from the unwelcome changes of pandemic, we have been seeking God’s partnership in new ways to serve that deep-seated love and compassion in ways that would “boldly and creatively embody the life and ministry of Jesus.” In service of that goal, we hired extraordinary new staff, bid farewell to extraordinary servants when they entered the wider life, and engaged in new service to neighbors in need. The family of the congregation, individually and collectively, partnered in grace and for grace as we explore what Love Demands of us.

### **New Staff**

Using funds from the special grant received in 2023, we were at long last able to hire a new director of development and congregational engagement. After a thorough search, the committed team recommended Jessi Montgomery for the half-time position, who was hired in April. Jessi brings not only a lively spirit and good humor to our church family, but also considerable talent in grant writing, administration, people to people relations, marketing and communications. With her guidance and help we have been working hard to better thank and recognize all of those who participate and partner in this ministry. In her report you will see many of the initiatives that are already bearing fruit and we are grateful for her help.

In that regard we wanted to recognize those who have included Union Church in their estate planning. The “Matilda Fee Society” recognizes the foundational and life-saving work of Union Church founder Matilda Fee (wife of John G.) and the often unseen ways she kept the community centered and faithful. Planned gifts to our ministry and to our endowment do the same. Anyone who lets our Director of Development know they have included the church will be received with great gladness!

We were sorry to accept the resignation in May of our assistant youth director, Courtney Parrish, who offered our youth program so many gifts. She worked first with Chris McKenzie and then helped bridge his departure and support the youth through the transition to new leadership with grace and skill. Upon her departure Faith Development Board formed a task force and in September we were glad to welcome Fhazaneh Jackson to work alongside Director Emily LaDouceur.

### **Open Table**

A notable joy and powerful force for community support has been the Open Table project headed by Community Life and Growth and made successful through the hard work of a devoted group of volunteers. We have seen numbers grow this year to averaging 60-80 person each Wednesday. Chef Deb Beishline has provided incredible meals but also a generous spirit, and the volunteer “worker

bees” who wash, prep, clean and straighten each week have made this the best meal in town every week. It has also become an important connection point for our neighbors and friends who are unhoused, or precariously sheltered. We hope we can continue to serve everyone who comes with the basic necessities of food, company, and dignity.

Moving forward, we are applying for grants we hope will help support the program with upgraded kitchen equipment that will facilitate the expanded scope and volume of cooking. We hope to secure commercial fridge and freezers, along with funding to support the food for those who cannot afford to contribute.

**Sabbatical Planning**

In February of 2024 the Church Council endorsed the Pastoral Relations Board proposal to apply for a Lilly Foundation national Clergy Renewal Grant. These grants are given to congregations for a comprehensive plan to renew and refresh clergy while engaging the congregation in special projects, activities, and worship. Up to \$70,000 is awarded for the church and pastor to implement their plan.



Unfortunately, these grants are submitted in March of every year and winning congregations don’t receive funds until the following January. Given the considerable planning involved, Church Council determined we should apply in 2025, with a sabbatical then taking place in 2026. The concern for all of us was the increasing burnout burden if we waited another 2 years before a break. Because my sabbatical was previously delayed (it should have occurred in 2024) Church Council endorsed a “split plan:” two months in 2025 (the one I am

currently on) with an application for the Lilly grant that March. Then 3 months of sabbatical in 2026, funded (we pray) by the grant. (If the grant is not funded, the time would still be taken off, but pastoral expenses would come from regular sources and not Lilly).

I greatly appreciate this consideration and the time to “catch my breath” after 6 years of very strenuous and unusual circumstances. As you read this report, I will be in the midst of those first two months of leave, with a planned return to the pulpit on April 1, 2025. Dates for the 2026 sabbatical have not yet been determined.

**Inauguration of Berea College President Dr. Cheryl Nixon**

I was very pleased to represent Union Church at the inauguration of Berea College’s tenth president on April 6th of the year. Dr. Nixon has brought considerable expertise and energy to the position and has been a great supporter of the congregation and many areas of mutual concerns. Both personally and as a congregation we hold the success of Berea’s students, faculty and staff in our prayers, and we continue to support the endeavor



conceived so long ago by our members that the college could be a light to the nations. We wish Dr. Nixon and all who labor for that vision God's grace and continuing provenance!

### Solar Eclipse Pilgrimage, April 8

Also in April we banded together with the leadership of Jeff Hutton to take a group to witness the April 9 total solar eclipse that crossed much of the central United States. Jeff was able to make arrangements at a retreat center in Indianapolis that was gracious to welcome us and provided wonderful viewing, restrooms, and even a good meal after the event was over! More than 30 of us traveled together or met there where we were in the direct path of totality. "The heavens are telling the glory of God" says the scriptures, and indeed it was so! It was very good to experience the awe and wonder together.



### Love and Loss

In 2024 we had the terrible privilege of celebrating lives lived and lost among us. These saints, each a light to me and to the congregation in their unique gifts and graces. They helped weave the fabric of our church community and their contributions are deeply appreciated, even as their company must now be commended to God and the wider life of promise. Betty's staunch support of service around the world; Sally's unwavering devotion; Jackie's love of music and poetry; Richard's deft and nimble flute improvisations; Steve's implacable charity towards all; Barbara's sharp mind; Betty Jean's world-changing perseverance, John's impish, impertinent humor and medical service; Phyllis' insatiable and erudite appetite for the written word. Each of them was a living word of love from God to the church and to many of us personally. May their memories be for a blessing to us.

- Betty Wray*
- Sally Zimmerman*
- Jackie Crowden*
- Richard Bromley*
- Steve Boyce*
- Barbara Prairie*
- Betty Jean Hall*
- John Payne*
- Phyllis Hughes*



In a different category of service, but bringing no less love, we also had to say farewell to 1-yr old church pup, Gracie, who had been a regular feature of Sunday worship children's moments throughout the year. Sadly, she died of a freak accident while playing in a field. Dogs can be the very embodiment of unconditional love, holy exuberance, and sabbath peace. Gracie was certainly all of those things and her untimely death affected us all. Her mother, Thea, continues to bring such love and remind us all of the power of such love.



## Extraordinary Generosity

Many special gifts of service and resources made significant differences in the way we have been able to support ministries at the church this year. Notable among those who included the church in their estate was Betty Wray, who passed away in January. She left the contents of her long-time home to be sold for mission and service support, which she loved and supported all her life. From antiques to furniture to household items, all have found new homes and the money has found new purpose. Thanks be to God!

A second substantial gift came from the careful planning of Sally Zimmerman, who passed away in May of 2024. Sally was a faithful and enthusiastic disciple but had been suffering from dementia for several years and so may not have been known to more recent members and friends. When she died, we were informed of her careful stewardship and advance planning that left her remaining assets to the work of Union Church. Her surprise gift totaled more than \$250,000. In an effort to take as much prayer and planning in our use of those funds as she did in making plans to give them, we have put a substantial amount into our permanent endowment that will fund mission and service, building needs, and ministries yet unknown for years and years to come. We used some of the money to replenish our “rainy-day” funds, and a great deal we sent out the door in the compassionate and healing service work Sally so valued. Thanks to her planning, our church is able to serve in strength and offer God’s word and helping hand. We were honored to dedicate the Matilda Fee Society with Sally Zimmerman and Doug and Nancy Hindman as founding members. Thanks to their planning their faith is still at work among us.

## Work Beyond the Walls

The church does not exist separate from the world we inhabit and much of the pastor’s work is helping bridge and interpret between the life of faith and the events of the world. Again this year I served with the Kentucky Council of Churches Justice and Advocacy commission. Though I stepped down as chair, I remained active during the legislative season of January–April helping produce 9 hour-long video “Prayer in Action” video interviews, each one focusing on a topic of importance to Christians and before the legislature in some form. Weekly briefings and legislative lobbying were also part of this work and included being invited to speak on KET’s “Kentucky Tonight” on issues like gambling expansion, food and hunger relief, etc. My service as the Governor’s appointee to the Medicaid Advisory Commission continued this year, as well.



2024 was also an election year in one of the most dramatically divided eras the US has ever known. The result of that election even further divided the country, but the style of political disagreement has dramatically shifted to a far less moral and far more cruel style of action and speech. Despite the trotting out of religious “branding,” and a lot of pious speeches proclaiming “Christian Values” from prevailing politicians, their actions have been unambiguously antithetical to Christ’s as shown in holy scripture.

The early days of 2025, as I write this, have not alleviated my fears that too many in the country have decided to baptize their violence and greed with a thin baptismal coating. Pious violence is still yet violence, no matter how one tries to legitimize it, and no theocratic state has

ever been kind to those it deems outside its definition of “righteous.” That is why I and so many other pastors have endorsed the constitutional separation of church and state, a “tensegrity” that permits an ongoing, tempered conversation between the freedom to follow one’s faith and the common well-being of EVERY citizen. That balance is now fully under attack from those who have been elected. I think this will define both the kinds of ministry God will call us too in the upcoming years as well as the ways we are able to undertake that service.



