

*The Church of Christ, Union*

*17th Annual Meeting*

*Worship, Reports & Business*

*March 17, 2024*

At the Meeting:

- Nominating Board Report amended (p. 10)
- Pastoral Relations Board Report amended (p. 34)

**Changes in RED**

- On P 32, change number of Stephen Ministers trained from 12 to **20**



# 171ST ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION

3:00 PM MARCH 17, 2024

*“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.”*

DR. STEVE GOWLER, MODERATOR

REV. KENT GILBERT, PASTOR

## Continuing Our Worship with Our Work

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Recognizing our Staff

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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 2023.

Deb Beishline, Kitchen Manager  
Denis Burton, Custodial Support  
Shirley Carlberg, Bookkeeper (partial year)  
Cansas Dowell, Nursery Team  
Joan English, Office Administrator  
Carla Gilbert, Pastoral Support  
Kent Gilbert, Pastor  
David Jones, Program Coordinator  
Dave Kobersmith, Church Administrator  
Emily LaDouceur, Youth Director (partial year)  
Katy Lashbrook, Nursery Team

Pearl Marshall, Handbell Ensemble Director  
Chris McKenzie, Youth Director (partial year)  
Maggie Park, Youth Group Assistant (partial year)  
Courtney Parrish, Youth Assistant (partial year)  
Cadence Perman, Nursery Team  
Olivia Puckett, A/V Team  
Robert Rorrer (partial year)  
Dr. Bernardo Scarambone, Director of Music  
Rina Tanaka, Video Production Manager

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

# CONGREGATIONAL MEETING MINUTES

## ANNUAL MEETING OF UNION CHURCH

Sunday, March 19, 2023, 3:00 pm

Welcome and opening prayer by Rev. Kent Gilbert. In this stage of Covid winding down, the meeting was held in person with the option of joining in online. Moderator Jean Boyce declared a quorum and appointed Vice-moderator Kim Kobersmith Parliamentarian. Rev. Kent introduced and recognized our staff for their hard work and dedication. Our paid staff are exemplary in their service to Union Church. There is much that goes on behind the scenes and we are grateful.



Jean Boyce, Moderator, reviewed the minutes of the Congregational Meetings for 2022 individually and asked for additions or corrections. These included the Annual Meeting of March 20, the Budget Provision Meeting, July 31, and the Annual Budget Meeting, December 11. Minutes were accepted unanimously.

Rachel Lakes, Nominating Board, introduced the slate of nominations for Officers and Board Members. She expressed concern that there were missing nominations for Moderator, Nurture and Care, Worship, and Finance. She asked outgoing members to describe responsibilities of the position and then asked for volunteers. Steve Gowler agreed to be Moderator for 1 Year. The Nurture and Care missing position was filled by Susie Ritchie. Paul Jacobs volunteered to be on the Worship Board, and Robert Rorrer said he would be the bookkeeper on the Finance Board. Thank you to all who stepped up when needed. Motion presented by the Nominating Board, so it needs no second. The motion passed unanimously.

Honorary Lifetime Deacons were nominated this year for exemplary service to the church. Sometimes behind the scenes, Charles Hoffman has put in many hours working to our benefit on Finance Board, orchestra, and across the board. The same can be said of Gail Wolford in Administration. She's a careful observer and sees through to what is considered important. Both candidates endorse their love and humility among us. Acceptance of Honorary Lifetime Deacons passed unanimously. Nominations from Church Council need no motion or second.

Next on the agenda was review of the Annual Reports. Jean Boyce mentioned each report and gave time for questions or comments. In the Report of the Clerk, Bob Boyce asked that the congregation pay attention to those who passed away in 2022, and acknowledge their involvement in the church. He also asked that new members be accepted with joy and thanksgiving for their coming contributions. Betty Sarafin mentioned she would like to see a list of babies born to church members in the future. Carla Gilbert moved that we accept the Annual Reports as printed. Steve Bolster seconded this motion. Motion passed unanimously.

On to old business. In the Financial Report Shirley Carlberg commented that the Church Council looked at Operational and Actual Budgets each month. Toward the end of the year 2022 it looked like we were going to end the year with a deficit and we did. The Net Operating Revenue for the year was \$ -17,645.15. The Lambert Fund yearly distribution, of which our Financial Policy directs we give 20% to each of five Boards, was used instead to offset the deficit. To prevent

ending in a deficit we had some reserves to put into use and ended on a good note. What was left of the Lambert fund was added to the endowment. Rev. Kent and Shirley agreed that financially we are okay for now but can't continue on this path. We have a strong endowment, Lambert Fund, ample money in the checking account, the Hutchins Fund for property expenses, and an Organ Fund begun by John Courter. The need to generate more income for several years to come is dire, especially with the costs of inflation.

Steve Bolster, Pastoral Relations Board, shared results of the Pastoral Survey sent to the congregation. Eighty five people responded, with most of those attending church in person and being sixty plus years old. Responses were generally positive about Kent's performance. More than half of the responses were 4.5 to 5, on a scale of 5 being the best response. Issues identified but not related to Kent were concern about the definition of member when considering online participation. Does worshipping online only with no other participation besides giving money count as a member? It is concerning to some that the number of people in the pews has declined. Another concern is that too much responsibility is placed on Kent. We may depend on his talents too much. A solution might be to spread some of his responsibilities to other Administrators or Nurture and Care Board. Stephen Ministry already shoulders some of the care of members.

Many churches are facing problems with declining membership. We as a congregation need to take a look at what we can do. Sue Peterson Blyth suggested devoting a group or task force to looking into what we can do to increase membership. After much discussion it was moved by Sue Blyth and seconded by Betty Sarafin to form a Membership Development Task Force that will answer to the Church Council. This was approved unanimously. The following persons agreed to serve on this task force: Carla Gilbert, Jenny Bromley and Sue Blyth.

Carla Gilbert pointed out that we are all empowered to invite people who might like to attend our services. And take the initiative to talk to new visitors and make them feel welcome. Sometimes that is all it takes to find a church home.

Sue also moved that we also adopt a task force to re-evaluate all of the usages of the present staff. She said "You know, we, we've been doing things a certain way and maybe we need to continue to do them, but I think we need to have an evaluation of that based on where we are financially right now." Jean Boyce and Kent Gilbert suggested that this go to Administration Board and it not be necessary to create a task force. Sue was asked if that would be sufficient and she agreed, so this was passed along to the Administration Board for consideration. Steve Bolster also offered that there were a number of comments in the recent Pastoral Survey regarding staff and staffing and suggested those be reviewed.

Installation of Board Members and Officers was the final business of the meeting. Rev. Kent, Jean, and the congregation followed an installation service. Prayers for guidance in using their gifts in service as Board Members and Officers at Union Church were offered. Officers and Board Members agreed to accept the responsibilities entrusted to them. Installation ensued.

Rev. Kent ended the meeting by leading everyone in singing the Doxology.

Linda Parsons, Clerk





## CONGREGATIONAL MEETING REGARDING BUDGET REVISION

Sunday, August 13, 2023, 3:00 pm

A quorum was present.

Rev. Kent was ill, so in his absence Steve Gowler, Moderator; Kim Kobersmith, Vice Moderator; and Dave Kobersmith, Church Administrator; led the meeting.

Steve Gowler opened with prayer.



### 2 Announcements:

- ◆ Our Grants Team (Rev. Kent, Bernardo Scarambone, Jennifer Elam, Sally Hindman, Nan Naumer) applied for a grant of \$302,000 from a private family foundation, that has chosen to remain anonymous. They will give us \$200,000. Funds to be used to hire a financial consultant from Generis (already hired) to assist with short- and long-term fundraising; provide kitchen management support; help with communications (to ourselves and to the wider community)
- ◆ Youth Director hired! Chris McKenzie was our Youth Director for 12 years, and has moved away from that position to go to grad school. Emily LaDouceur has been hired. Emily has been on staff at Berea Leadership Experience (BLE) for 4 years, is a Berea alum, former city council person and has 2 sons.

Presentation of 2023 Budget Revisions: As of June 30, 2023 Tear-to-Date Income vs. Expenses

Income: \$199,763      Expenses: 222,083      Deficit projected of \$22,320

### Revision for 2023

Income: \$393,111      Expenses: \$424,539      New projected deficit of \$31,428

### Discussion points:

- ◆ For the past 3 years, the church has adopted a deficit and this is not the largest we've experienced. In years past, we have had large gifts make up the deficit and, in 2020 we had a Covid PPP loan that converted to a grant, since the church retained all positions.
- ◆ We did know at Dec. '22 meeting that this would be a deficit budget. The increase of \$7337 can almost be entirely attributable to the HVAC repairs of \$7500 made in early '23. The entire Properties Board 2023 budget was \$5000; and website maintenance has been over budget
- ◆ Our ministry is vital in the community
- ◆ Kim reported that she, Steve Gowler and Rev. Kent are looking at strategies to address our continuing deficits
- ◆ increase paid usage of building
- ◆ increase membership/giving
- ◆ ways to decrease spending
- ◆ Plate offering is up (that's the amount received on Sunday mornings, cash or check) Dave reported that going back to our pre-Covid custom of passing the plates in the pews has helped in that regard & thanked the Worship Board & Team for coordinating that
- ◆ Discussion of the church's reserve monies



- ♦ \$200,000 gift in 2020 we named the “Transformation Fund” has about \$80,000 left
- ♦ Our Financial Policy dictates that 4% of undesignated gifts be placed in Funds for Worship & Arts, Properties, Leadership Development, Community Life & Growth Projects and Mission & Service. We can choose to repurpose those balances (likely not Mission’s Fund, as that goes out to their designees regularly)
- ♦ Grants – what is being prioritized? Kitchen, a worship opportunity Kent & Bernardo are familiar with, fuel efficiency, consideration of building changes that would make it more marketable
- ♦ The world is very different now for small progressive churches than it was 40, 50 years ago. Hope to find experts who can help us navigate that.

After establishing that all questions had been answered and concerns addressed to folks’ satisfaction, the question was called. As a motion coming from a Board it needs no second.

All in favor of adopting this Revised Budget as presented were asked to say “aye,” and those opposed, “nay.”

Passed unanimously

Celtic Festival this weekend! Food from White House Clinic’s Saturday event on offer.

Paul Smithson led us in a sung closing of “They’ll Know We Are Christians by Our Love.”

## ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 6, 2023, 3:00 pm

Reverend Kent Gilbert welcomed the congregation to the meeting and opened with prayer. Steve Gowler, Moderator, declared a quorum and named Charles Hoffman Parliamentarian.

### **Review of 2023 Year-to-Date Finances**

Reverend Kent presented 2023 sources for funds, balances, and current resources.

- ♦ Donations – Number one source
- ♦ Savings – restricted and unrestricted
- ♦ Grants
- ♦ Investment Income

**Restricted savings**, \$191,200, can only be used for designated areas, such as building expenses or insurance. The church also has a Trust Fund of \$100,000 that is in a CD and for specific purposes, mainly properties.

**Unrestricted savings** amounts to \$151,000. This is money available to pay for the deficit. But when it is depleted, in 3-5 years, that is it.

In 2020 the church received **grant** money, \$81,144, as part of Covid Transformation Fund. A 2023 Developmental Grant of \$176,000 was awarded for future plans.



Presently the major **investment** funds are the Lambert Trust Funds of about \$895,000. The yearly income is available for use. 2024 funds available are about \$44,500. In 2018 an endowment fund was started. Church policy is to request socially responsible companies when investing. Its current value is \$451,000. This fund is not available for use until it reaches \$500,000. The goal is that by 2028 \$1,000,000 will be reached. The interest may be used for 3 purposes: undesignated and unspecified needs, property and building expenses, and items given permission by the Church Council. The Church Council has discussed various ways to increase income.