Politically popular or unpopular, Jesus’ actions defining a Gospel of impartial love have always been Union Church’s firm foundation. For several decades that mission has aligned more closely with the society around us, perhaps. That it no longer seemingly does, or that charity, love, and compassion are no longer “in fashion” in public spheres does not mean that such a Gospel is not still our guiding light. As we boldly proclaimed that slavery was abomination to a loving God, so we will find ways to “love louder,” with Christ’s power and zeal, for all those who are being framed for the ills a morally bankrupt toxic white male so-called-Christian nationalist movement are trying to rain down upon us.

My grief that the work of holy love in the person of Jesus is being hijacked by a movement directly contrary to his recorded actions—and one that wounds even its most ardent supporters—is profound. That sorrow is bone deep and I fear for the consequences should this movement get what they say they want. Like the proverbial dog who actually managed to bite the tire of the moving car they are chasing, I fear it will be good for neither dog nor driver, and there will be so many broken pieces to pick up. So many.

Our work is now and has ever been about the healing of such divisions: not by compromise to some human standard, but by calling each soul to a higher ground and wider perspective than the simple avarice for power or prestige that seems to be our human tendency. As we move forward our actions will define us, not our words. My hope is that “they will know we are Christians by our love,” and that if certain factions proclaim unbridgeable division we will remain voices singing down the reality of God’s love for all with all the messy, wonderful, transformative implications. In that respect we are building both a lifeboat and a light house with this church, with each other, and with all seek a Kingdom-made-Kindom. I suspect it will be work. I suspect we will have help, however. And I am certain such a Kindom will be worth the effort.



In faith and hope and love,

*Rev. Kent*



## REPORT OF THE PASTORAL SUPPORT ASSOCIATE



According to the position description, the purpose of this position is the responsibility for resourcing and supporting the spiritual needs of church members in crisis or long-term distress. However, it is also to provide resources to support those needs for church members and friends in general. This is done in consultation with the pastor on a regular basis in conversation and guidance in that process. It is important to know that confidentiality for both pastor and associate are of utmost importance and all conversations between them are not automatically shared.

My defined tasks are:

- Pastoral liaison for the Nurture and Care Board, with specifically includes ministry to those family members who are grieving the immediate loss of a loved one by delivering Grief Bags to them when possible. Am evergreen in a vase to remind of God's eternal presence, a loaf of home-baked bread to share in the way in which Jesus shared the bread of life with others, and a votive candle and holder to light the way when it seems so dark, knowing that the Light shines in the dark and the darkness could not overcome it!
- Pastoral liaison for Stephen Ministry as a Leader, 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 one experiencing the various kinds of memory loss. In addition, to serve as a resource for some special needs in that process. We meet by Zoom the first and third Tuesdays of the month to enable those who cannot leave their loved ones to participate and currently have folks who tune in from the local area of Berea and Richmond, but also from NY, and MD. Our alumni serve as folks with past experience to those who are immediately in that role. The group is open to all; confidentiality is respected and support graciously given. This year we also held a few

Memory Cafe events at which persons with memory loss and their care partners attended to sing familiar tunes and hymns, work large pieced puzzles and have dessert.

- I also lead a weekly Bible Lectionary Study for members and friends. This is also a Zoom meeting which meets on Thursdays at 10:30 am and includes several folks from the immediate area as well as from Florida, Michigan, and Arizona. It encourages each to share their experiences and observations regarding life and the scriptures for the following Sunday with no wrong questions or answers. All are Welcome!



- Occasional pastoral counseling for member and friends of Union Church and community including occasional officiating at wedding or memorial services when needed.
- Other specific needs requested by the pastor or staff.

Again, many thanks to Union Church: its staff, its members and friends for the privilege of serving this wonderful Beloved Community who truly does “walk the talk” as “Love Demands”.

Respectfully Submitted with Peace and Blessings,

Rev. Carla Gilbert



## REPORT OF THE CHAIRPERSON OF CHURCH COUNCIL



Much of my thoughts and discussions this year have focused on envisioning our future as a church in a changed cultural landscape. We are living through a precipitous nation-wide decline in church attendance, membership and giving, yet a continual spiritual seeking. In many ways, we are on the vanguard of change – a loose adherence to traditional beliefs and structures, heavy involvement in crucial community ministries, an ethos of love instead of judgement. How do we move fully into new alternatives that strengthen our ministry without relying on just worship as a touch point? How can we meet the spiritual needs of those who don't profess the Christian faith, through broader discussions, the formation of supportive community, and opportunities to serve in a meaningful way? One of the resources I have found helpful is the book, "Being Church in a Liminal Time: Remembering, Letting Go, Resurrecting," by Jeffrey D. Jones and David Fredrickson. The church purchased a few copies if anyone would like to read it.

Recent budget pressures have eased this year, thanks to the cushion from a generous undesignated bequest and increased annual giving that turned our anticipated deficit into a surplus.

These were the actions we took this year:

- Approved Endowment Committee's recommendation to move the endowment to Thrivent's new socially conscious Charitable Impact Fund.
- Contracted with Erie Insurance for our property insurance after being dropped by Church Mutual.
- Affirmed hiring of new Development Director Jessi Montgomery.
- Gratefully accepted and designated the Sally Zimmerman bequest.
- Offered member learning moments on understanding finance reports.
- Signed a letter in support of the Apache Movement to protect sacred lands.
- With gratitude approved COLA adjustments for all staff for the last 2 years.
- Commended Willie Dodson and Teri VanPelt for members in discernment for ordination.



Respectfully Submitted,  
Kim Kobersmith, Chair of Church Council



## REPORT OF THE CHURCH ADMINISTRATOR

Much of the work I do is carrying out the work of the Properties, Finance, Administration Boards and Endowment committee. Please read those reports to see the variety of things done this year. Thank you to those wonderful volunteers who I have the pleasure of working alongside.

This year I was on the team hiring a Director of Development & Congregational Engagement. We hired Jessi Montgomery to work along side us in raising awareness of the ministries of the church, thanking the friends and members who support us in many ways and looking for grants to support our work. She is a joy to work with and I look forward to more of you getting to know her.

Dave Kobersmith



## REPORT OF THE DIRECTOR OF MUSIC MINISTRIES



My main goal as the Director of Music Ministries is to use music to create community and to serve as a vessel to help people. While we try to bring the best possible music, with the best quality, that has never been the main goal. The idea behind music and musical groups is to create a sense of belonging and community, always supporting and promoting inclusion and – yes, diversity! We have professional musicians who trained for years to perfect their art, we have amateurs who love to make music, talented people who just want to sing, and people who are discovering the love for music through learning to sing/play now. Following our mission, we provide a place for all people, and music is one great example of that mission in place.

We have an extremely musical congregation and are lucky enough to have several members and friends to share their talents with us.

The choir has been steady in numbers, sometimes we have more people joining, and sometimes we have people having a break from singing. We received new members for the choir after the Christmas Cantata, and many people liked to sing in a welcoming group and stayed! New faces are always welcome. Many new singers brought a fresh voice to the choir, creating a nice blend. We keep mixing traditional music with new pieces, from old time favorites to brand new compositions. A variety of styles is a great way to keep everyone motivated and deliver a good musical experience to the choir and congregation. One example of the collaboration we achieve in the choir was the 2024 Cantata, where we mixed styles and combined acting with music.

We will keep varying the place where we sing, some selections were sung from the balcony, and some from the floor, depending on the season, and repertoire.

The Orchestra continues to meet regularly, and we can say that we have now a “standard formation.” For the first half of the year, we continued to work with at least three members of the youth program – There is always more space for people to join. I arrange all the music according to each instrument and level of each musician, so everyone will sound good and we are able to make beautiful music together.



All repertoire is carefully chosen to fit the church calendar, as well as the ability of each group and function in the service, many times combining orchestra and choir together.



I continue to play organ and piano for services and when a new hymn (or unfamiliar) is chosen, I play on the piano, and when we have a more familiar one, I play it on the organ.

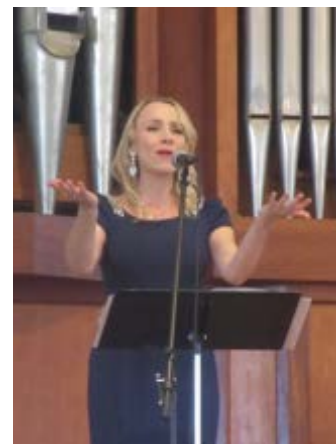
In addition to the choir and orchestra, we often have guest musicians who share their talents with us. From professional groups to students, we are lucky to be able to listen to an even greater variety of music in our church.

We are working in reviving the bell choir and we are happy to

report that bells are meeting again, and will be providing music in a regular basis over the year – which was not the case in 2024. Bells have been such an important part of our musical tradition; we will keep it going!

And in closing, one remarkable event last year happened during the celebrations of the church’s anniversary - We performed a piece composed by John Courter with orchestra, bells, and choir, – that was a fantastic reminder of the ideals of Union Church, combining our tradition and our mission in a musical form.

Bernardo Scarambone





## REPORT OF THE DIRECTOR OF DEVELOPMENT

*“And the more I considered Christianity, the more I found that while it had established a rule and order, the chief aim of that order was to give room for good things to run wild.”*

~ G.K. Chesterton

As I am finishing my first year with Union Church as the Director of Development and Congregational Engagement, gratitude is the first thing that comes to mind. I am so grateful to get to be apart of such a dedicated team and organization of such caring and inviting people, grateful to work with amazing people striving for amazing causes, to better their community, and society. I am very excited for the upcoming year and all the new possibilities that await us.



We titled this year’s annual campaign “Together We...” to celebrate all the things that Union Church is able to do because the people work together. Because it is only together that change is made, and only together that problems can be solved—both small and large. The operating budget was in trouble, but due to the hard work of the church staff and the generosity of the congregation, the budget is balanced. While we will remain mindful and strategic, with a balanced budget we will be able to help more people and create new mission opportunities. In short, we sent out the SOS, and the congregation heard the call for help, answered, and confirmed that Together We Will Rise! Rise above any problems, and obstacles, and rise to the occasion to serve God and each other.



Lots of positive things were accomplished this year... together! We were able to set a firm foundation for the new development initiatives, we changed the budget narratives and how we communicate, we created the Matilda Fee Society—our planned giving initiative that honors an important figure in the church founding, while creating the opportunity for church members to leave their legacy and support the church, now and forever. So far 15 individual/families have joined the Matilda Fee Society.



But we have no intentions on resting on “balanced” – we plan to thrive, and rise – together! We have several grants pending, and will continue to seek funding opportunities and mission support. Many of you already know that we were granted funded from the Hamilton Family Foundation, which will be used to support Cowan Chapel, Open Table, and the Music Ministry. The goals for 2025 will be to support Open Table, and an ambitious kitchen remodel, expand Music Ministry capabilities, further upgrades to Cowan Chapel, and other ways to support Union Church’s mission and outreach, as well as completing the Lilly Foundation Grant for Reverend Kent’s 2026 sabbatical.

I am honored to represent Union Church and all of you that work so hard to make the world a better, kinder, more loving place for all people (and animals) as Love Demands. Cheers to the future and what we can achieve together!

Jessi Montgomery

## REPORT OF THE CLERK

### **Joined January 1 - December 31, 2024**

Pete Campbell  
Danielle Cornett  
Ras Cornett  
Donna Daniels  
Gene Daniels  
Kerry Jones  
Donna Lovell  
Dorothy Lovell  
John Lovell  
Mary McDonnell  
Whitney McKnight  
Karen Tillquist  
Colin Weckman  
Ashley Williams



### **Died January 1 - December 31, 2024**

Steve Boyce  
Richard Bromley  
Jackie Crowden  
Betty Jean Hall  
Phyllis Hughes  
John Payne  
Barbara Prairie  
Betty Wray  
Sally Zimmerman



Our Church Data Management software (FellowshipOne Go) shows

255 Members

8 Associate Members

10 Clergy Members

184 Participating Friends from around the country and world, many online only.

Please remember that YOU are welcome here!!



## 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 2024 the Administration Board accomplished the following items;**

- Discussed and participated in the Budgetary Process for the Church Council
- Made recommendations to the Church Council regarding administrative budget and COLA for all employees.
- Reviewed Terms of Call and proposed continuation of support for the contract
- Sent motion to the Church Council to contract with HR Ministries to review and update the Staff Handbook and related policies. Motion was approved, and we began work with the contract.

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

- Collaborating with others to examine congregational needs in terms of positions and programs as needed.
- Complete work on updated Staff Handbook and Policies
- Continue to support a solid timeline/process for annual evaluations for all staff.
- Continue to support the church through maintaining the purpose of this Board

2024 Board Members: Donna Lovell (Chair), Reda Hutton (Secretary), Nancy Adams, Eef Fontanez



## REPORT OF THE COMMUNITY LIFE AND GROWTH BOARD

- Held weekly Sunday Coffee Hour with drinks and snacks set up and clean up. Special effort is made to use organic coffee grown by small farmers as well as meet members' special dietary needs as possible.
- Made sure Open Table happened weekly (except for June/July), which included serving Room in the Inn (RITI) once a week between Jan. 1 and mid-March. The Meal also included the Youth Group and their leaders. We are fortunate to have Deb Beishline as chef extraordinaire for Open Table thanks to a special grant that is anticipated to last through Spring 2025. It will take an action of the church to designate further grant monies toward retaining the Kitchen Manager position past May 2025.
- Deb Beishline has formed a special team call the “Worker Bees” to assist with Open Table every week: They are:
  - ◊ Pam Chabora
  - ◊ Lynette Willis (Nettie)
  - ◊ Maya Todd
  - ◊ Teresa Dickson
  - ◊ Nancy Adams
  - ◊ Terry Beishline
  - ◊ Sue Peterson Blyth
  - ◊ David Jones (on Sundays and at other events)



- Open Table for 2024 had an average attendance of 62 (based on those who signed in and were accounted for). Our highest attendance was 100 in December and we had higher numbers from January -March (adding RITI) and a spike Aug. 21st when we started back after the June/July break.
- Because one of CL&G’s goals is to encourage growth and development of the church, we are encouraged every week to see new faces in the crowd and invite them to Coffee Hour.



- Provided three monthly summer events including June picnic at Rev. Kent and Diana’s home, Pool Party/Pizza/Side Dish (the pool part was rained out but we went back to church for all those who came and had pizza, etc.), and a July Back to School Supply Giveaway/Lawn Party (which, because of weather ended up inside in the community room. Heather Dent cancelled her Nature Art Activity for this event as well.
- Held Thanksgiving Day meal and fellowship for all those who wanted to join us. Deb Beishline made sure we had and cooked the turkeys we needed (Betsy Whaley cooked one too), prepared mashed potatoes, etc. and others brought side dishes and desserts to share.

- Prepared and provided punch and set up for the Christmas Eve Reception and made sure all the “small bites” brought in were organized and set out. Also cleaned up.

CL&G Team: Betty Sarafin: Chair, Deb Beishline: Kitchen Manager, Sue Peterson Blyth Member, Rev. David Jones: Staff Rep



## REPORT OF THE FAITH DEVELOPMENT BOARD

The Union Church Faith Development Board has made a series of transitions in 2024. In April, we had a large transition of group members out and in, specifically moving out Grace McKenzie, the previous board chair, Christina Parker, and Joy Gritton, and moving in Cadence Perman as new board chair and Alvera Perman. We continue to look for a new person to join in on discussions of intergenerational activities and inclusion of all people in church.



The Union Church Nursery has made HUGE improvements over the past year. They consistently have children filling the space with love and care. Cadence Perman has worked extensively towards childproofing and expanding the toy access in the space, along with coworker Katy Lashbrook, with the support of funds and other help from the Board. We had a VERY successful cleaning event in August with church volunteers! The nursery is also looking for more workers, particularly if they would be willing to help head Sunday School or Children's Church in the future. We are also considering a group of people who would be willing to volunteer by

reading to the children, watching and playing with the children, etc. (If you would like more information on helping in the nursery, please contact Cadence Perman at [cadence12006@gmail.com](mailto:cadence12006@gmail.com))

Our Youth Group continues to expand with the aid of leader Emily Ladoucer. Previous assistant director Courtney Parrish moved on from youth group in May, and was followed by current assistant Fhazaneh Jackson/ Fozzie. This leadership change has brought in a lot of new faces and activities! This includes a "lore" series to learn about each other, "adulting" lessons on things like budgets or cooking, advent/Christmas help through the church, and community outreach. Overall, this continues to focus on the inclusion and service that has long been part of the church.



The Faith Development Board has made deliberate efforts to form connections between the members of the church, particularly between members of different age groups. We have had many events to aid in this, particularly the back-to-school bash and winter cookie decorating. This has involved lots of collaboration with the Community Life and Growth Board, and we're grateful for them allowing us to use



their space and time on Wednesday evenings. Consistent intergenerational events are continuing in the new year.

Submitted by Cadence Perman

## REPORT OF THE MISSION & SERVICE BOARD

On behalf of the congregation, the Mission and Service Board made financial contributions to local, state/national, and international organizations. Distribution of funds is shown on the following chart. The percentage of giving to local organizations increased significantly again this year. We also prioritized donating to international organizations responding to the ever increasing number of refugees due to devastating natural disasters such as earthquakes and fires and equally devastating displacement due to war and political unrest.

In addition to these donations we: purchased a bee hive which resides at the Berea Urban Farm; purchased gift cards for Kent to give to folks in emergency situations; provided funds and mentoring to support the Highways and Byways Ministry which helps folks in need with assistance that is not covered by other programs or until the folks can access help from state agencies; sponsored the CoCoDA fiesta video; and provided financial help to install solar panels that operate a clean water tower for the nine villages in Africa.