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

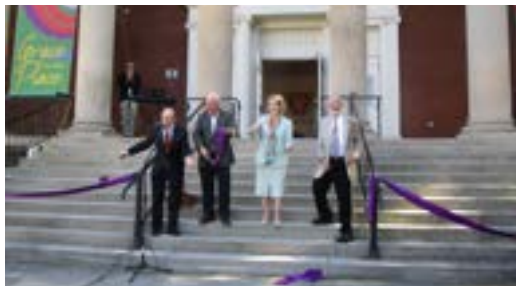
This years' budget shows an income of \$310,000, short of our \$320,000 goal. To compensate for the shortage steps taken will include:

- ♦ Apply for more grants.
- ♦ Work with financial consultants on strategies.
- ♦ Hire Communications/Development staff person. Hopefully seed money from the grant will provide sustainability.
- ♦ Use savings to pay current deficits.
- ♦ Explore income generating building uses.
- ♦ No staff cost of living increase. Maybe some cuts.
- ♦ Reductions across the board for ministry and administration.
- ♦ If the trend continues in Fiscal Year 2025, staff hours /positions will have to be cut.



Kim Kobersmith, Church Council Chair, called the question to accept the budget so it could be discussed. Because the budget was presented by the Church Council there was no need for a second. Greg Lakes, Treasurer, pointed out and explained some changes in the budget from 2023. A member of the congregation asked if these cuts will affect our mission. Rev. Kent replied that they will. A different approach may be needed or an evaluation of the importance of what the church wants to accomplish. Sue Peterson Blyth asked how Properties Board funds are spent. Dave Kobersmith mentioned property insurance, repairs to the HVAC system and sprinklers, yearly sprinkler and fire alarm inspections, and utilities. More detail about grant specified items was requested by Gail Wolford. Rev. Kent explained that some grants include 3 - 5 year financing, some 2 years. We will have to decide how to sustain and whether to continue or not. The Development Director will probably be a grant funded position.

Steve Gowler, Moderator, called for a vote to adapt, modify, or reject the 2024 Budget. The 2024 Union Church Budget **passed unanimously**. Rev. Kent reported enthusiastically that the people of the church make things happen. They keep their eyes and hearts open. Wednesday night dinners were one response to the needs of the hungry. Warm clothing was needed by people of our community and a collection began. The Wednesday night Thanksgiving dinner reached many people who did not have anywhere else to go. Food and comradery were provided to Berea College International students, homeless people, lonely individuals, and more. Rev. Kent closed the meeting with a blessing.



Linda Parsons, Clerk



## ADOPTION OF THE 2024 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 2024 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.

## REPORT OF THE NOMINATING BOARD

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

### OFFICERS:

Treasurer: Greg Lakes 2025      Financial Secretary: **Reda Hutton 2027**

Clerk: **Maureen Spencer 2027**      Moderator: **Betsy Whaley 2025**

Vice Moderator & Chair of Church Council: **Kim Kobersmith 2025**

### ADMINISTRATION BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Donna Lovell *	Reda Hutton	
<b>Eef Fontanez</b>	Nancy Adams	

### COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Deb Beishline	Betty Sarafin*	<b>Sue Peterson Blyth</b>

### FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Susan Schmied		<b>Alvera Perman</b> <b>Cadence Perman</b> <b>Joy Gritton</b> <b>Andrea Woodward</b>

### FINANCE BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Patti Smithson	Charles Hoffman* Robert Rorrer	<b>Tim Monroe</b>

### MISSION AND SERVICE BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Tennant Kirk*	Carla Gilbert*	<b>Paul Jacobs</b>
Dorothy Chao		<b>Paul Smithson</b>

### NURTURE AND CARE BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Rhonda Cardwell	Susie Ritchie	
John Payne		
Carla Baumann		

\* chairperson

## PASTORAL RELATIONS BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Steve Bolster *	Dodie Murphy	<b>Laura Nagle</b>
Debbonnaire Kovacs		

## PROPERTIES BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Howard Carlberg	Jeff Hutton*	<b>Sally Hindman</b>
	Kelly Mehler	

## WORSHIP BOARD:

<u>CLASS OF 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Diane Bailey	Paul Jacobs	<b>Terry Beishline</b>
	Rhonda Edwards	<b>Ally Nurre</b>
		<b>Seth Hutchins</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 2025</u>	<u>CLASS OF 2026</u>	<u>CLASS OF 2027</u>
Rachel Lakes	Laura Nagle*	<b>Pamela Chabora</b>
	Jeff From	

## HONORARY LIFETIME DEACONS

### CURRENTLY SERVING

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

### FOR ELECTION

**Sue Peterson Blyth**  
**Debbonnaire Kovacs**  
**Susie Ritchie**

\* chairperson

## APPLICATION FOR A 2025 CLERGY-CONGREGATION RENEWAL GRANT

In our covenant with our pastors, the congregation offers a 3 month sabbatical period after every 5 years of service. This time releases the pastor from all duties and offers time for rest and renewal impossible under the conditions of daily ministry. The pastor is obligated to stay for a full year after the end of sabbatical (at least), to bring the fruit of his or her time apart back to the ministry of the whole church.

Rev. Kent's last sabbatical took place from July 1–October 31, 2019, making him eligible this year. In conversation with the Pastoral Relations Board but planning and current church finances would be improved with a delay until 2025. In their investigation they learned of the Eli Lilly Foundation "Clergy Renewal" Grant program. If funded, this grant would provide up to \$20,000 to the congregation for a program of support and renewal in the pastor's absence, and would provide him up to \$40,000 for travel, education, reflection, and renewal. Successful proposals include active and enthusiastic congregational participation in the planning, and so PRB presented a proposal to form a team to make a submission in March 2025, using this time to dream and plan.

This was approved at the February, 2024, meeting of Church Council and now comes before the congregation for discussion and a vote on endorsement. Since involvement of the whole church is crucial to a successful sabbatical of this kind, we hope to engage the discernment and the insight of the widest possible circle.

**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 about Clergy Renewal Grants: <https://lillyendowment.org/for-grantseekers/renewal-programs/pastors/>



"Lilly Endowment Clergy Renewal Programs provide opportunities for pastors to step away from the persistent obligations of daily ministry and engage in a period of renewal and reflection. Renewal periods are not vacations but times for intentional exploration and reflection, for drinking again from God's life-giving waters, for regaining enthusiasm and creativity for ministry.

Clergy Renewal Program are open to Christian congregations whose pastors are serious about congregational ministry and who can envision the program as a means of renewing the pastor's commitment to the congregation and ordained ministry. The annual programs are designed for those congregations and pastors who have a strong relationship with one another, a high degree of mutual trust and support, and are eager to see their relationship strengthened, renewed and continued."

## REPORT OF THE MODERATOR



My one-year term as moderator comes after I first held the position more than twenty years ago. Then, I succeeded Dr. Warren Lambert, who had served as moderator for over 45 years. This time, I followed Jean Boyce, who graced our congregation with large-hearted and conscientious dedication. It was humbling to follow such leaders.

This has been a year of searching reflection about Union Church's financial standing and about how our congregation can most effectively meet the challenges of the changing national landscape for progressive churches like ours. I had the privilege to sit with our Church Council each month where these issues are considered prayerfully and creatively. That experience reminded me of how fortunate we are to have such a talented staff and team of board chairs. One idea coming out of those discussions was to consider ways to strengthen the relation between Union Church and Berea College. We are in the early stages of dialogue with the college administration about how we might reimagine the historical connections between the church and the school.

A highlight of the year was welcoming new members to our congregation, many of whom are already making their mark on the life of the church. Other highlights include the success of our Wednesday evening meals and programming, the worship service lead by members of the church's youth group, and Kent's tireless work with the Kentucky Council of Churches to speak truth to power in Frankfort.

Respectfully submitted,

Steve Gowler





## REPORT OF THE PASTOR

*“And from his fullness we have all received, grace upon grace.” ~John 1:16*

2023 proved to be a year full of “grace upon grace” to Union Church and to the ministry God has given us to steward. Listed here are some of the challenges and blessings that have shaped our community as well as some reflections as we move forward.

**Sanctuary Restoration:** Much of the first half of the year was filled with the hard work of restoring the damage done from the sprinkler head failure in the sanctuary on December 27, 2022. Within days following the incident we moved essential equipment for broadcast to Cowan Chapel, worshipping there from the beginning of January through February 12, while carpet and sodden pew cushions, debris and wood scraps were removed from the sanctuary. Our worst fear was that the 100 year old sanctuary floor would swell and buckle from all the water. Fortunately, thanks to the quick action of so many volunteers in quickly vacuuming and dehumidifying, the floor was saved and only needed refinishing, not replacement.



While we worshipped in the chapel, scaffolding was installed on the Boone Tavern side of the main sanctuary in order to repair the ceilings, plaster and fixtures that were either damaged or had to be removed. After the overhead repairs were completed, restoration work continued well into July, but the congregation was able to return on Sunday mornings in time for the Lenten season. With structural repairs complete, we turned our attention to replacing pew pads, painting, refinishing damaged wood, and finally installing new carpeting. We are deeply indebted to Mr. Mike Bryant of Twin Hammers Construction and the talented crew who moved swiftly and carefully to restore this historic house of worship.



Needless to say we were extremely glad that our property insurance covered almost all of the \$158,000 of cost. Unfortunately, this claim caused us to be canceled by our carrier as of December 31, 2023. Many other churches suffered the same fate nationwide as church insurers tightened their requirements and shed contracts by the thousands. As ever, it seems, we were trendsetters, but in this case not in a good way. As of this report, we are still seeking affordable replacement coverage, but with the prospect of at least doubling our previous premiums. It remains a formidable challenge to us, especially having seen the damage a single sprinkler head caused in under an hour of failure.

**Grant Team and Grant Success:** In February, Church Council endorsed the founding of a Grants Team to pursue additional funding that might be available for support of the church. Nancy Naumer, Sally Hindman, Bernardo Scarambone, Jennifer Elam formed the initial group.



Their hard work paid off in several respects: first we collected the kind of common information grantors frequently request so we can easily add it to every application. We began tracking several new opportunities for churches (including some from the “Inflation Reduction Act” that aim to combat climate change by helping non-profits improve energy efficiency), and we successfully applied for and received a \$200,000 grant to build community through our Open Table program, engage in financial planning and hire a Development Director, as well as explore a new communications

strategy to help others learn about his unique place.

We applied for, but did not receive, a Kentucky Voices for Health grant to help address opioid use and support of affected persons, but we think future opportunities will be forthcoming. We had hoped our partnership with the University of Kentucky “Drop In Center” which was meeting at Union Church would be a program we could grow. However, our location proved to be less advantageous than other settings closer to parking and unsheltered populations. We continue to look for ways to be supportive all family and friends affected, however, and remain on the lookout for ways to serve them.

**Worship and Attendance Trends:** Throughout 2023 we saw a slow but steady increase in in-



person worship attendance. Easter service culminated in the largest congregation since the pandemic with approximately 200 in the sanctuary. In the fall, with the return of musical programs, participation in these groups has also continued to grow. Our Wednesday night “Open Table” Community meal program saw increases from 25 people in the initial weeks to routine crowds of 80-100 persons. This is encouraging on several levels and I believe speaks to the human need for

connection we are all experiencing, and a re-acclimation to group activities. It is my hope and prayer that the church can continue to be an intersection point for community and commitment, prayer and service as we move forward.

**Staff Changes:** Significant staff members made transitions in 2023. Chris McKenzie, who served as Youth Director for more than 12 years, stepped down to pursue additional education and responsibilities at his full-time work with Grow Appalachia. Fortunately a vigorous and engaged search team interviewed a number of very qualified candidates and selected Emily





LaDouceur as Youth Director. She joined Courtney Parrish, hired earlier in the spring as Assistant Youth Director, and came on board in August to launch fall Youth Group programming. Shirley Carlberg, Bookkeeper since 2016, and volunteer Treasurer for several years before that, retired early in '23, and Robert Rorrer was hired for that position.