After unsuccessfully trying to plan a mission trip for two years, the Mission and Service Board sponsored two one-day mini-mission trips to local places. In June, we visited Brenda Richardson's Recovering Joy and Arts Nature Center. We toured the farm and heard



about opportunities for neighbors and those in recovery to engage with activities such as growing flowers, tending sheep, weaving and other art projects. Many of us were able to listen to the moving stories of women in recovery. The experience was quite rewarding and we are considering another visit in 2025. In

August, we planned to attend an information session held by Apache Stronghold during a stop in Lexington on their cross country march to present their legal argument to the US Supreme Court. They have been fighting for over ten years to save their sacred land in Oak Flats, Arizona. Due

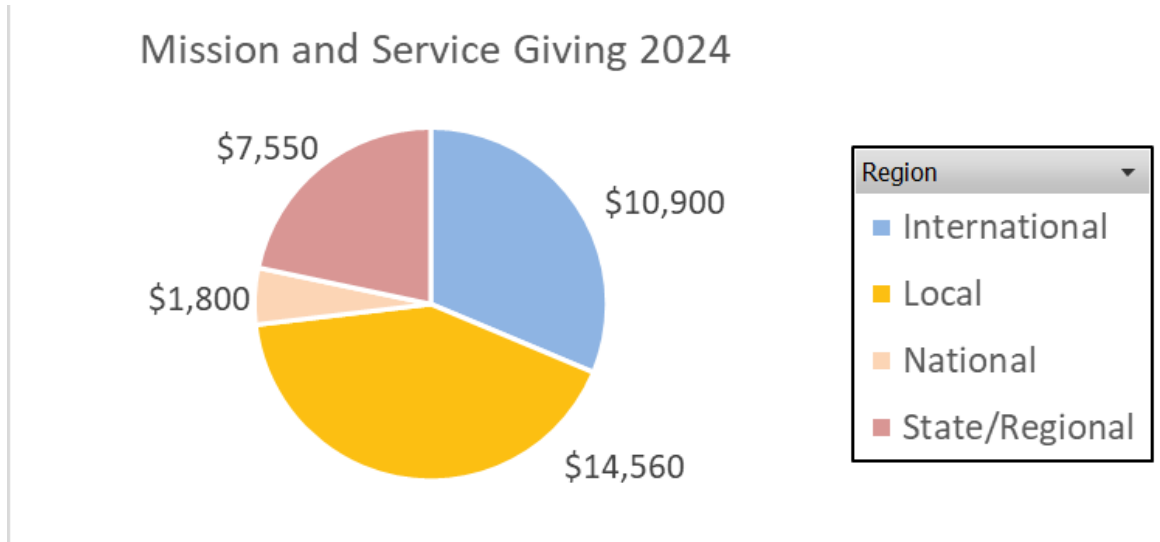
extreme heat only a few of the congregation were able to attend. Those who braved the 90+ heat reported that the meeting was worthwhile. We requested that Union Church sign on as one of the organizations officially endorsing Apache Stronghold's efforts.



The annual auction was replaced by an estate sale of Betty Wray's furniture and collected treasures. Thanks to the generosity of her family, Union Church raised over \$7500.00 to support Room In The Inn, Up Initiative and other groups that provide shelter for unhoused folks in Berea.

The Board continues to research and select individuals and/or organizations to be recognized by lighting the Peace and Justice Candle each Sunday morning. Suggestions are always welcome.

This year we said goodbye to Paul Jacobs with much appreciation for his service and welcomed Joy Gritton. Other Mission and Service Board Members are Carla Gilbert and Tennant Kirk, Co-Chairs; Paul Smithson and Dorothy Chao.





## REPORT OF THE NURTURE AND CARE BOARD

Nurture and Care Board Members have met occasionally, however, the ministry of this Board has continued, thanks to the diligent oversight by Board Members and others who have volunteered in cases of need .

Cards are sent to members and friends. **Donna Lovell** graciously volunteers to send birthday & other cards, and **Hazel Morris**, whose term expired last year continues to send special occasion cards for the monthly holidays to friends and members in Assisted Living and Nursing Homes. Thank you Donna and Hazel for this tremendous “labor of love.”

Also included in our Ministry is care for those who have who have lost loved ones. Where possible, each immediate family member receives a Grief Bag delivered by **Rev. Carla** or **Rev. Kent** which includes a beautiful vase with an evergreen, to remind of God’s Eternal love; a loaf of bread made by former N&C Board member, **Gerrie Blanchard** to share with friends and family as Jesus did, and a glass votive candle holder made by local glass blowers and a votive candle to remind of the Light that the darkness could not overcome. In addition, The *Permission to Grief* series of four booklets sent throughout the first year of loss . **Donna Abner** sent a total of 64 this past year. Thank you, **Gerry** and **Donna** for your spiritual caring during these times of loss when Love Demands a certain response



**Rhonda Cardwell** (with the help of other Board Members and volunteers ) has had the major responsibility for overseeing special receptions which have been primarily those following Memorial Services for John Payne, Richard Bromley, Steve Boyce, Betty Wray, Sally Zimmerman, and Naomi Brandenburg.



Members of the Board also served refreshments for care partners and their loved ones at Memory Café events, at which others also provided social interaction, singing, puzzle building with large sized pieces in addition to small gifts to take home. These were enjoyed by all who attended and continues as the need arises.

Stephen Ministry also falls under the purview of Nurture and Care Board. Over the course of 8 years Union Church has trained 20 caregivers who have each had more than 50 hours of intensive support training as well as follow up support with Peer Supervision and Continuing Education. The ministry is coordinated by **Rev. Kent**, **Jen Eich**, and **Rev. Carla**.

At this time, we have 5 active Stephen Ministers, some who were in the first class at the beginning of the program 8 years ago. At present we are assessing the specific needs of this ministry with regards to Leadership, Care-Givers and Care-Recipients. If you have interest or comments, please contact **Rev. Carla**. This is a valuable ministry that is not only for our church members and friends, but those within the local community who need support during a critical transition with presence with utmost confidentiality.

Stephen Ministers also provide leadership at the Long Night Service in December for those who are grieving and those who support them. Refreshments were provided after by Nurture and Care Board members and volunteers who added their “love” to the ministry.

In addition, Stephen Ministry provided a book, *Cancer: Now What?* to those in need.

Thank you to Board Members Carla Bauman, Sandy Bolster, Rhonda Caldwell, Susie Ritchie, and volunteers Peggy Patrick, Donna Lovell, Hazel Morris, Gerry Blanchard and the many who provided food and presence. You are most appreciated!

Respectfully submitted,  
Rev. Carla Gilbert, Pastoral Liaison for Nurture and Care Board



## REPORT OF PASTORAL RELATIONS BOARD



During the spring of 2024, members of the Pastoral Relations Board met for a brainstorming session about the Eli Lilly Pastoral Renewal Award Proposal due on March 12, 2025. If successful, the grant will provide up to \$40,000 to Rev. Kent and up to \$20,000 to Union Church towards expenses incurred during a 3-4-month sabbatical leave for him in the spring of 2026. We created a “word cloud” based on the central concepts of “grace, flow, energy, and soar.”

Although many of the words and ideas we created during the session did not survive in the final grant proposal later developed by the Board in the fall of 2024, many important ideas and concepts surfaced that were used in the final development of the project. The most important include the celebration and “rebound” of Rev. Kent and Union Church following the COVID pandemic; and the creation of “healing arts events” for the congregation, focused on community and sharing, especially involving music, and other media such as visual arts, poetry, and dance.



PRB meetings in the fall of 2024 involved (1) further development of the Lilly Clergy Renewal Proposal theme and objectives, resulting in the final theme “Catching Our Breath,” and (2) planning for Rev. Kent’s current sabbatical in February and March, 2025 including the search for and selection of a replacement pastor. We created a job description for the position. We decided to use the on-line *Indeed* program to publicize and disseminate the job description, application requirements and materials, job requirements, compensation, benefits, etc., and to “track” the candidates as they submitted their various materials. The search was successful, attracting 24 initial applicants, 14 of which met all the desired requirements. Board members carefully reviewed their application materials and selected our top two candidates for Zoom interviews. We are very pleased to have chosen Rev. Christina Ryan Perkins to lead us in Kent’s absence this spring. As I am writing this report, the PRB is in the process of working with Jessi Montgomery, the principal writer of the grant proposal, to prepare it for submission.

Respectfully Submitted by Stephen C. Bolster, Chair



## REPORT OF THE PROPERTIES BOARD

- **Electrical Circuits**

Electrical circuit identification is generally complete with almost all outlets and switches affixed with a label which identifies both its electrical box and circuit breaker.

The first draft of the paper binder which shows circuit identification and locations of all electrical circuit breaker boxes was completed.

Electrician Ernie Campbell inspected all inert electrical plugs and switches, tied off the wires and placed blank cover plates over the inert switches and outlets.

- **Gutter Issues**

Dave Kobersmith hired GT construction which inspected and repaired the roof gutter at the eastern corner of the sanctuary building.

- **Lower-Level Children's Bathroom**

Properties Board received a request to investigate the feasibility of restoring the lower-level children's bathroom (next to the nursery) back to operation. Several new configurations were discussed. A computer-drafted drawing set was created to facilitate discussion. To date, no further action on this project has been requested.



- **Playground**

Per the Properties Board's specifications, the ground level of the playground was lowered by one foot, and engineered wood chips were spread to restore the original level to provide a safer play surface.

The two open swings were removed per the recommendation of two playground consultants for safety reasons. A drainage system originally specified for the playground was not found. GT construction performed the work.

- **Concrete Sealing**

The sanctuary porch and sidewalks surrounding Union Church were coated with a sealant by GT construction.

- **A/V Storage Cabinets**

A new set of bespoke A/V storage cabinets were installed at the rear of the sanctuary.

- **Room Numbering**

A new, more logical room numbering scheme was created, mostly to make the rooms in the education wing easier to locate. Kelly Mehler located suitable card holders to be located next to, or on, room doors during 2025. New room numbers will be displayed next to, or, on entry doors.