Thanks to the grant mentioned above we were able to hire Ms. Deb Beishline as chef and kitchen manager. Deb and her talented crew of volunteers prepare the Wednesday meals and have undertaken the task of organizing our kitchen for efficient and loving service. Jesus knew that food was the way to bring people together and the addition of Deb has proven it so in our time, too!



Late in the 2023, Pearl Marshall, Handbell Ensemble Director, stepped down after many successful years guiding the choir in response to changing family needs. The budget shortfall meant the painful decision to move forward on a volunteer/ad hoc basis in 2024. Grant funds have been solicited to restore the position, but as of this report we've not heard whether that grant will be funded. If congregational finances improve, we hope to be able to hire again as soon as possible.

**August Covid Recurrence:** In August the area suffered a resurgence of Covid-19 and after exposure at a funeral service, I came down with an active case. Many of our members did as well, but I'm glad to report that everyone came through safely. In my own case it was the first time I had suffered any symptoms. The infection that I contracted in 2020 was entirely "silent," but left me with "long Covid," as I've reported in previous annual reports. Fears of moving back to the debilitating symptoms of 2020 and 2021 were not realized, and instead, after the initial weeks of recovery from the August bout, I noticed that I continued to improve past my previous "norm." By late October it was very clear that all traces of my long Covid had finally lifted, ending over three years of struggle. Whether it was the anti-viral treatments I received for this second infection, or whether 33 months was just enough, I'm very glad to have come out of the other side!



I continue to pray for all of our members with Long Covid symptoms to be able to say the same and of course remain available for any and all support they might require.

**100th Anniversary of the Building of the Sanctuary:** A great highlight of the year came in September as we finally were able to celebrate the centenary of the historic "Fee Memorial Chapel," completed in 1922. Covid infections and concerns in 2022 prevented us from celebrating then, but if we

were delayed by a year, it only compounded our joy in re-presenting this space and the numerous ways it has nurtured important service over the decades. The theme "Grace In This Place" ably allowed us to delve into our own history and look forward to new years of





service here. Great thanks go to the whole planning committee, but especially to Donna Lovell, whose meticulous spelunking in our archives revealed a hidden history of design, hopes, and adversity overcome. Our September 24th, 2023 re-dedication festivities included a recreation of worship from 1922 in the morning with the Rev. John G. Fee visiting from beyond the grave, and an afternoon with ribbon cutting by Berea Mayor Bruce Fraley, Berea College President Cheryl Nixon, and architectural historian Dr. Robert Boyce. All three offered remarks which were followed by a musical performance, tours, and wonderful food by Chef Deb. The afternoon program and Order of Worship are on pgs 50-53 of this report.

**Sad Losses:** Sadly, the fall that saw the restoration of my own health also brought the deaths of great pillars of the congregation. Loyal Jones and Doug Hindman both made incredible contributions to the life of Union Church and their absence echoes through these subsequent months. The church family feels the absence of Joyce Mosher and Tom Parker, who joined the wider life in 2023. I was honored to share in the remembrance of Polly Embree, a Fee descendent who was memorialized in Berea. I record here the gratitude of their families and friends to the members of the Union Community, who helped sustain them in life with your friendship and support, and who honored them after their passing with services of dignity and grace, remembering God's great gift to us through their lives. They are deeply missed as we try to carry their legacy of service forward.

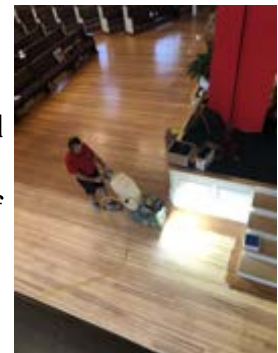


**Looking ahead:** As ever, it seems, constant change is the only constant in the life of faith and faith communities. Union Church continues to be a place of incredible energy and inspiration and also continues to struggle with financial shortfalls, despite so many hopeful signs. To address these changes, the aforementioned grant has afforded

us access to experts in church finances. Thanks to good coaching and the extraordinary generosity of members and friends we were able to increase pledges and gifts by over 11%. We have been diligent about cutting costs **and** investing in meaningful service, both critical to our mission to meet what Love demands. That resulted in a lower than projected deficit in 2023 but still a significant shortfall. While we still have reserves should we not receive enough 2024 funds to cover costs, we are actively and earnestly working for sustainable ways to follow God faithfully, boldly, and creatively.

I'm excited that as of this report, we are very near to offering a new ½-time **Director of Development and Congregational Engagement** position that is grant-funded, and will bring onboard someone to help us cultivate generosity, grants, and just good relations across all the people and places where Union Church makes a difference. We're hoping this prayerful, intentional work will help us meet the needs of good ministry here and do so in a way that feels empowering, not depleting to all of us who support this unique expression of God's love.

The person in this position will give us 20 hours more brain and heart power to help members connect, help grantors know the good work the congregation undertakes, and to help tell the story of impartial love at work. Combined with the



loving generous gifts all of you already provide, we hope this will begin to eliminate deficits and through legacy gifts support future vision even after some of us have “gone on to glory.”

As mentioned above, **property insurance** will likely continue to be a significant challenge to us. Our 2023 policy cost \$13,500 with a \$1000 deductible. It is clear that even the sweetest deal that we are likely to receive will be at least double this amount with deductibles in the 10s of thousands of dollars. This is a national trend but not helped by our recent claim. In order to make best use of this magnificent facility, and to help defray the costs of its insurance and maintenance we are already looking at how to offer the space in creative ways to creative partners. Whether this will turn out to be much needed day care, a school program, or a non-profit incubator, we hope to serve the community and prosper our ministries at the same time in these kinds of partnerships.



And finally, 2024 will bring planning for another **sabbatical**, most probably in 2025. The

Pastoral Relations Board with the endorsement of Church Council would like to apply for a special “Clergy Renewal Grant” from the Eli Lilly Foundation. We will need to work together as a congregation toward a project of rest and renewal for both pastor and people, but if we are successful, the grant would pay for special resources for the congregation while I’m away, and provide funds for both Diana and I to refresh for rejuvenated service upon return. More details will be forthcoming, but we’ll be looking for volunteers to help devise what would “make our hearts sing” after so many hard years.



As I write this we are completing our 27th year of service together. In March 1997, when I first began preaching and wondering how it might all turn out, I certainly did not expect that Union Church, its people and its mission, would become so dear and so integral to my whole life. It has, and I am grateful to have found service that continues to be challenging, meaningful, and healing alongside all of you. That said, longevity is no virtue in and of itself. It is only valorous if it continues to lead to “grace upon grace” as the scripture says. I pray that as the church reinvents itself for a new age and new ways to express God’s love that our long partnership will help smooth the curves and steady the hard bumps. But I also hope that we never take the gift of such partnership for granted, or fail to see all that is newly required of us as God’s grace unfurls. Help me in this, I pray. Let’s keep attentive, active, and alert for where the Spirit might be calling, then let’s go together into whatever God holds.



Remade over and over the centuries into loving service, the Christian enterprise has ever been renewed in strength and capacity when we allow ourselves to take whatever shape will hold God’s ageless love in new ways and new places. Let us explore and follow, my friends. I’m excited to continue this journey ever Godward in your midst.

In faith and hope and love,

*Rev. Kent*



## REPORT OF THE PASTORAL SUPPORT ASSOCIATE



As I prepare this report of the previous year, I am reflecting on the occasion of my 40<sup>th</sup> year Anniversary of my Ordination in the United Church of Christ in January of this year. I am in awe and wonder that I have been given the privilege to continue in “professional ministry” long past retirement age, so to speak. (I say I can’t retire because I don’t know what I’m going to be when I grow up :>) . At any rate, it is even more awesome and wondrous to be able to serve as a member of the staff in Union Church and even more so in collegiality with my son, added to the fact that rarely do mother/son serve as pastoral colleagues. At one point we were told that we were the only mother/son team in Pastoral Ministry in the whole denomination. I am mindful of a short prayer: *“Help! Thanks! Wow!”*

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, which 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: an 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 Tuesday 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, and also from Michigan, New York, and Maryland. Our alumni serve as folks with past experience with supports those who are immediately in that role. The group is open to all; confidentiality is respected and support graciously given.
- ♦ Occasional pastoral counseling for member and friends of Union Church and community members, including occasional officiating at wedding or memorial services when needed.
- ♦ Other specific needs requested by the pastor or staff.



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!

Again, many thanks to Union Church: its staff, its members and friends for the privilege of serving this wonderful 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



As the coordinating body of the church, our early discussions about re-envisioning our ministry reflected that we were still feeling the effects of the pandemic. Through the year, we saw a flourishing in both programs and involvement through the Connexions college group, choir and orchestra, Open Table, Monday Drop-in resource day, a new Compline service, and Youth Group.

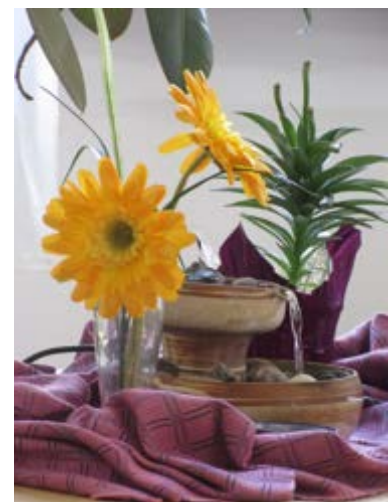
On-going conversations centered around how to shift our budget to meet our current income. The council committed to work on the budget throughout 2024, not just at the typical late fall time, including assessing right staffing levels.

These were the actions we took this year:

- ◆ Coordinated a celebration of 100 years of our historic sanctuary building
- ◆ Endorsed Seth Hutchins in his application for UCC ordination
- ◆ Approved spending of Hutchins Fund moneys for HVAC repairs, playground surfacing material, and painting in room 101
- ◆ Affirmed work by the grant committee which garnered a \$200,000 grant for a financial consultant, a development director, and support of Open Table
- ◆ Approved spending Transformation Fund moneys to hire an audio visual assistant and invest in communication tools (banners, direct mailings, etc.)

Respectfully Submitted,

Kim Kobersmith, Chair of Church Council





## REPORT OF THE CHURCH ADMINISTRATOR

The beginning of this year was consumed with getting repairs done on the building after the



December 27, 2022, sprinkler head break in the Sanctuary. This caused damage to the Sanctuary and Community Room (see 2022's report for extensive list). I worked with our insurance adjusters and looked for a project manager to give us a complete quote for all the work that needed to be done. This was hard to come by due to all the work that was created by the polar vortex that occurred in December of 2022. In mid-February I found Twin Hammers, owned by Mike Bryant, and was given a quote that was accepted by our insurance adjuster after a six week evaluation of his

quote. The quote was for \$157,370.

Work began in April and was completed by the end of June. Although we did worship from Cowan Chapel in early 2023, by the time the work was being done by Twin Hammers we were able to worship in the sanctuary while the work was underway. We are indebted to Mike and his crew for the excellent work and how quickly they were able to get it done.



In August I assisted Kent in working with a consultant to help us with all things related to giving. We were guided in our stewardship work in the fall, which ended in a celebration during our worship and gathering afterwards. Together we wrote a fundraising plan and the consultant is helping us in the hiring of a Director of Development. This position will be funded from the Development Grant account which was funded by anonymous family foundation. We are hopeful this guidance will help us in funding our ministries well into the future.



In September we learned our insurance company, Church Mutual, would not be renewing our policy when it ended on December 31, 2023. We were told this was due to the large claim earlier this year. We learned over time that the insurance company dropped many churches all over the country. This has made it difficult to get insurance for churches, including ours.

Last year our insurance, liability and property, cost about \$13,000. Currently we only have liability insurance at a cost of \$4,000. The only quote we received for the property insurance was over \$60,000 which we can not afford.

Although the work we are currently doing is not a part of 2023, I think it is important to share what is being done. We are looking into options with Berea College and United Church of Christ Indiana-Kentucky Conference. Our goal is to learn if a partnership would help us in getting insurance. There are many complexities regarding this topic, but I want all to know we are working diligently to protect our property where many of our ministries and community programs and events occur.