- **Pipe Organ Cabinet Maintenance**

Per Properties Board request, Kelly Mehler identified a wipe-on finish that would protect the casework of the sanctuary pipe organ. He then cleaned and applied this finish to a small area at the rear of the organ as a compatibility and appearance test. The area was inspected by Properties Board members and approval was given to treat the entire organ case. No functioning parts of the organ will be affected. When a suitable scaffold, needed to reach the upper areas, can be attained, the renewal process will proceed.



- **Organ Platform Safety**

Preliminary plans are being made to design a railing to go around the forward area of the raised platform on which the organ console rests. Bernardo and Larry will be consulted before this plan proceeds beyond the design stage.

- **Flexible Room Dividers**

Rev. Kent asked the Properties Board to investigate acquisition of moveable room dividers to be used in the lower-level reception room to assist with RITI and other users of the space. Howard Carlberg stepped-up and loaned us some ready-made units already in his possession. Problem solved!

- **Removal of Non-Functional pipes in the Narthex**

Normally located behind the lectern in the narthex, these unnecessary pipes were removed with floor repair completed by Howard and Bryce Carlberg.

- **Education Wing Roof**

Quotes are being obtained to have the rubber roof of the Education Wing replaced, as it is near the end of its useful service. Some consideration is being given to also adding solar panels to this area.

- **Cowan Chapel Lighting**

Work has begun to install new LED lighting to Cowan Chapel in order to replace the failing fluorescent tube units. Ernie Campbell has made the necessary electrical modifications and Jeff Hutton is producing the wooden structure on to which to attach the new lights.

- **Fellowship Hall Lighting**

Rev. Kent has asked Properties Board for a feasibility plan to add additional down-lighting to certain critical areas.

- **Church Entrance Repainting**

Dave Kobersmith obtained an estimate of \$4,650 to have church entrances repainted.

- **Maintenance**

The usual issues of building maintenance were addressed as needed.

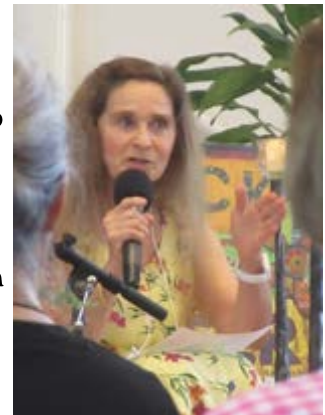


## REPORT OF THE WORSHIP BOARD

**Worship Board Members:** Diane Bailey (chair, secretary); Paul Jacobs; Rhonda Edwards; Ally Nurre; Terry Beishline; Ashley Williams (interim)

### **Worship in 2024:**

- Attendance at weekly in-person services grew since the pandemic; younger families began attending.
- Services continued to be broadcast via the church website, the YouTube channel, and Facebook Live.
- EJ Stokes and Peggy Patrick continued to help Rev. Kent decorate the sanctuary. Installation of pulleys enhanced the work of hanging banners, etc.
- A generous bequest from Sally Zimmerman provided additional funds for Worship and Arts to purchase such things as equipment and banners, and to pay for special musicians and guests. An aesthetically beautiful yet functional candle-lighting station is being commissioned for 2025.
- In October, A Gathering of Worship Leaders/Readers was organized by Diane Bailey. The Worship Board strived to include “multiple voices” and readers of all ages, and to recruit new members to participate in worship services. A sign-up sheet in the community room has been successful.
- Members of the Worship Board continued to serve as worship captains each Sunday morning by greeting church family and newcomers. Each person was given a printed bulletin, and offered assistance with listening devices and/or large-print bulletins. Worship captains focused on helping people feel connected by making introductions, bringing attention to the nursery and balcony seating, and informing them about fellowship time and Wednesday suppers.
- Christmas Eve was a widely attended service, featuring dancers, Berea Shape Note Singers, Holly Creek Harmony, Union Church Choir, youth and adult readers, soloists and musicians (Al & Alice White and Ruth McLain; Kim Kobersmith, Whitney McKnight, Olivia Puckett).



**Worship Production:** Rina Tanaka continued as Video Production Manager, compiling media and sound into various formats for worship services. She managed the A/V crew, prepared worship participants for live church broadcasts, and contributed graphics and videos to enhance each week’s theme. She was assisted by Union Church’s Tech Crew, including Jeff Hutton (camera), Olivia Puckett, interns, and church members.

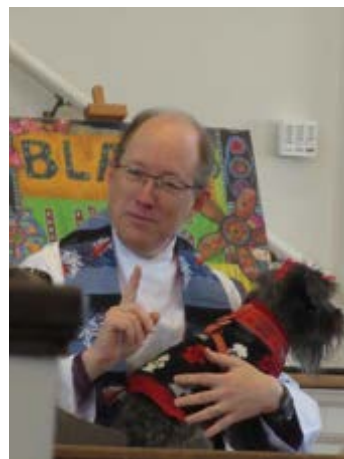
**Worship Music:**

- Dr. Bernardo Scarambone continued as Director of Music, overseeing the entire music program and selecting music to complement Scripture passages and themes of each service. Bernardo continued to play organ and piano for all services, and directed both the Union Church choir and orchestra.
- Special Music was offered by many, such as Charles Hoffman, Desiree Scarambone, and the Unitarian Universalist Church of Lexington.
- Throughout 2024-2025, one benediction song (such as *Woyaya*, *The God of Second Chances*, and *Let There Be Peace on Earth*) was repeated every Sunday for several weeks, while the congregation filled the aisles and sang in unison.



**Worship Planning:**

Throughout 2024, the Worship Planning Team (Jennifer Melton, Diane Bailey) met weekly with Rev. Kent who also consulted with Bernardo and Rina. In late January 2025, in preparation for Kent's eight-week Sabbatical, the planning team began meeting weekly with Rev. Christina Ryan Perkins (Sabbatical Pastor) so as to ensure a smooth transition. On January 26, 2025, Union Church welcomed Rev. Christina.



## REPORT OF THE TREASURER & CHURCH FINANCE BOARD

The Finance Board is charged with keeping our records in order and making recommendations that help Union Church maintain an even financial base. To that end, I am happy to report that we are in great shape financially. I feel that we are on target to maintain that solid position into the future. This has come about in part from several very encouraging gifts from members' estates, which have given us the opportunity to start an Endowment fund which should help support our position into the future. (For some really good news, check out the report from our Endowment Committee.)

With that reassurance in mind, please allow me to reflect on where we've been in our most recent financial history, leaving the Endowment out of the equation.

It never ceases to amaze me that the financial picture of Union Church often seems to be in a state of flux. For the past five or six years, we have started the new year in a financial hole... only to have a last-minute reprieve which would find us ending the year with closer to (or even slightly over) a balanced budget. Several years ago, we were starting out in a strong position, only to be hit early in the year with the huge, unexpected expense of a broken water pipe which flooded the sanctuary and heavily damaged the community room on the lower floor. We've gotten so successful at the "catch up" game, that it seems to be what we expect.

Our two "fall back positions" have been (1) unexpected and generous additional gifts from members, and (2) relying on savings and several of our "hold for emergencies" funds to tide us over and keep our programs running smoothly and our bills paid on time. For several years we have been able to budget for some repayment of those "rainy day funds" which then allows us to breathe a collective sigh of relief, knowing that there will be money the next time we need it. Recognizing that ultimately this is not a secure and sustainable position, the Finance Board has tried to determine what would be a reasonable allowance for any given year's deficit. The figure we have come up with is 6% of our total budget. We want the deficit (which, as I said, always seems to be lurking in the shadows) to hold a position that is less frightening. Because our budget is prepared with the wish list from each board and before the pledges are all presented, there will always be a need to move forward in faith. As we continue to examine and update our Financial Policy, this is one of the areas we will address.

This past year we took a major step forward with the addition of one brilliant staff person dedicated to helping us identify and procure funds which will allow us to continue the ministries that we feel so strongly reflect who we are as a community of faith in this place and at this time, and what we want to do. We are already seeing that a grant written by our new Development Director, Jessi Montgomery, has helped us strengthen and expand the Wednesday night Open Table, in which ALL are welcome to come and eat. [NOTE: If you haven't enjoyed this opportunity to meet and greet other Union Church folk – not to mention the fellowship of sharing a great meal thanks to the talents of our own Deb Beishline – you should plan to do so soon.]

As we move forward into new opportunities, we will continue to make every effort to keep our financial position strong so that we can continue to share our faith and gifts with our community, both here and everywhere. I know in my heart that God loves Union Church, and I am so grateful that God brought me here to spend this part of my life with you all. Thanks be to God!

Respectfully submitted,  
Patti Smithson, co-chair Finance Committee



# REPORT OF THE ENDOWMENT COMMITTEE

Endowment Committee meeting, April 11, 2024 9 a.m.

Present – Charlie Hoffman, Sune Frederiksen, Kim Kobersmith & Dave Kobersmith

Absent – Greg Lakes, working

## Agenda

Review new account offered by Thrivent Charitable Impact & Investing

We are currently invested in an account called Core Growth. This will roll into a new account in early May, called Thrivent Growth. We learned about a new fund option called Thrivent Charitable Impact Fund. Here is a summary of what the Impact fund will be invested in:



The question we have and Dave is to ask of our account representative is: Has the fee structure changed?