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

Dave Kobersmith

## DIRECTOR OF MUSIC MINISTRIES

As we planned, the year of 2023 was a reconstruction year, after several years of dealing with health issues, distancing, and sickness with pandemic. With the hybrid services (online streaming as well as live service), all music personnel had to become way more conscientious about microphones, sound checks, and all the procedures involved in recording music and sound balance.



The choir has been growing steadily since then, and we alternate singing from the balcony with performances from the floor. Several choir members prefer to sing from the floor and feel closer to the congregation, and the feedback from the congregation has been positive when that happens as well. As the choir grows, some selections have to be sung from the balcony, so we will keep alternating formats depending on the season, and repertoire. For example, during Lent and Advent, we will sing from the balcony. During summer and other seasons, we will

sing from the floor and so on.

One of the highlights of the year was the Christmas Cantata. For the first time since 2018 at least, we presented a Christmas Cantata on Sunday morning service. Luckily, in 2023, Christmas Eve was on a Sunday, so the Cantata was a perfect addition to the morning regular service. The Cantata was a great experience for everyone involved because we were able to create a sense of community among singers, readers, orchestra, narrators, and dancers – all working to create a unique experience for the congregation. The result of the Cantata was a growth in choir members who could experience how much it is to make music together! I plan to do another Christmas Cantata in 2024 if everything goes well!



The Orchestra has been meeting consistently and we are also growing in numbers. We worked with a program for the youth and at least three members of the youth program are coming and playing with the orchestra – 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 sounds good and we are able to make beautiful music together.



Often we combine choir and orchestra in special occasions and repertoire, sometimes with soloists, sometimes with selected instruments. All the potential options allow the music in church to be very varied and diverse, not only by repertoire selection, but also by using different instrumentations. And when large groups are still learning and perfecting the music, I play solos on the organ and piano. All repertoire is carefully chosen to fit the church calendar, as well as the ability of each group and function in the service.

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.



One bittersweet note refers to the bells. Pearl left Union Church after 10 years leading our Handbell Ensemble and we are in the process of continuing that ensemble in a member-led structure. Bells have been such an important part of our musical tradition, that we will keep it going!

I tried to continue with the variety of music offerings to match the diversity of our Church. We played pieces from various styles, from different countries and composers, but always mindful to the message and meaning that only music can create. Looking into the future, we want to grow even more the choir, the orchestra and continue creating opportunities for everyone to make music through worship.

Bernardo Scarambone



## REPORT OF THE CLERK

### **Joined January 1 – December 31, 2023**

Pamela Chabora  
Julie Copenhaver  
Teresa Dickson  
Seth Hutchins  
Joanna King  
Erikke Meadows  
Tim Monroe  
Courtney Parrish  
Matthew Parrish  
Maranda Weckman  
Lynette Willis  
Matt Willis  
Mary Ann Zeis



### **Died January 1 – December 31, 2023**

Polly Embree (Fee family)  
Doug Hindman  
Loyal Jones  
Joyce Mosher  
Tom Parker



### **Moved Away**

Bob & Jean Boyce  
Abigale Embry  
Dorie Hubbard  
Amy Williams

Our Church Data Management software (FellowshipOne Go) shows

257 Members

8 Associate Members

9 Clergy Members

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

Please remember that YOU are  
welcome here!!

Linda Parsons, Clerk



## REPORT OF THE ADMINISTRATION BOARD

The Board's 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 2023 the Administration Board accomplished the following items:**

- ♦ Welcomed new members Nancy Adams and Eef Fontanez.
- ♦ Reviewed the current Policy Manual and submitted to Church Council
- ♦ Discussed and participated in the Budgetary Process for the Church Council
- ♦ Made recommendations to Church Council regarding administrative budget
- ♦ Reviewed and revised the "Leave Policies" in the Staff Handbook for consideration of the Church Council
- ♦ Reviewed Terms of Call and proposed continuation of support for the contract
- ♦ Collaborated with others to review and revise Job Descriptions for all employees
- ♦ Collaborated with others regarding new position descriptions.



**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.
- ♦ Continue to examine needed revisions to documents such as Job Descriptions, Staff Handbook, Terms of Call to best support the needs of the Church
- ♦ Continue to support a solid timeline/process for annual evaluations for all staff.
- ♦ Continue to support the church through maintaining the purpose of this board

**2023 Board Members: Donna Lovell (Chair), Reda Hutton (Secretary), Nancy Adams, Eef Fontanez**





## REPORT OF THE COMMUNITY LIFE AND GROWTH BOARD

As usual, the Community Life & Growth Board was very busy in 2023.

### Highlights:

- ◆ We continued to provide refreshments for Coffee Hour after service on Sundays, which included Lemonade in the Shade (and on the porch except when the bees decided to crash the affair). Some of these events were special celebrations.
- ◆ We supported the John G. Fee Memorial Picnic Project.
- ◆ Some special summer gatherings for the congregation



included a picnic at the pavilion next to the Berea City swimming pool. We collaborated



with Faith Development by assisting with the Community Creativity Celebration in August. Heather Dent of Winterberry Studios led families with children, and others who were interested in building cardboard playgrounds and towns. There was also live music, face painting, henna tattoos

by Debbonnaire Kovacs, and more fun activities.

- ◆ During the summer, we made plans to restart Wednesday Night Live Meals and activities. We hired a Kitchen Manager, Deb Beishline, a Union Church member. The position is funded through a grant and renamed Open Table vs Wednesday Night Live (WNL). We feel the new name better reflects its purpose, a FREE meal, to our church members and folks in the Berea and surrounding communities. So, on Wednesdays everyone eats FREE! We have had a buffet meal, serving almost 100 people weekly. Deb has cooked incredible dinners and a team of 8 dedicated volunteers (Betty Sarafin, [CL&G Chairwoman], Sue Peterson Blyth, Maya Todd, Pamela Chabora, David Jones, Nancy Adams, Teresa Dickson, Lynette Willis), help with food prep, set the tables, prepare beverages, clean up afterwards, etc.
- ◆ We sponsored a Thanksgiving Community Meal on Thanksgiving Day with great attendance and much help from the congregation. Deb Beishline coordinated this and did an incredible job!!
- ◆ The Board began conversations about rethinking responsibilities of advertising and the issue of membership development. This is ongoing work and hopefully a separate team will be created in 2024 to focus on Membership Development, New Members, and Welcoming Visitors.
- ◆ Provided support and planning for the church's 100th year reception.



- ♦ The Christmas Eve Reception following the service was WONDERFUL, AND VERY WELL ATTENDED!!!! A shout-out of thanks to the crew who decorated and undecorated.
- ♦ David keeps attendance records on Sundays with FIGo and Deb and her team track attendance at Open Table weekly.
- ♦ Provided funding to boost ads for special events at the church and advertise job positions on Indeed and other places.

Submitted by Betty Sarafin





## REPORT OF THE FAITH DEVELOPMENT BOARD

2023 included a significant amount of transition for the youth group. Maggie Park, who had served with the youth group as assistant director, stepped down from her role at the end of 2022 and Christopher McKenzie, who had served as the youth group director stepped down in August of 2023. This meant that 2023 included two searches to find wonderful souls to join us in this work. Thankfully, that has resulted in Courtney Parrish and Emily LaDouceur joining us as the assistant director and director, respectively. We are grateful to the care and leadership Maggie and Chris provided during their tenure in their roles and equally grateful to Courtney and Emily for the care and leadership they exude in their support of our youth.



With the youth, Spring included attending a viewing of “Till” at the Carter G. Woodson Center and engaging in thoughtful conversation. The Summer included a service learning trip to Louisville, where youth were able to work with refugees with the

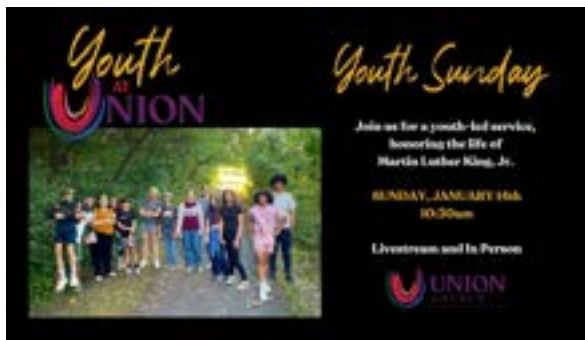
KY refugee ministry. As the new school year kicked off, the youth group celebrated Chris as he exited the role of youth group director and welcomed Emily as the new director. The Fall included an artistic workshop, a healthy relationships conversation, and pretzel making/ baking. Youth group members have also been participating in the life of



the church through being lay readers, ringing the peace bell and sharing their musical talents!



Post-covid, we are still trying to assess how to best connect with families and members and reintegrate programming. David Jones did a spectacular job of organizing an end-of-summer bash on the front lawn to help the community see us as open and inviting. Many folks stopped in to celebrate the end of summer through sharing food and having henna tattoos and playing with boxes! David collaborated with CL&G and FD and Heather Dent to make this happen. We’ve also partnered with several church members and friends to support a gingerbread building activity for families in December. It was a hit and we hope to provide more opportunities for families in the life of the church moving forward.



## REPORT OF THE MISSION & SERVICE BOARD

With Covid still haunting public gatherings, the Mission and Service Board met via Zoom until the fall of 2023 when we began a hybrid model with some members attending in person and some online.

In April, we sponsored the third annual “Blessing of the Gardens” at the Berea Urban Farm. Rev. Carla Gilbert led a short ceremony expressing our appreciation to Richard and Cheyenne Olson for their many efforts to combat food insecurity and to teach sustainable practices in our community. Tennant Kirk read a special poem, *Dirt*, dedicated to Richard to keep his spirits up despite

continued and worsening environmental issues. Good food and delightful music added to the Earth Day celebration.

The 2023 online auction was a huge success. Thanks to the generosity of Union Church members and friends who donated many treasures, we raised over \$3000.00 for Room In The Inn to provide shelter for folks in Berea during the harshest winter months.



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 chart on the next page. The percentage of giving to local organizations increased significantly this year. A major focus of giving this year was the large and growing number of people without homes across all categories. Devastating natural disasters such as earthquakes and fires and equally devastating displacement due to war and political unrest resulted in vast numbers of people without shelter.

Economic conditions contributed to unsheltered people in our own community. The Board donated funds to both international, state and local organizations that offer assistance to those without shelter.



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

Several attempts to identify and plan a mission trip were not successful. The Board is holding funds in reserve to help sponsor a Youth Group mission trip in 2024.

This year we said goodbye to Dorie Hubbard, who moved to be closer to family. We are indebted to her for the years of faithful service to Union Church and the Mission and Service Board. We will fondly remember her joyful participation in the Christmas Eve service.

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

Respectfully Submitted by Tennant Kirk

## 2023 MISSION SERVICE MONETARY CONTRIBUTIONS TO OTHERS

### Local

- ♦ Berea Food Bank
- ♦ Berea Home Village
- ♦ Berea Urban Farm
- ♦ Christmas Basket Project w/St. Clare
- ♦ Habitat for Humanity
- ♦ Pastoral Assistance Fund
- ♦ Room in the Inn (RITI)
- ♦ BHS Project Graduation
- ♦ Berea Fire Department
- ♦ Berea Leadership Experience
- ♦ New Opportunity School for Women
- ♦ St. Marks Food Baskets
- ♦ St. Joseph Berea's Lights for Life
- ♦ StepStone Family & Youth Services
- ♦ Glades Garden repair
- ♦ Hospice
- ♦ BFPNA

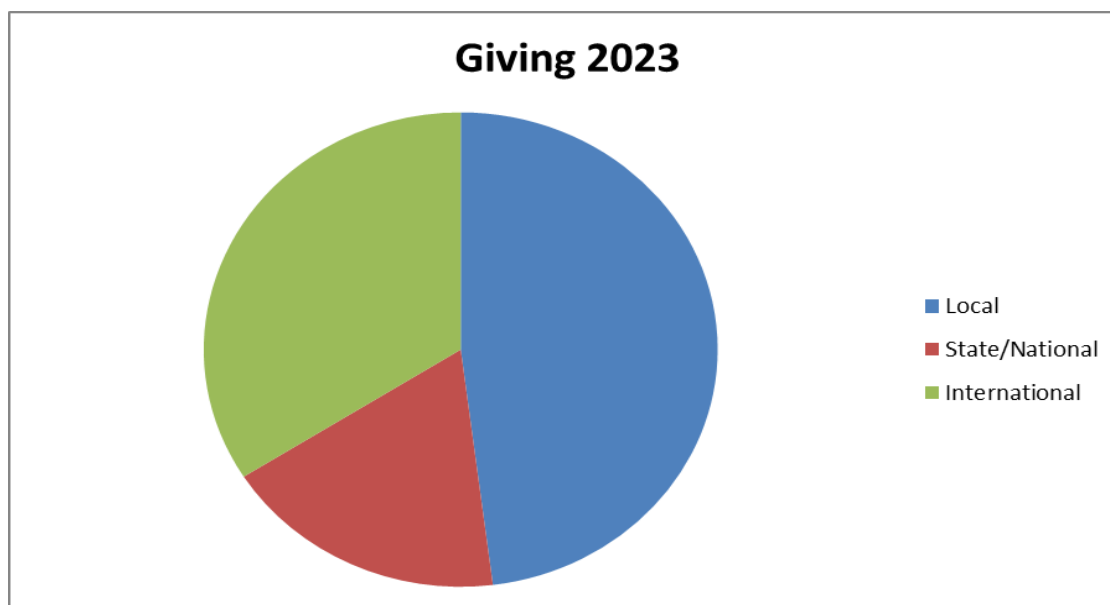
### State/National

- ♦ Kentucky Council of Churches
- ♦ High Rocks
- ♦ Faithful America
- ♦ Repairers of the Breach
- ♦ Keep Tucson Together
- ♦ Peace Education Program
- ♦ Relief for Fires in Maui
- ♦ Peace Education Program

### International

- ♦ Bread for the World
- ♦ Doctors Without Borders
- ♦ CARE
- ♦ Church World Service (general fund)
- ♦ CoCoDa
- ♦ Heifer International
- ♦ Samuel's Kids
- ♦ International Rescue Committee (earthquakes)

**Total 2023 Giving—\$28,882**





## 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 who have continued their given responsibilities which are as follows:

**Hazel Morris** sent out 348 Birthday Greetings in addition to cards for special occasions such as Anniversary cards (10); and Holiday cards to those in assisted living facilities and home care and people who have moved to other states to be closer to family as well in Berea, Richmond, Lexington, and Somerset. Although Hazel finishes her term on Nurture and Care, and **Donna Lovell** has graciously volunteered agreed to send birthday & other cards, Hazel will continue to send special occasion cards for the monthly holidays to friends in Assisted Living and Nursing Homes. Thank you Hazel for the tremendous “labor of love” these several years, and thank you to Donna Lovell for volunteering to continue the ministry.



**Rhonda Cardwell** has had the major responsibility for overseeing special receptions which have been primarily those following Memorial



Services but have included other special occasions in the lives of our members and friends. This year there were receptions following the memorial services for Loyal Jones, Doug Hindman, and Joyce Mosher. In addition, refreshments were provided after the Long Night Service in December. She was assisted by other Nurture and Care Board members, **Carla Baumann** and **Susie Ritchie**, as well as others who added their “love” to the ministry. Thank you to all who have provided in person help, as well as contributing food.

Ministry to those family members who have lost a loved one become a part of our ministry. Each immediate family member receives a Grief Bag delivered where possible by **Rev. Carla** or **Rev. Kent** which includes a beautiful vase with an evergreen, a glass votive candle holder made especially for Union Church by Michelle Weston, a votive candle and a loaf of bread made by former N&C Board member, **Gerrie Blanchard**. In addition, The *Permission to Grieve* series of booklets are sent to those family members throughout the first year after their loss. **Donna Abner Rath** sent 64 books this past year. Thank you, Gerrie and Donna, for your spiritual caring during these times of loss when Love Demands a certain response.

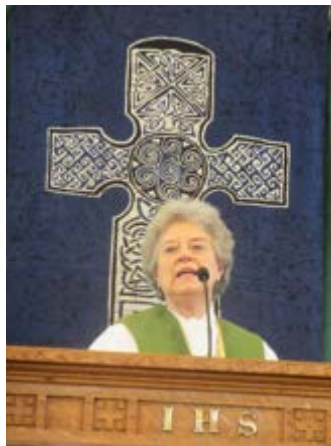


Stephen Ministry also falls under the purview of Nurture and Care Board. Over the course of 7 years Union Church has trained **20** caregivers who have each had more than 50 hours of intensive support training as well as follow up support with Peer Supervision and Continuing Education. The ministry is coordinated by



**Rev. Kent, Jen Eich, and Rev. Carla.** At this time, we have 9 active care givers, some who were in the first class of the beginning of the program 7 years ago. In addition, Stephen Ministers assist with the Long Night Service, held on the longest night of the year as a time to support those who are grieving and those who support them. 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. Kent. 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 utmost confidentiality. To those who are currently serving as **Care-Givers** as well as those who have previously served, Thank you!

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



## REPORT OF PASTORAL RELATIONS BOARD

(amended 3.17.24, changes in RED)



In March, 2023, the members of the Pastoral Relations Board studied the complete, detailed set of results from its Spring, 2023 Pastoral Evaluation of Rev. Kent, which were overwhelmingly positive and affirming of his work as pastor. The Chair of the PRB (myself) made a presentation to the Church Council at its March, 2023 meeting, including a detailed report and summary of the survey results followed by a discussion of the implications for future action.

The Pastoral Relations Board did not meet during the summer and fall of 2023. There was little business during this period of time.

The main agenda item for the board's January 25, 2024 meeting was a discussion of Kent's next sabbatical, tentatively planned for the spring and summer of 2025. In particular, Rev. Kent introduced board members to the possibility of Union Church applying for Lilly Clergy Renewal Grant to help cover the expenses of the proposed sabbatical. After a vigorous and detailed application process, approval by Lilly would provide up to \$40,000 to the pastor and \$20,000 to the congregation towards expenses incurred during the sabbatical. The challenge in regard to a possible 2025 sabbatical was that the application, which required considerable information, input, and planning both by the pastor and by the congregation, was due in mid-March, 2024, just a few weeks away. After much discussion and reflection by board members during the week following our January meeting, and after subsequent discussion by the Church Council at its meeting on February 19, it was decided that the application for the Lilly Clergy Renewal Grant would be postponed until



March, 2025. The funds provided by the grant, if approved by Lilly, would then be available for a ~~six-month-long~~ sabbatical in the spring and summer of 2026. Postponing the grant application to March, 2025, and the sabbatical ~~for a year~~ until 2026 would allow for a solid, well-planned, and clearly-articulated grant application. Various groups of Union Church would be involved in the planning for and the writing of the grant application, including members of the Pastoral Relations Board, members of other boards and the Church Council as appropriate, and the new Grants Committee, as well as the Pastor himself. In the meantime, since the sabbatical would be delayed, the Church Council approved that the church grant Rev. Kent a two-month leave of absence during the spring of 2025 that would be funded essentially from funds already set aside for pastoral leave. A detailed proposal for this shorter leave would be presented to the Church Council by September, 2024.



Respectfully submitted by Stephen Bolster,  
Chairperson

## REPORT OF THE PROPERTIES BOARD

Jeff Hutton, Chair, Sally Hindman, Secretary, Howard Carlberg, Kelly Mehler and Dave Kobersmith, Staff Member

During my period as chair beginning in April, 2023, a number of ongoing projects were addressed. In addition, short term issues and minor projects were dealt with as needed.

### Ongoing projects:

#### **1. Revitalization of the outside play area.**

When presented with the congregation's desire to upgrade the play area, we turned to church member, Paul Jacobs of Playground Partners, to provide guidance as to what issues were in need of attention. In addition, Tennant Kirk contacted members from the University of Kentucky Childcare Aware Resource and Referral Network, who provided additional suggestions. The decision was made to provide for enlarged 'fall area' clearances around fixed structures and to increase the safety of the swing set by changing the configuration of the strap swings. Jeff sought contractor bids to move the walkway fence to address some fall area clearance issues. In addition, the decision was made to excavate out some topsoil in the play area to accommodate a deeper layer of engineered wood chips as recommended. Signs that indicate age appropriateness of fixtures in the play area will be placed on those fixtures. Concerns with excavation were raised regarding potential rainwater drainage. A play area drainage system is indicated on the 1965 remodeling plan for the Education Wing and it was decided to confirm this before excavation can commence. For the time being, because of drainage concerns, as well as budgetary restraints, further action is on hold.



#### **2. Down Spout Concerns**

Dave is reaching out to contractors to inspect gutter and down spout drainage, especially where it is suspected that rainwater overflow may be causing building damage.

#### **3. Safety Placards**

Jeff is working with Dave to produce fire safety placards, showing locations of exits, handicap accessible areas, restrooms and fire extinguishers for placement at various locations around the church buildings.

#### **4. HVAC Issues**

Heating and cooling units fail on occasion despite regular contracted inspection and maintenance. New WIFI have been installed to control heating and air conditioning in the sanctuary and community room.





## 5. Energy Efficiency Grants

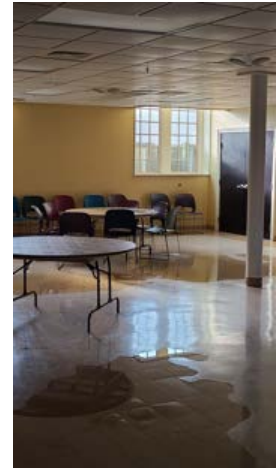
The Properties Board continues to monitor developments to the grant funds that may become available for future projects.

## 6. Cowan Chapel Lighting

We continue to look for ways to improve the lighting in Cowan Chapel.

## 7. Maintenance Manual

A printed schedule of basic and regular building maintenance is being developed.



## Completed Projects:

### 1. Electrical Circuit Identification

Dave and Jeff have effectively completed the electrical circuit identification for the entire Union Church physical plant. There are some non-functioning electrical outlets in the older areas of the facility which need to be deemed as safe by a licensed electrician. With help from Kelly Mehler and Sally Hindman, all room switch plates electrical outlets boxes have stickers which identify their panel and breaker. (If we've missed any, please let us know!) Jeff is finalizing a set of electrical drawings showing current panel designations. Panel drawings, showing the location of all electrical breaker panels have been distributed to Property Board members.

### 2. New TV Mounts

Jeff installed new railing-mounted television mounts for use by choir members and other performers.

### 3. Historical Marker Relocation

Howard Carlberg re-tapped setscrew holes in the old historical sign and later, he and Dave reinstalled the old sign on a new post on Prospect Street.



### 4. Sidewalk Safety Paint

Howard Carlberg and Jeff Hutton prepared the concrete and painted lines the sidewalk adjacent to the church parking lot.

### 5. Fire Suppression Compressor

A new compressor was installed to replace the one used to pressurize the fire sprinkler piping. A regular schedule of maintenance of this unit will enhance performance and safety.

### 6. Bench Refurbishment

Jeff Melton had kindly replaced the seat and back boards on the benches in the garden behind the church sanctuary. New hardwood is coated with a beautiful weather resistant clear finish.