If it doesn't change and based on the company that will be managing the funds for Thrivent Charitable, Cambridge Associates, the Endowment Committee is recommending changing our investments to the more socially responsible investments of the Thrivent Charitable Impact Fund. Beside the due diligence we done based on fees and management our decision is guided by the questions members of our congregation have asked over the years about how socially responsible our endowment funds are invested.

We will also be asking our account representative if we will be receiving social impact reports that we can share with our congregation.

Meeting ended 9:35 a.m.

Minutes taken by D. Kobersmith

Endowment Committee meeting, August 29, 2024 1 p.m.

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

Absent - none

### Agenda

- Review reports from Thrivent Charitable Impact & Investing (TCII)
- Review gains/losses
- Review disbursement
- Role in suggesting how disbursements can be spent

Reviewed typical reports provided by TCII. Committee wondered why the reports don't show where money is invested. Asked Dave to write a letter asking for more detail and he will send a copy of a monthly report we receive from Baird Trust for the Lambert Funds. All thought it would be wise to know what we are invested in and how it compares to the Baird account. If all our investments are in very similar markets we could be exposing the church to more risk. It was also realized that we have little control how each of these major investments are invested.

TCII has gained for the second year in a row after downward trend in 2022. It is doing as well as other indices e.g. DOW and S&P.

Now that there is over \$500,000 in all three accounts (also known as sleeves) Dave prepared a spreadsheet that tracks the balances at the end of each quarter. The last 12 trailing quarters are totaled and averaged per sleeve. With this we can see the total that could be disbursed for all sleeves and each individual sleeve. Disbursement is governed by the Endowment Fund Policy and Procedures.

Sune asked if the committee was to suggest how the money is to be spent. Dave mentioned that the committee's role is to suggest if there is to be a disbursement at the General Congregational meeting and to Church Council. Requests for spending are made to the Church Council and the council decides whether or not to disburse any funds. If disbursement is approved then the Endowment Committee and the treasurer will be directed to request disbursement from TCII.

Anyone in the church can approach the Council making suggestions for disbursement.

Meeting ended 1:55 p.m.

Minutes taken by D. Kobersmith



## 2024 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
4100 Pledges & Gifts		0.00	0.00	
4110 Plate Offering	6,985.00	6,000.00	985.00	116.42 %
4120 Pledged Gifts	263,129.85	260,000.00	3,129.85	101.20 %
4121 Above & Beyond Giving	16,850.00	0.00	16,850.00	
4130 Unpledged Gifts	73,018.24	56,000.00	17,018.24	130.39 %
4150 Spec Collections for Operations	218.40		218.40	
4199 EasyTithe deposits	0.00		0.00	
<b>Total 4100 Pledges &amp; Gifts</b>	<b>360,201.49</b>	<b>322,000.00</b>	<b>38,201.49</b>	<b>111.86 %</b>
4200 Fundraising Income				
4201 Kroger	367.40	400.00	-32.60	91.85 %
4202 PayPal Giving Fund	473.47		473.47	
4203 Facebook Income	189.50	400.00	-210.50	47.38 %
4220 VISA rewards	320.72	320.00	0.72	100.23 %
4222 Special Events, Concerts		400.00	-400.00	
4223 Flowers	857.50	700.00	157.50	122.50 %
4224 Merchandise	583.50	400.00	183.50	145.88 %
<b>Total 4200 Fundraising Income</b>	<b>2,792.09</b>	<b>2,620.00</b>	<b>172.09</b>	<b>106.57 %</b>
4300 Other Operating Income				
4320 Weddings, funerals, memorials				
4320.1 Income	3,670.00		3,670.00	
4320.2 Expense	-1,350.04		-1,350.04	
<b>Total 4320 Weddings, funerals, memorials</b>	<b>2,319.96</b>		<b>2,319.96</b>	
4330 Rents and Building Use		4,000.00	-4,000.00	
4330.1 Income	7,986.27		7,986.27	
4330.2 Expense	-1,750.01		-1,750.01	
<b>Total 4330 Rents and Building Use</b>	<b>6,236.26</b>	<b>4,000.00</b>	<b>2,236.26</b>	<b>155.91 %</b>
<b>Total 4300 Other Operating Income</b>	<b>8,556.22</b>	<b>4,000.00</b>	<b>4,556.22</b>	<b>213.91 %</b>
4500 Investment Income				
4501 Curr Year Lambert Trust Income	50,904.00	50,904.00	0.00	100.00 %
4510 Interest Earned	795.42	600.00	195.42	132.57 %
<b>Total 4500 Investment Income</b>	<b>51,699.42</b>	<b>51,504.00</b>	<b>195.42</b>	<b>100.38 %</b>
<b>Total Revenue</b>	<b>\$423,249.22</b>	<b>\$380,124.00</b>	<b>\$43,125.22</b>	<b>111.35 %</b>
<b>GROSS PROFIT</b>	<b>\$423,249.22</b>	<b>\$380,124.00</b>	<b>\$43,125.22</b>	<b>111.35 %</b>
<b>Expenditures</b>				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	24,999.96	25,000.00	-0.04	100.00 %
6001.2 Pastor's Housing Allowance	53,061.36	53,061.40	-0.04	100.00 %
6001.3 Pastor's Social Security Reimb	5,971.68	5,971.69	-0.01	100.00 %
6001.4 Pastor's Health Insurance	15,252.69	14,004.00	1,248.69	108.92 %
6001.5 Pastor's Dental Plan	599.00	552.00	47.00	108.51 %
6001.6 Pastor's Life/Disability Ins	1,267.89	1,170.92	96.97	108.28 %

## 2024 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6001.7 Pastor's Pension Plan	11,832.60	10,928.59	904.01	108.27 %
6001.9 Pastor's Professional Expenses	3,292.60	3,000.00	292.60	109.75 %
<b>Total 6001 Pastor's Compensation</b>	<b>116,277.78</b>	<b>113,688.60</b>	<b>2,589.18</b>	<b>102.28 %</b>
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	42,058.81	42,058.91	-0.10	100.00 %
6003.2 Office Admin Health Benefits	8,567.12	14,004.00	-5,436.88	61.18 %
6003.3 Office Admin Dental Plan	442.52	552.00	-109.48	80.17 %
<b>Total 6003 Office Admin Compensation</b>	<b>51,068.45</b>	<b>56,614.91</b>	<b>-5,546.46</b>	<b>90.20 %</b>
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	26,818.69	26,818.73	-0.04	100.00 %
6004.2 Church Admin Health Benefits	4,406.48	4,500.00	-93.52	97.92 %
<b>Total 6004 Church Admin Compensation</b>	<b>31,225.17</b>	<b>31,318.73</b>	<b>-93.56</b>	<b>99.70 %</b>
6005 DMM Compensation				
6005.1 DMM Compensation	28,995.43	28,995.54	-0.11	100.00 %
6005.4 DMM Professional Expenses		300.00	-300.00	
<b>Total 6005 DMM Compensation</b>	<b>28,995.43</b>	<b>29,295.54</b>	<b>-300.11</b>	<b>98.98 %</b>
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	10,992.00	10,992.00	0.00	100.00 %
6011.2 Youth Director's Assist Comp	3,222.27	4,550.00	-1,327.73	70.82 %
6014 Bookkeeper	5,400.00	5,400.00	0.00	100.00 %
6015 Custodian's Compensation	12,323.79	12,000.00	323.79	102.70 %
6016 Child Care	2,863.92	2,400.00	463.92	119.33 %
6020 Guest Preacher (Pulpit Supply)	550.00	800.00	-250.00	68.75 %
6021 Organist & Director Substitutes	300.00	500.00	-200.00	60.00 %
6022 Pastoral Support	4,999.92	5,000.00	-0.08	100.00 %
6023 Program Support	8,681.41	8,681.40	0.01	100.00 %
<b>Total 6010 Misc Staff Compensation</b>	<b>49,333.31</b>	<b>50,323.40</b>	<b>-990.09</b>	<b>98.03 %</b>
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	9,492.31	11,210.81	-1,718.50	84.67 %
6027 Worker's Comp Insurance	919.00	1,000.00	-81.00	91.90 %
6030 Pastoral Leave Saving Fund	0.00		0.00	
<b>Total 6025 Misc Staff Expenses</b>	<b>10,411.31</b>	<b>12,210.81</b>	<b>-1,799.50</b>	<b>85.26 %</b>
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	934.15	500.00	434.15	186.83 %
6102 Telephone Expenses	2,199.48	1,800.00	399.48	122.19 %
6103 Website Maintenance	1,237.00	1,500.00	-263.00	82.47 %
6105 Copier	4,091.51	4,800.00	-708.49	85.24 %
6106 Paper	952.38	700.00	252.38	136.05 %
6107 Postage	1,295.79	1,400.00	-104.21	92.56 %
6108 Office Supplies	799.45	900.00	-100.55	88.83 %
6109 Administrative Expenses	1,093.77	1,200.00	-106.23	91.15 %
6110 Credit Card Fees	4,071.84	3,500.00	571.84	116.34 %
6111 Vehicle Exp (Mileage Reimb etc)	3,746.93	4,000.00	-253.07	93.67 %
<b>Total 6100 ADMINISTRATION EXPENSES</b>	<b>20,422.30</b>	<b>20,300.00</b>	<b>122.30</b>	<b>100.60 %</b>
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	3,482.50	3,400.00	82.50	102.43 %
6202 Stewardship Expenses	812.55	1,000.00	-187.45	81.26 %
6204 Other Finance Board Expenses	209.00	200.00	9.00	104.50 %