Submitted by Jeff Hutton

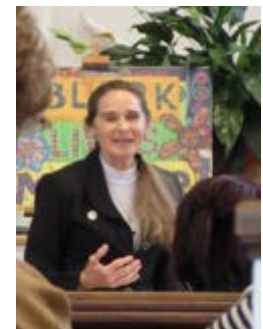


## REPORT OF THE WORSHIP BOARD

**Worship Board Members:** Teresa Gowler, E.J. Stokes, Jennifer Melton (chair; secretary); Diane Bailey; Paul Jacobs; Rhonda Edwards (joined in Nov 2023)

### **Worship in 2023:**

- ♦ We had in-person services every week as we emerge from the height of the COVID pandemic.
- ♦ We continued to broadcast services via the church website, the YouTube channel, and Facebook Live, enabling interactions through commenting during live broadcasts.
- ♦ Kent and Diana's Scottish deerhound Thea had 3 puppies in August 2023 and one puppy, Gracie, joined Thea as Church therapy dog. Thanks to "wranglers," Sylvia From and Cadence Perman, the dogs continue to be a highlight of Children's Moment each Sunday.
- ♦ EJ Stokes, Teresa Gowler, and Peggy Patrick continue to help Kent with sanctuary decorating; and performed an organizing miracle in the closet of worship fabrics in February 2024.
- ♦ We celebrated Berea College homecoming weekend with Sunday worship on November 20, 2023. Rev. Christina Ryan Perkins ('98), an alumna colleague of Kent's preached.
- ♦ Diane Bailey helped coordinate a potluck on June 14 to provide information for people interested in being a worship reader, greeter, or usher. Sign-up sheets in the community room have helped significantly with volunteers to be worship readers on Sundays.
- ♦ In September we belatedly celebrated the 100<sup>th</sup> anniversary of the church using elements from the 1922 service. We also held an afternoon service/celebration with mayor Bruce Fraley and new Berea College president Cheryl Nixon speaking.
- ♦ Pam Chabora preached when Kent was away on October 15, 2023.
- ♦ **Youth Sunday:** Several youth participated and Cadence Perman delivered the sermon.
- ♦ **Advent:** The Youth helped with greeting, ushering, and reading throughout Advent.
- ♦ **Long Night service:** Held in the chapel this year.
- ♦ **Christmas Eve:** Bernardo Scarambone organized a wonderful Christmas Cantata for the Sunday worship service on December 24. Evening Christmas Eve services were held in the sanctuary at 6pm and in the chapel at 11pm. At the 6pm service Iris and Opal Bailey helped with reading, Cadence Perman handed out candles, and several other Youth helped usher and greet.



## Worship production

- ♦ Jeff Hutton continues to spearhead cameras for our services.
- ♦ Rina Tanaka continues as Video Production Manager (15hr/week position) and after many months of volunteering, Olivia Puckett was hired part-time as a production assistant.

## Music

- ♦ Our funding for the scholarships for the 4 choir section leads from ECU was exhausted by late summer and we bid them adieu.
- ♦ Several new members got interested in the choir after the Christmas cantata and the choir has grown.
- ♦ The orchestra has grown as well.
- ♦ Pearl Marshall retired as Handbell Ensemble director in December 2023.



## Worship planning

- ♦ The worship planning committee –Don Cardwell, Diane Bailey, Jennifer Melton, and joined occasionally by EJ Stokes and Seth Hutchins–continued to meet weekly via Zoom with Kent during 2023/2024.
- ♦ Worship Planning met in person in the Fall of 2023 to brainstorm for Advent. Theme of shadow and light developed
- ♦ Sanctified Arts program “Again & Again” is being well received for Lent 2024.
- ♦ Joan English continued to produce paper and electronic bulletins for Sunday worship.

Jennifer Melton



## REPORT OF THE TREASURER & CHURCH FINANCE BOARD

The Finance Board meets monthly to review the income and expenses based on the budget approved by the Congregation.

The Congregation approved a 2023 budget with a deficit of \$24,091.07. The Congregation later approved a mid-course adjustment to the budget with a deficit of \$31,428.53. We ended the year with deficit of \$26,354.09 which was lower than the mid-year adjusted budget deficit. This deficit has been covered from our savings. Our ability to tap into savings is becoming more limited. Finance Committee has been a part of the ongoing discussion in Church Council about gradually reducing our annual deficits by working on strategies to increase income and to lower expenses.

We thank Marty Hensley for his many years of diligent service as a member of the Finance Board. We are also pleased to have Patti Smithson join the Finance Board after her long years of service as Church Financial Secretary. We are pleased to have Robert Rorrer as the new Bookkeeper and thank Shirley Carlberg for her service, as well, as for her help in training Robert. We thank Reda Hutton for all of her work as Church Financial Secretary.

Respectfully submitted,

Greg Lakes Treasurer and Charles Hoffman, Chair of Finance Board





## REPORT OF THE ENDOWMENT COMMITTEE

December 11, 2023; 1 – 1:40 p.m.

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

Absent – none

### **Agenda**

- ♦ Review YTD Gain/Loss compared to other indexes
- ♦ Put endowment information on website
- ♦ Review September 12<sup>th</sup> event

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

	YTD 9/30/22	9/22-9/23
Undesignated fund	-13.99%	10.80%
Building & Grounds fund	-14.29%	10.35%
Mission & Service fund	-14.19%	10.35%
S&P	-20.28%	12.84%
Dow	-13.13%	6.77%

The Union  
Church  
Endowment

	<u>Sept '22</u>	<u>Dec '22</u>	<u>Mar '23</u>	<u>June '23</u>	<u>Sept '23</u>	9/22-9/23 % Gain/ <b>Loss</b>
Undesignated Fund	\$341,982.67	362,283.72	\$384,081.99	\$394,500.02	\$381,120.24	10.80%
Building and Grounds Fund	\$25,859.78	27,394.88	\$28,918.26	\$29,702.66	\$28,695.26	10.35%
Mission and Service Fund	\$23,564.86	\$24,963.74	\$26,351.91	\$27,066.70	\$26,148.71	10.35%

Website language – This is being drafted and will be added to the website soon. We shared that we suggest putting language about if you are planning your will to keep the church in mind and if you have questions about the endowment to let us know.

September 12 event – we were grateful for Greg Shamey from Thrivent Charitable Impact & Investing and Rachel Hooker from Thrivent Financial who hosted a meal and informational event to share about our Endowment. This was held at Boone Tavern by over 20 people.

We also shared how we would like more detailed reports from Thrivent Charitable and are hoping with their new investment options we expect to see in 2024 that reports will be more detailed.

We are asking that the committee have a page on the bulletin board so friends and member of the church will know who is on the Endowment Committee.

Next meeting – August 22, 2024 at 1 p.m.

Minutes taken by D. Kobersmith

## 2023 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	5,554.40	5,000.00	554.40	111.09 %
4120 Pledged Gifts	241,669.59	257,400.00	-15,730.41	93.89 %
4130 Unpledged Gifts	67,321.33	54,879.00	12,442.33	122.67 %
4140 Member-Directed Outreach	15,848.89	15,000.00	848.89	105.66 %
4150 Spec Collections for Operations	435.92	2,000.00	-1,564.08	21.80 %
Total 4100 Pledges & Gifts	330,830.13	334,279.00	-3,448.87	98.97 %
4200 Fundraising Income				
4201 Kroger	390.43	350.00	40.43	111.55 %
4202 Amazon Smile	162.75	162.00	0.75	100.46 %
4203 Facebook income	385.00	250.00	135.00	154.00 %
4220 VISA rewards	82.77	1,000.00	-917.23	8.28 %
4222 Special Events, Concerts		200.00	-200.00	
4223 Flowers	780.00	600.00	180.00	130.00 %
4224 Merchandise		250.00	-250.00	
Total 4200 Fundraising Income	1,800.95	2,812.00	-1,011.05	64.05 %
4300 Other Operating Income				
4320 Weddings, funerals, memorials		2,000.00	-2,000.00	
4320.1 Income	4,350.00		4,350.00	
4320.2 Expense	-1,999.81		-1,999.81	
Total 4320 Weddings, funerals, memorials	2,350.19	2,000.00	350.19	117.51 %
4330 Rents and Building Use		1,000.00	-1,000.00	
4330.1 Income	974.00		974.00	
4330.2 Expense	-449.99		-449.99	
Total 4330 Rents and Building Use	524.01	1,000.00	-475.99	52.40 %
Total 4300 Other Operating Income	2,874.20	3,000.00	-125.80	95.81 %
4500 Investment Income				
4501 Curr Year Lambert Trust Income	40,421.00	40,421.00	0.00	100.00 %
4510 Interest Earned	504.83	500.00	4.83	100.97 %
Total 4500 Investment Income	40,925.83	40,921.00	4.83	100.01 %
4800 Assets Released from Temp Restr				
4804 From 3050 Transformation fund	7,977.83	8,025.31	-47.48	99.41 %
4805 From 3120.06 Drake Memorial	4,415.79	4,073.28	342.51	108.41 %
4806 From 3050 Transformation Fund II	2,391.00		2,391.00	
4807 From 3070 Development Grant	3,612.00		3,612.00	
Total 4800 Assets Released from Temp Restr	18,396.62	12,098.59	6,298.03	152.06 %
Total Revenue	\$394,827.73	\$393,110.59	\$1,717.14	100.44 %
GROSS PROFIT	\$394,827.73	\$393,110.59	\$1,717.14	100.44 %
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	24,999.96	25,000.00	-0.04	100.00 %

## 2023 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6001.2 Pastor's Housing Allowance	53,061.38	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	13,596.00	13,596.00	0.00	100.00 %
6001.5 Pastor's Dental Plan	531.00	531.00	0.00	100.00 %
6001.6 Pastor's Life/Disability Ins	1,170.36	1,170.92	-0.56	99.95 %
6001.7 Pastor's Pension Plan	10,922.40	10,928.59	-6.19	99.94 %
6001.9 Pastor's Professional Expenses	3,006.60	3,000.00	6.60	100.22 %
<b>Total 6001 Pastor's Compensation</b>	<b>113,259.36</b>	<b>113,259.60</b>	<b>-0.24</b>	<b>100.00 %</b>
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	42,020.38	42,058.91	-38.53	99.91 %
6003.2 Office Admin Health Benefits	7,818.60	13,596.00	-5,777.40	57.51 %
6003.3 Office Admin Dental Plan	408.48	531.00	-122.52	76.93 %
6003.4 Office Admin Life/Dis		718.20	-718.20	
<b>Total 6003 Office Admin Compensation</b>	<b>50,247.46</b>	<b>56,904.11</b>	<b>-6,656.65</b>	<b>88.30 %</b>
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	26,794.19	26,818.73	-24.54	99.91 %
<b>Total 6004 Church Admin Compensation</b>	<b>26,794.19</b>	<b>26,818.73</b>	<b>-24.54</b>	<b>99.91 %</b>
6005 DMM Compensation				
6005.1 DMM Compensation	28,969.09	28,995.54	-26.45	99.91 %
6005.4 DMM Professional Expenses		300.00	-300.00	
<b>Total 6005 DMM Compensation</b>	<b>28,969.09</b>	<b>29,295.54</b>	<b>-326.45</b>	<b>98.89 %</b>
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,639.30	12,097.30	-458.00	96.21 %
6011.2 Youth Director's Assist Comp	2,641.14	2,641.15	-0.01	100.00 %
6012 Bell Choir Director	3,707.56	3,783.82	-76.26	97.98 %
6013 Video Editor	8,418.24	7,455.00	963.24	112.92 %
6013.1 Asst. Video Editor	2,509.50		2,509.50	
6014 Bookkeeper	5,215.01	5,400.00	-184.99	96.57 %
6015 Custodian's Compensation	11,816.96	12,000.00	-183.04	98.47 %
6016 Child Care	1,002.08	750.00	252.08	133.61 %
6017 Kitchen Manager	3,726.00		3,726.00	
6020 Guest Preacher (Pulpit Supply)	1,023.14	800.00	223.14	127.89 %
6021 Organist & Director Substitutes	700.00	500.00	200.00	140.00 %
6022 Pastoral Support	6,759.88	6,755.87	4.01	100.06 %
6023 Program Support	8,673.95	8,681.40	-7.45	99.91 %
<b>Total 6010 Misc Staff Compensation</b>	<b>67,832.76</b>	<b>60,864.54</b>	<b>6,968.22</b>	<b>111.45 %</b>
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	10,943.13	10,301.60	641.53	106.23 %
6027 Worker's Comp Insurance	957.00	1,000.00	-43.00	95.70 %
<b>Total 6025 Misc Staff Expenses</b>	<b>11,900.13</b>	<b>11,301.60</b>	<b>598.53</b>	<b>105.30 %</b>
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	597.25	1,000.00	-402.75	59.73 %