## 2024 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Total 6200 FINANCE EXPENSES</b>	4,504.05	4,600.00	-95.95	97.91 %
<b>6300 PROPERTY EXPENSES</b>				
6301 Maintenance/Capital Projects	10,187.56	10,000.00	187.56	101.88 %
6302 Liability Insurance	26,713.02	28,000.00	-1,286.98	95.40 %
6303 Maintenance Contracts	4,073.17	7,500.00	-3,426.83	54.31 %
6304 Contract Labor	89.21	500.00	-410.79	17.84 %
6310 Natural Gas	1,140.78	3,500.00	-2,359.22	32.59 %
6311 Water, Sewer & Sprinkler	2,000.24	2,000.00	0.24	100.01 %
6312 Electric	7,433.79	6,000.00	1,433.79	123.90 %
6313 Electric Demand Charge	3,222.65	2,750.00	472.65	117.19 %
6320 Materials and Services	1,050.79	1,200.00	-149.21	87.57 %
6321 Janitorial Supplies	1,041.61	1,400.00	-358.39	74.40 %
<b>Total 6300 PROPERTY EXPENSES</b>	<b>56,952.82</b>	<b>62,850.00</b>	<b>-5,897.18</b>	<b>90.62 %</b>
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6402 Children's Ministry	349.00	300.00	49.00	116.33 %
6403 Adult Ministry	204.99	200.00	4.99	102.50 %
6404 Youth Ministry	1,164.37	1,500.00	-335.63	77.62 %
6407 Other Board Expenses & Gifts	270.60	200.00	70.60	135.30 %
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	<b>1,988.96</b>	<b>2,200.00</b>	<b>-211.04</b>	<b>90.41 %</b>
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
6510 Social Committee	329.64	500.00	-170.36	65.93 %
6511 Coffee	0.00		0.00	
6512 Coffee Hour	0.00		0.00	
<b>Total 6510 Social Committee</b>	<b>329.64</b>	<b>500.00</b>	<b>-170.36</b>	<b>65.93 %</b>
6520 Family Ministry	349.43	500.00	-150.57	69.89 %
6521 Outreach (Evangelism & Adv)	0.00		0.00	
6522 Membership		500.00	-500.00	
6525 Other CL&G Expense	865.21	500.00	365.21	173.04 %
<b>Total 6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>	<b>1,544.28</b>	<b>2,000.00</b>	<b>-455.72</b>	<b>77.21 %</b>
<b>6600 WORSHIP EXPENSES</b>				
6601 Worship Supplies	3,151.68	2,000.00	1,151.68	157.58 %
6602 Audio-Visual Broadcast Expense	2,163.93	2,000.00	163.93	108.20 %
6605 Adult Choir Music & Support	217.75	400.00	-182.25	54.44 %
6608 Orchestra		100.00	-100.00	
6610 Instrument Maintenance	1,454.50	1,400.00	54.50	103.89 %
<b>Total 6600 WORSHIP EXPENSES</b>	<b>6,987.86</b>	<b>5,900.00</b>	<b>1,087.86</b>	<b>118.44 %</b>
<b>6700 MISSION &amp; OUTREACH EXPENSES</b>				
6710 Transfers to Mission & Outreach	18,000.00	18,000.00	0.00	100.00 %
6715 Member Directed Outreach	0.00		0.00	
6730 KY Council of Churches	1,000.00	1,000.00	0.00	100.00 %
6731 National Council of Churches		100.00	-100.00	
6732 World Council of Churches		100.00	-100.00	
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>19,000.00</b>	<b>19,200.00</b>	<b>-200.00</b>	<b>98.96 %</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	214.55	500.00	-285.45	42.91 %
6802 Stephen Ministries		500.00	-500.00	
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>214.55</b>	<b>1,000.00</b>	<b>-785.45</b>	<b>21.46 %</b>
<b>Total Expenditures</b>	<b>\$398,926.27</b>	<b>\$411,501.99</b>	<b>\$ -12,575.72</b>	<b>96.94 %</b>

## 2024 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>NET OPERATING REVENUE</b>	<b>\$24,322.95</b>	<b>\$ -31,377.99</b>	<b>\$55,700.94</b>	<b>-77.52 %</b>
Other Revenue				
5000 NON-OPERATING INCOME				
5010 Unrestrict Mem/Bequest Gifts	319,458.14		319,458.14	
5012 Endowment / Investment income	140,743.49		140,743.49	
5014 Misc Other non-Operating Income	15,566.84		15,566.84	
<b>Total 5000 NON-OPERATING INCOME</b>	<b>475,768.47</b>		<b>475,768.47</b>	
5100 RESTRICTED GIFTS, Non-Oper				
5130 PROPERTIES				
5130.02 Memorial Garden	1,750.00		1,750.00	
<b>Total 5130 PROPERTIES</b>	<b>1,750.00</b>		<b>1,750.00</b>	
5140 FAITH DEVELOPMENT				
5140.01 Leadership Development	240.00		240.00	
5140.03 Youth Group	461.00		461.00	
5140.06 Berea Leadership Experience	6,560.00		6,560.00	
5140.07 Total Solar Eclipse trip	2,217.12		2,217.12	
5140.09 College fundraiser 2024	2,335.00		2,335.00	
<b>Total 5140 FAITH DEVELOPMENT</b>	<b>11,813.12</b>		<b>11,813.12</b>	
5150 COMM LIFE & GROWTH				
5150.01 CL&G Special Projects	675.00		675.00	
5150.02 Open Table	7,227.00		7,227.00	
<b>Total 5150 COMM LIFE &amp; GROWTH</b>	<b>7,902.00</b>		<b>7,902.00</b>	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	9,737.14		9,737.14	
5170.02 Estate Sale/Auction	545.00		545.00	
5170.03 Emergency Assistance	3,043.00		3,043.00	
5170.05 Heart & Home	554.00		554.00	
<b>Total 5170 MISSION &amp; SERVICE</b>	<b>13,879.14</b>		<b>13,879.14</b>	
<b>Total 5100 RESTRICTED GIFTS, Non-Oper</b>	<b>35,344.26</b>		<b>35,344.26</b>	
<b>Total Other Revenue</b>	<b>\$511,112.73</b>	<b>\$0.00</b>	<b>\$511,112.73</b>	<b>0.00%</b>
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial / Bequest	319,458.14		319,458.14	
7010 Trans to Reserves (non-oper)	176,208.75		176,208.75	
7100 Pass-Thru Payments				
7101 BUURR	471.33		471.33	
7102 Food Bank	150.00		150.00	
7103 BFCO	355.00		355.00	
7104 One Great Hour of Sharing	1,541.00		1,541.00	
7106 Refugee Resettlement	30.00		30.00	
7108 A. Hamdy funeral	3,257.25		3,257.25	
7109 Room In The Inn	1,243.34		1,243.34	
7116 Samuel's Kids	2,230.00		2,230.00	
7117 Medical Debt Relief	200.00		200.00	
7120 Ukrainian Relief Match	68.00		68.00	
7150 Misc pass-thru payments	5,651.34		5,651.34	
<b>Total 7100 Pass-Thru Payments</b>	<b>15,197.26</b>		<b>15,197.26</b>	
7500 Grant Expenses	48.58		48.58	

## 2024 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 7000 Other / Non-Operating Expenses	510,912.73		510,912.73	
7121 World Kitchen	200.00		200.00	
Total Other Expenditures	\$511,112.73	\$0.00	\$511,112.73	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$24,322.95	\$ -31,377.99	\$55,700.94	-77.52 %

## 2024 GRANT BUDGET BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
4800 Assets Released from Temp Restr				
4804 From 3050 Transformation fund	11,865.40	14,560.00	-2,694.60	81.49 %
4807 From 3070 Development Grant	35,260.21	35,270.00	-9.79	99.97 %
Total 4800 Assets Released from Temp Restr	47,125.61	49,830.00	-2,704.39	94.57 %
Total Revenue	\$47,125.61	\$49,830.00	\$ -2,704.39	94.57 %
GROSS PROFIT	\$47,125.61	\$49,830.00	\$ -2,704.39	94.57 %
<b>Expenditures</b>				
6010.1 Grant-Misc Staff				
6013 Video Editor	6,540.01	7,455.00	-914.99	87.73 %
6013.1 Asst. Video Editor	3,598.00	4,500.00	-902.00	79.96 %
6017 Kitchen Manager	9,827.98	9,000.00	827.98	109.20 %
6018 Director of Development	22,800.00	24,400.00	-1,600.00	93.44 %
Total 6010.1 Grant-Misc Staff	42,765.99	45,355.00	-2,589.01	94.29 %
6025 Misc Staff Expenses				
6029 Grant-SS/Medicare payments	3,359.62	3,475.00	-115.38	96.68 %
Total 6025 Misc Staff Expenses	3,359.62	3,475.00	-115.38	96.68 %
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6523 Open Table Support	1,000.00	1,000.00	0.00	100.00 %
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	1,000.00	1,000.00	0.00	100.00 %
Total Expenditures	\$47,125.61	\$49,830.00	\$ -2,704.39	94.57 %
NET OPERATING REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$0.00	\$0.00	\$0.00	0.00%