## 2023 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6102 Telephone Expenses	1,499.60	2,000.00	-500.40	74.98 %
6103 Website Maintenance	2,492.88	3,000.00	-507.12	83.10 %
6105 Copier	1,551.19	3,000.00	-1,448.81	51.71 %
6106 Paper	1,418.65	1,100.00	318.65	128.97 %
6107 Postage	1,207.73	1,000.00	207.73	120.77 %
6108 Office Supplies	866.66	900.00	-33.34	96.30 %
6109 Administrative Expenses	1,330.23	1,500.00	-169.77	88.68 %
6110 Credit Card Fees	3,812.32	3,800.00	12.32	100.32 %
6111 Vehicle Exp (Mileage Reimb etc)	2,307.30	2,250.00	57.30	102.55 %
<b>Total 6100 ADMINISTRATION EXPENSES</b>	<b>17,083.81</b>	<b>19,550.00</b>	<b>-2,466.19</b>	<b>87.39 %</b>
<b>6200 FINANCE EXPENSES</b>				
6201 Bookkeeping & Record Keeping	3,354.87	3,075.00	279.87	109.10 %
6202 Stewardship Expenses	367.04	500.00	-132.96	73.41 %
6204 Other Finance Board Expenses	197.00	220.00	-23.00	89.55 %
<b>Total 6200 FINANCE EXPENSES</b>	<b>3,918.91</b>	<b>3,795.00</b>	<b>123.91</b>	<b>103.27 %</b>
<b>6300 PROPERTY EXPENSES</b>				
6301 Maintenance/Capital Projects	15,000.00	15,000.00	0.00	100.00 %
6302 Liability Insurance	12,972.00	13,000.00	-28.00	99.78 %
6303 Maintenance Contracts	6,725.51	7,500.00	-774.49	89.67 %
6304 Contract Labor	160.00	500.00	-340.00	32.00 %
6310 Natural Gas	2,797.27	3,500.00	-702.73	79.92 %
6311 Water, Sewer & Sprinkler	1,673.58	2,000.00	-326.42	83.68 %
6312 Electric	7,630.27	6,000.00	1,630.27	127.17 %
6313 Electric Demand Charge	2,890.34	2,750.00	140.34	105.10 %
6320 Materials and Services	1,839.11	1,000.00	839.11	183.91 %
6321 Janitorial Supplies	490.49	1,000.00	-509.51	49.05 %
<b>Total 6300 PROPERTY EXPENSES</b>	<b>52,178.57</b>	<b>52,250.00</b>	<b>-71.43</b>	<b>99.86 %</b>
<b>6400 FAITH DEVELOPMENT EXPENSES</b>				
6402 Children's Ministry	130.66	300.00	-169.34	43.55 %
6403 Adult Ministry	44.07	300.00	-255.93	14.69 %
6404 Youth Ministry	4,394.15	4,000.00	394.15	109.85 %
6407 Other Board Expenses & Gifts	489.28	400.00	89.28	122.32 %
6408 College & Young Adult	367.96	500.00	-132.04	73.59 %
<b>Total 6400 FAITH DEVELOPMENT EXPENSES</b>	<b>5,426.12</b>	<b>5,500.00</b>	<b>-73.88</b>	<b>98.66 %</b>
<b>6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>				
6510 Social Committee	511.80	500.00	11.80	102.36 %
6520 Family Ministry	159.99		159.99	
6521 Outreach (Evangelism & Adv)	554.28	500.00	54.28	110.86 %
6522 Membership	75.00		75.00	
6525 Other CL&G Expense	262.69	500.00	-237.31	52.54 %
<b>Total 6500 COMMUNITY LIFE &amp; GROWTH EXPENSE</b>	<b>1,563.76</b>	<b>1,500.00</b>	<b>63.76</b>	<b>104.25 %</b>
<b>6600 WORSHIP EXPENSES</b>				

## 2023 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6601 Worship Supplies	1,984.38	1,500.00	484.38	132.29 %
6602 Audio-Visual Broadcast Expense	1,956.42	2,000.00	-43.58	97.82 %
6605 Adult Choir Music & Support	191.80	400.00	-208.20	47.95 %
6606 Bell Choir Music & Support	441.78	400.00	41.78	110.45 %
6608 Orchestra	39.99	500.00	-460.01	8.00 %
6610 Instrument Maintenance	1,348.65	2,500.00	-1,151.35	53.95 %
<b>Total 6600 WORSHIP EXPENSES</b>	<b>5,963.02</b>	<b>7,300.00</b>	<b>-1,336.98</b>	<b>81.69 %</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	15,964.89	15,000.00	964.89	106.43 %
6730 KY Council of Churches	1,200.00	1,000.00	200.00	120.00 %
6731 National Council of Churches	100.00	100.00	0.00	100.00 %
6732 World Council of Churches	100.00	100.00	0.00	100.00 %
<b>Total 6700 MISSION &amp; OUTREACH EXPENSES</b>	<b>35,364.89</b>	<b>34,200.00</b>	<b>1,164.89</b>	<b>103.41 %</b>
<b>6800 NURTURE &amp; CARE EXPENSES</b>				
6801 Special Care Resources	381.13	1,000.00	-618.87	38.11 %
6802 Stephen Ministries	298.62	1,000.00	-701.38	29.86 %
<b>Total 6800 NURTURE &amp; CARE EXPENSES</b>	<b>679.75</b>	<b>2,000.00</b>	<b>-1,320.25</b>	<b>33.99 %</b>
<b>Total Expenditures</b>	<b>\$421,181.82</b>	<b>\$424,539.12</b>	<b>\$ -3,357.30</b>	<b>99.21 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$ -26,354.09</b>	<b>\$ -31,428.53</b>	<b>\$5,074.44</b>	<b>83.85 %</b>
Other Revenue				
<b>5000 NON-OPERATING INCOME</b>				
5010 Unrestrict Mem/Bequest Gifts	5,300.00		5,300.00	
5012 Endowment / Investment Income	54,896.50		54,896.50	
5014 Misc Other non-Operating Income	151,380.20		151,380.20	
<b>Total 5000 NON-OPERATING INCOME</b>	<b>211,576.70</b>		<b>211,576.70</b>	
<b>5100 RESTRICTED GIFTS, Non-Oper</b>				
<b>5130 PROPERTIES</b>				
5130.01 Special Projects	200.00		200.00	
5130.02 Memorial Garden	900.00		900.00	
<b>Total 5130 PROPERTIES</b>	<b>1,100.00</b>		<b>1,100.00</b>	
<b>5140 FAITH DEVELOPMENT</b>				
5140.03 Youth Group	2,536.00		2,536.00	
5140.06 Berea Leadership Experience	5,047.00		5,047.00	
5140.09 Choir Leadership Development	400.00		400.00	
<b>Total 5140 FAITH DEVELOPMENT</b>	<b>7,983.00</b>		<b>7,983.00</b>	
<b>5150 COMM LIFE &amp; GROWTH</b>				
5150.02 Open Table	2,628.00		2,628.00	
<b>Total 5150 COMM LIFE &amp; GROWTH</b>	<b>2,628.00</b>		<b>2,628.00</b>	
<b>5160 WORSHIP</b>				
5160.07 Handbell Fund	100.00		100.00	

## 2023 PROFIT & LOSS BUDGET VS. ACTUAL

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 5160 WORSHIP	100.00		100.00	
5170 MISSION & SERVICE				
5170.01 Mission Outreach	8,148.60		8,148.60	
5170.02 2023 RITI Auction	3,091.20		3,091.20	
5170.03 Emergency Assistance	4,431.00		4,431.00	
5170.11 No Child Cold / Hungry	1,100.00		1,100.00	
Total 5170 MISSION & SERVICE	16,770.80		16,770.80	
5180 NURTURE & CARE	500.00		500.00	
Total 5100 RESTRICTED GIFTS, Non-Oper	29,081.80		29,081.80	
Total Other Revenue	\$240,658.50	\$0.00	\$240,658.50	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial / Bequest	5,300.00		5,300.00	
7010 Trans to Reserves (non-oper)	235,358.50		235,358.50	
Total 7000 Other / Non-Operating Expenses	240,658.50		240,658.50	
Total Other Expenditures	\$240,658.50	\$0.00	\$240,658.50	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -26,354.09	\$ -31,428.53	\$5,074.44	83.85 %



## 2023 STATEMENT OF FINANCIAL POSITION

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1103 Hutchins Fund Money Mkt (73724)	39,318.76
1104 People's Checking 5124	14,412.38
1105 People's Sweep Acct 512499	320,772.72
1110 Peoples CD	100,250.23
1112 Thrivent NFS - Organ Fund	31,414.07
Total Bank Accounts	\$506,168.16
Other Current Assets	
1400 InFaith Endowment Fund	469,160.57
1401 Pre-paid Expense	2,470.73
Total Other Current Assets	\$471,631.30
Total Current Assets	\$977,799.46
<b>TOTAL ASSETS</b>	<b>\$977,799.46</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2102 A/P Pass-thru funds collected	3.00
2200 Pre-paid Pledges & Gifts	5,912.00
24000 Payroll Liabilities	0.00
2403 FSA Liabilities	250.00
2420 Kent Gilbert Sabbatical Fund	13,881.32
Total 24000 Payroll Liabilities	14,131.32
Total Other Current Liabilities	\$20,046.32
Total Current Liabilities	\$20,046.32
Total Liabilities	\$20,046.32
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestrict Mem/Bequest Funds	112.00
3020 Unrestricted Carryover Funds	12,220.76
3040 Hutchins Capital Improvement	25,255.48
3050 Transformation fund	74,176.45
3070 2023 Dev Grant	172,303.25
3090 Capital Campaign	0.00
Total 3000 Unrestricted Net Assets - CC	284,067.94

## 2023 STATEMENT OF FINANCIAL POSITION

	TOTAL
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	10,963.83
<b>Total 3110 ADMINISTRATIVE BOARD</b>	<b>10,963.83</b>
3120 FINANCE BOARD	
3120.01 Contingency Fund	5,999.93
3120.02 Misc Memorial	1,290.00
3120.03 Evan Thomas Memorial	1,316.37
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
3120.14 K Burke memorial	3,805.00
3120.15 Tom Frazier memorial	800.00
3121 Thrivent Action Income	220.26
3122 Investment Accums Endowment	1,000.00
3125 InFaith Endowment Fund	0.00
3125.01 Unrestricted	410,140.52
3125.02 Properties	30,880.26
3125.03 Missions	28,139.79
<b>Total 3125 InFaith Endowment Fund</b>	<b>469,160.57</b>
<b>Total 3120 FINANCE BOARD</b>	<b>487,911.72</b>
3130 PROPERTIES BOARD	
3130.01 Special Projects	4,150.45
3130.02 Memorial Garden	787.91
3130.03 Sanctuary Lights	330.15
<b>Total 3130 PROPERTIES BOARD</b>	<b>5,268.51</b>
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	7,243.81
3140.02 Confirmation Class	603.40
3140.03 Youth Group	4,252.80
3140.04 Rainbow Alliance	2,262.69
3140.06 Berea Leadership Experience	1,901.10
3140.07 FD Special Projects	65.00
3140.08 Spiritual Retreat	375.00
<b>Total 3140 FAITH DEVELOPMENT BOARD</b>	<b>16,703.80</b>
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	4,230.15
3150.02 Open Table	42.96