# 2024 STATEMENT OF FINANCIAL POSITION

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	46,894.47
1104 People's Checking 5124	25,938.63
1105 People's Sweep Acct 512499	423,158.29
1110 Peoples CD	100,501.12
1112 Thrivent NFS - Organ Fund	25,552.51
<b>Total Bank Accounts</b>	<b>\$622,045.02</b>
Other Current Assets	
1400 InFaith Endowment Fund	615,473.75
<b>Total Other Current Assets</b>	<b>\$615,473.75</b>
<b>Total Current Assets</b>	<b>\$1,237,518.77</b>
<b>TOTAL ASSETS</b>	<b>\$1,237,518.77</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Credit Cards	
2505 Visa - Emily	34.20
2510 KlearCard	14.42
<b>Total Credit Cards</b>	<b>\$48.62</b>
Other Current Liabilities	
2102 A/P Pass-thru funds collected	3.00
24000 Payroll Liabilities	0.00
2403 FSA Liabilities	-0.12
2420 Kent Gilbert Sabbatical Fund	16,881.32
<b>Total 24000 Payroll Liabilities</b>	<b>16,881.20</b>
<b>Total Other Current Liabilities</b>	<b>\$16,884.20</b>
<b>Total Current Liabilities</b>	<b>\$16,932.82</b>
<b>Total Liabilities</b>	<b>\$16,932.82</b>
Equity	
3000 Unrestricted Net Assets - CC	
3040 Hutchins Capital Improvement	46,894.47
3050 Transformation fund	49,351.45
3070 2023 Dev Grant	116,662.36
<b>Total 3000 Unrestricted Net Assets - CC</b>	<b>212,908.28</b>



## 2024 STATEMENT OF FINANCIAL POSITION

	TOTAL
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	25,922.17
<b>Total 3110 ADMINISTRATIVE BOARD</b>	<b>25,922.17</b>
3120 FINANCE BOARD	
3120.01 Contingency Fund	50,000.00
3120.02 Misc Memorial	200.00
3120.03 Evan Thomas Memorial	1,316.37
3120.04 S. Zimmerman Memorial	47,417.27
3120.06 Drake memorial - support for hand bells	119.59
3120.07 L. Jones Memorial	2,500.00
3120.09 Guy Patrick Memorial	900.00
3120.10 Mary Nash Memorial	800.00
3120.12 Payne Memorial	1,100.00
3120.14 K Burke memorial	3,805.00
3120.15 Tom Frazier memorial	800.00
3121 Thrivent Action Income	220.26
3123 Hamilton Family Foundation 2024	10,000.00
3125 InFaith Endowment Fund	0.00
3125.01 Unrestricted	504,712.43
3125.02 Properties	47,083.98
3125.03 Missions	63,677.34
<b>Total 3125 InFaith Endowment Fund</b>	<b>615,473.75</b>
<b>Total 3120 FINANCE BOARD</b>	<b>734,652.24</b>
3130 PROPERTIES BOARD	
3130.01 Special Projects	7,770.59
3130.02 Memorial Garden	537.91
3130.03 Sanctuary Lights	330.15
<b>Total 3130 PROPERTIES BOARD</b>	<b>8,638.65</b>
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	18,044.72
3140.02 Confirmation Class	603.40
3140.03 Youth Group	4,709.80
3140.04 Rainbow Alliance	2,262.69
3140.06 Berea Leadership Experience	2,400.79
3140.07 Total Solar Eclipse trip	1,026.43
3140.08 Spiritual Retreat	375.00
3140.09 College Fundraiser 2024	17.44
<b>Total 3140 FAITH DEVELOPMENT BOARD</b>	<b>29,440.27</b>
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	9,524.92
3150.02 Open Table	-1,128.06

# 2024 STATEMENT OF FINANCIAL POSITION

	TOTAL
<b>Total 3150 COMM LIFE &amp; GROWTH BOARD</b>	<b>8,396.86</b>
<b>3160 WORSHIP BOARD</b>	
3160.01 Worship & Art	13,750.12
3160.02 Music Fund	1,190.50
3160.03 Organ Fund	33,183.20
3160.04 Guest Musician	3,931.54
3160.06 Baptismal Font	5,936.00
3160.07 Handbell Fund	3,801.52
3160.09 Audio Visual equipment	500.00
<b>Total 3160 WORSHIP BOARD</b>	<b>62,292.88</b>
<b>3170 MISSION &amp; SERVICE BOARD</b>	
3170.01 Mission Outreach	1,845.37
3170.02 Estate Sale/Auction	4,061.00
3170.03 Emergency Assistance	3,808.24
3170.04 M Tooley Estate	1,099.28
3170.05 Heart & Home	642.76
<b>Total 3170 MISSION &amp; SERVICE BOARD</b>	<b>11,456.65</b>
<b>3180 NURTURE &amp; CARE BOARD</b>	
3180.01 Nurture & Care	-208.81
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	1,861.82
<b>Total 3180 NURTURE &amp; CARE BOARD</b>	<b>1,721.19</b>
<b>3190 PASTORS</b>	
3190.01 Pastors' Discretionary Fund	332.69
<b>Total 3190 PASTORS</b>	<b>332.69</b>
<b>Total 3100 Temp Restricted Net Assets</b>	<b>882,853.60</b>
32000 Retained Earnings	0.00
<b>3300 Perm Restricted Net Assets</b>	
3301 Lawson Hamilton Memorial	100,501.12
<b>Total 3300 Perm Restricted Net Assets</b>	<b>100,501.12</b>
Net Revenue	24,322.95
<b>Total Equity</b>	<b>\$1,220,585.95</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,237,518.77</b>



## 2025 BUDGET POLICY

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

With the adoption of the 2025 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.

## 2025 BUDGET

	Operating 2025 Budget	Grant 2025 Budget
<b>Revenue</b>		
4100 Pledges & Gifts	\$ 345,120.00	
4200 Fundraising Income	\$ 3,020.00	
4300 Other Operating Income	\$ 7,400.00	
4500 Investment Income	\$ 51,700.00	
4804 From 3050 Transformation fund		\$ 13,603.12
4807 From 3070 Transformation fund		\$ 46,742.00
<b>Total Revenue</b>	<b>\$ 407,240.00</b>	<b>\$ 60,345.12</b>
<b>Expenditures</b>		
		1.057
Total 6001 Pastor's Compensation	\$ 120,164.17	
Total 6003 Office Admin Compensation	\$ 60,008.27	
Total 6004 Church Admin Compensation	\$ 35,841.40	
Total 6005 DMM Compensation	\$ 30,948.29	
6011.1 Youth Director's Compensation	\$ 11,618.54	
6011.2 Youth Director's Assist Comp	\$ 4,809.35	
6013 Video Editor		\$ 7,879.94
6013.1 Asst. Video Editor		\$ 4,756.50
6014 Bookkeeper	\$ 5,707.80	
6015 Custodian's Compensation	\$ 12,684.00	
6016 Child Care	\$ 5,000.00	
6017 Kitchen Manager		\$ 9,513.00
6018 Director of Development		\$ 32,978.40
6020 Guest Preacher (Pulpit Supply)	\$ 800.00	
6021 Organist & Director Substitutes	\$ 500.00	
6022 Pastoral Support	\$ 5,285.00	
6023 Program Support	\$ 9,176.24	
Total 6025 Misc Staff Expenses	\$ 11,659.59	
6029 Grant-SS/Medicare payments		\$ 4,217.28
Total 6100 ADMINISTRATION EXPENSES	\$ 22,750.00	
Total 6200 FINANCE EXPENSES	\$ 4,550.00	
Total 6300 PROPERTY EXPENSES	\$ 58,900.00	
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 2,400.00	
EXPENSE	\$ 2,800.00	
6523 Open Table Support		\$ 1,000.00
Total 6600 WORSHIP EXPENSES	\$ 6,700.00	
Total 6700 MISSION & OUTREACH EXPENSES	\$ 19,200.00	
Total 6800 NURTURE & CARE EXPENSES	\$ 1,000.00	
<b>Total Expenditures</b>	<b>\$ 432,502.64</b>	<b>\$ 60,345.12</b>
<b>Net Operating Revenue</b>	<b>\$ -25,262.64</b>	<b>\$ -0.00</b>

## INSTALLATION OF BOARD MEMBERS & OFFICERS

**Moderator:**

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

**Pastor:**

Hear these words from the apostle Paul:

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

**Moderator:**

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

**Congregation:**

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

**Pastor:**

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

**Moderator:**

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

**Pastor:**

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

**Congregation:**

*We promise our support and prayers as we work together. We promise to be actively involved and to provide strong support for the workers of this congregation. With our officers and board members, we recommit ourselves to work and fellowship that makes the radical and inclusive love of God, the beloved community proclaimed by Jesus, and the continuing inspiration of the Holy Spirit visible and real to all.*

**Moderator:**

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

## “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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