## 2023 STATEMENT OF FINANCIAL POSITION

	TOTAL
Total 3150 COMM LIFE & GROWTH BOARD	4,273.11
3160 WORSHIP BOARD	
3160.01 Worship & Art	3,300.20
3160.02 Music Fund	1,190.50
3160.03 Organ Fund	39,044.76
3160.04 Guest Musician	5,081.54
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	3,801.52
Total 3160 WORSHIP BOARD	53,354.52
3170 MISSION & SERVICE BOARD	
3170.01 Mission Outreach	8,887.11
3170.02 2023 RITI Auction	5.00
3170.03 Emergency Assistance	5,529.31
3170.04 M Tooley Estate	2,099.28
3170.11 No Child Cold or Hungry	1,809.55
Total 3170 MISSION & SERVICE BOARD	18,330.25
3180 NURTURE & CARE BOARD	
3180.01 Nurture & Care	520.63
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	1,861.82
Total 3180 NURTURE & CARE BOARD	2,450.63
3190 PASTORS	
3190.01 Pastors' Discretionary Fund	332.69
Total 3190 PASTORS	332.69
Total 3100 Temp Restricted Net Assets	599,589.06
32000 Retained Earnings	200.00
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,250.23
Total 3300 Perm Restricted Net Assets	100,250.23
Net Revenue	-26,354.09
Total Equity	\$957,753.14
TOTAL LIABILITIES AND EQUITY	\$977,799.46



## 2024 OPERATIONAL BUDGET

	2024 Budget <i>Donations. Investment</i>	2024 Budget <i>Grants</i>
Revenue		
Total 4100 Pledges & Gifts	\$ 310,000.00	
Total 4200 Fundraising Income	\$ 2,400.00	
Total 4300 Other Operating Income	\$ 3,000.00	
Total 4500 Investment Income	\$ 40,275.00	
Total 4800 Transfers from Grants	\$ -	
Total 4801 2023 Dev. Grant		\$ 9,000.00
Total 4802 Transformation fund Grant		\$ 14,560.00
Total Revenue	\$ 355,675.00	\$ 23,560.00
Expenditures		
Total 6001 Pastor's Compensation	\$ 113,688.60	
Total 6003 Office Admin Compensation	\$ 56,614.91	
Total 6004 Church Admin Compensation	\$ 26,818.73	
Total 6005 DMM Compensation	\$ 29,295.54	
6011.1 Youth Director's Compensation	\$ 10,992.00	
6011.2 Youth Director's Assist Comp	\$ 4,550.00	
6012 Bell Choir Director	\$ -	
6013 Video Editor	\$ -	\$ 7,455.00
6017 Asst. Video Editor	\$ -	\$ 4,500.00
6018 Kitchen Manager	\$ -	\$ 9,000.00
6014 Bookkeeper	\$ 5,400.00	
6015 Custodian's Compensation	\$ 12,000.00	
6016 Child Care	\$ 750.00	
6020 Guest Preacher (Pulpit Supply)	\$ 800.00	
6021 Organist & Director Substitutes	\$ 500.00	
6022 Pastoral Support	\$ 5,000.00	
6023 Program Support	\$ 8,681.40	
Total 6025 Misc Staff Expenses	\$ 12,210.81	\$ 1,605.00
Total 6100 ADMINISTRATION EXPENSES	\$ 14,500.00	
Total 6200 FINANCE EXPENSES	\$ 3,500.00	
Total 6300 PROPERTY EXPENSES	\$ 50,500.00	
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 2,000.00	
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	\$ 2,000.00	\$ 1,000.00
Total 6600 WORSHIP EXPENSES	\$ 4,500.00	
Total 6700 MISSION & OUTREACH EXPENSES	\$ 19,200.00	
Total 6800 NURTURE & CARE EXPENSES	\$ 1,000.00	
Total Expenditures	\$ 384,501.99	\$ 23,560.00
Net Operating Revenue	\$28,826.99	\$0.00

# GRACE IN THIS PLACE RE-DEDICATION AND CELEBRATION!

## Centenary Celebration of the Fee Memorial Sanctuary

Dedicated 1922



The Church of Christ, Union  
(Union Church). Est. 1853  
2:00pm-5:00pm  
September 24, 2023



# Centenary Celebration of the Fee Memorial Sanctuary

2:00pm-5:00pm Open House  
3:00pm Rededication Program  
& Ribbon Cutting

*love demands celebration*

## 2:00pm Open House, Food, and Tours

- Tours: Guided tours leave approximately every 10 min. Please gather by the Peace Bell in the Main Sanctuary. You are also welcome to explore on your own.
- Oral History Project: Record your memories of times spent in the building. Students, community members, young and old are welcome as we record our present for those in the future.
- Info Tables: In the Community Room (lower level below the Sanctuary) learn about the living church here: service projects, outreaches, activities and groups are all open to the public. (Don't miss the Youth table. They have chocolate!)
- Refreshments: Food and Drink will be served throughout the day in the Community Room and at distributed tables around the building. Please refrain from taking food or drink to the Sanctuary.

## 3:00pm Rededication Activities & Remarks

- Ribbon Cutting: Please Gather Outside At the Front Steps
- Processional  
Please follow the pastor and speaker to the sanctuary for a program of brief remarks
- Remarks  
Bruce Fraley, Mayor of Berea  
Dr. Cheryl Nixon, President of Berea College  
Dr. Robert "Bob" Boyce, Architectural Historian
- Prayer of Dedication  
Rev. Kent Gilbert, Pastor
- Anthem "Love Demands"  
Commissioned by the congregation in the midst of the pandemic honoring the public health workers, medical personnel, chaplains, and front-line essential workers who answered love's demands in a time of national pandemic.  
Dedicated to them by the people of Union Church, Berea, KY, in memory of Mr. Tom Warth, Dr. Richard and Ms. Judy Drake, and Ms. Mary Lou and Dr. Lester Pross.

## Following To 5:00pm

Activities and tours resume for the rest of the afternoon.



## *love demands gratitude*

Today's event and community celebration would not be possible without the work of the Sanctuary Centenary Committee and the many who assisted them:

Kim Kobersmith (Convener), Donna Lovell (Research and Arrangements), Bob Boyce (Architectural History), Jodi Miller (Logo Design), Deb Beishline (Food and Catering), Bernardo Scarambone (Music), Joan English (Printing and Arrangements), Dave Kobersmith (Facilities and Funding), and Rev. Kent Gilbert (Program).

We are further indebted to countless volunteers who assisted in preparing the rooms and welcoming guests. The church is truly not a building, but the loving hearts who serve with such generosity.



## *love demands exploration*

We invite you to learn more about Union Church places and graces! Join us for an "Open Table" community meal every Wednesday, or come for an inspiring sermon and quiet prayer. We are unlike many other churches, and this just might be the place you've been looking for. There's a warm welcome waiting for you.

Today, guided tours of church are available. Those who have the "passport" below stamped at all 8 stations receive a free "love demands chocolate" bar at the Youth table (Milk or Dark chocolate bars can also be purchased. Proceeds benefit Youth programming)

1	2	3	4
5	6	7	8

# Centenary Celebration of the Fee Memorial Sanctuary

Dedicated 1922



The Church of Christ, Union  
(Union Church), Est. 1853  
2:00pm-5:00pm  
September 24, 2023

## *love demands recollection*

### A Brief History Of More Than A Building

- 1853** The Rev. John G. Fee preaches the equality of all people in God's sight and the abolition of slavery to 11 people in a log meeting house on present day Glades Road. "The Church of Christ in Berea", is founded here, and Fee names the new community "Berea" because "they received the word of God with gladness." (Acts 17:10-11)
- 1855** Union Church pastor John G. Fee and members found Berea College
- 1859** Pro-slavery lynch mob drives Fee and church families into exile in Ohio for the duration of the Civil War
- 1864** Services resume in Berea, Union Church works diligently with freed black families mustered out at Camp Nelson, KY. Many move to Berea.
- 1871** First African-American assistant pastor hired
- 1894** Fee resigns from Union Church, founds "Second Church of Christ," now First Christian Church (Disciples of Christ). Church women found "Womans Industrial" an ongoing poverty outreach to women in Madison and surrounding counties.
- 1901** Fee dies in his home on Chestnut street (site of current City Hall).
- 1903** Member Carter G. Woodson, founder of African-American History Month, graduates from Berea College.
- 1904** "Carl Day Law" enacted to prohibit interracial education of Berea College and Union Church. College appeals to US Supreme court, but is denied. Segregation in Berea begins.
- 1920** Ground Broken for new sanctuary in the presence of new Berea College President William J. Hutchins. Corner stone is laid in 1921 with sermons handwritten by John G. Fee sealed beneath.
- 1922** First Worship Service and Dedication held September 17, 1922
- 1928** Esty Organ Installed
- 1939** Fellowship of Reconciliation chapters of Kentucky founded in Union Church Community Room. Date uncertain.
- 1947** Union Church helps form the Kentucky Council of Churches
- 1950** Day Law vacated. Black men and women admitted to Berea College once again.
- 1953** Centennial of the Congregation's Founding
- 1960s** Regular blood drives begin in Union Church Community room, continuing to present day
- 1964** Education Wing Added
- 1976** New Steiner-Reck Tracker Pipe Organ Installed
- 1982** Cowan Chapel constructed to honor Rev. Thomas "Scotty" Cowan, pastor from 1955-1966
- 1990** Church members help found The Kentucky Environmental Foundation, working to eliminating chemical weapons stored in Madison County.

- 1996** His Holiness the Dalai Lama preaches at Union Church morning service.
- 1997** Rev. Kent Gilbert called as youngest pastor. Now the longest serving except for Rev. Fee.
- 2000** Peace bell dedicated for new millennium. The bell honors Carl & Ruth (Zimmerman) Eschbach who reconciled prisoners and guards from their Japanese prison camp.
- 2003** Sesquicentennial Time Capsule Sealed to be opened in 2053
- 2004** Congregation undertakes intentional year-long study of marriage and family, gender identity and sexual morality. Church adopts non-discrimination policy welcoming all persons to full participation.
- 2005** Archbishop Desmond Tutu rings Peace Bell following his college commencement address
- 2009** Mission Statement Developed as foundation for a church renovation
- 2012-2013** Community Room water issues addressed, New HVAC systems, Fire Suppression added and Offices renovated
- 2014** Sanctuary renovated with revised pew seating, paint renewal, and new carpeting.
- 2020** In-person attendance suspended in March due to COVID-19 Pandemic. All Services broadcast or held out of doors. No worship was ever cancelled. Members make more than 5000 masks for distribution.
- 2021** The new vibrant logo expressing openness and a celebration of diversity is adopted. The phrase "love demands" was chosen to answer the question, "Why be a church at all? Why serve in this way? Why proclaim equity, fight poverty, and seek justice in the world?" The answer: because God's love demands.
- 2022** Pastor Gilbert appointed to Kentucky State Medicaid Advisory Commission, testifies before state legislature calling for policies to eliminate the embarrassing child poverty rate.
- 2022** Church Re-Opens fully for in-person worship in June with masking precautions.
- 2022** Handcrafted Audio Visual Desk with new sound and video system designed and built by members of the congregation to assist future generations.
- 2023** Sanctuary repaired after sprinkler head failure floods the building.



The Fee Memorial Sanctuary of Union Church was begun in 1920 and completed in 1922. It was dedicated September 17, 1922, and it was the congregation's intention to celebrate the "Grace in this Place" in its centennial year. of 2022 Unfortunately, the global pandemic and then a sprinkler head failure damage delayed our plans for a year. With the building restored, we are delighted to welcome the community to this celebration.

We rejoice to remember the past, but our prayer now and always is to actively live into the future. This building was built in 1922 to seat all of Berea. Now we hope that it may still serve the entire community—those of every faith, and those of none—in the inclusive spirit of God's impartial love. Whether it be advancing your faith, attending a concert, a community meeting, a recovery group, club, or a community meal, this church is your church too. Welcome, friends. We hope that together we can live and serve as love demands for centuries to come.



## 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







200 Prospect St.  
Berea, KY, 40403  
[union-church.org](http://union-church.org)