

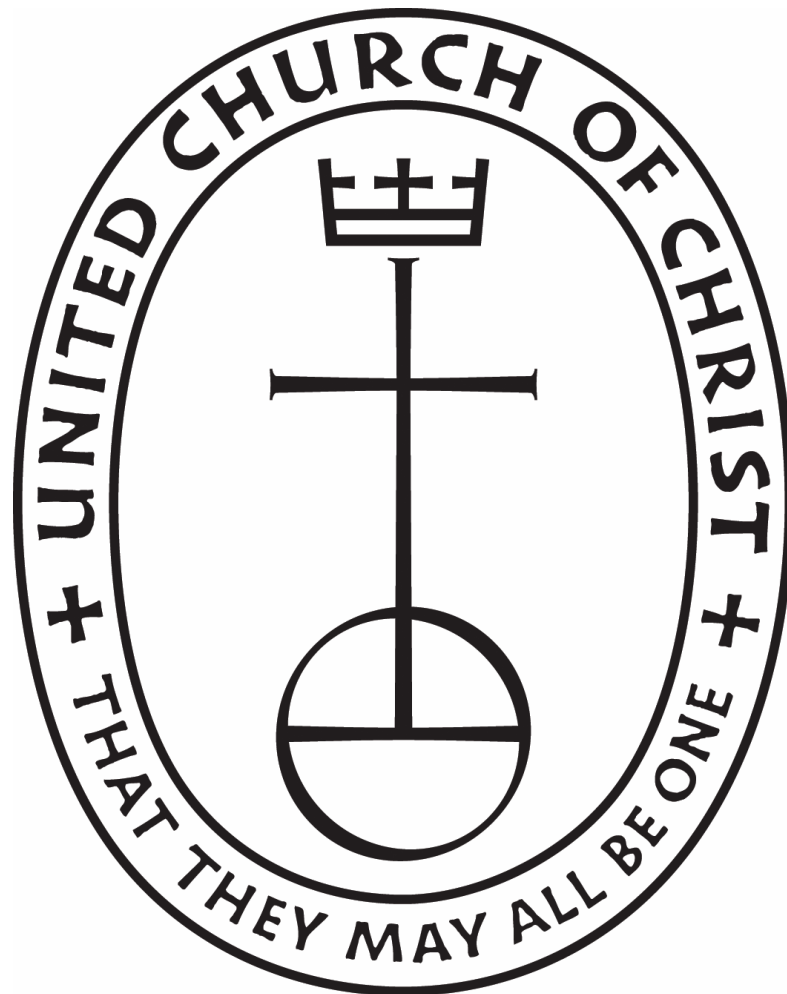
FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

Norfolk, Nebraska

2020 Annual Report

Annual Meeting

April 19, 2020 (Postponed due to Covid-19)



Stan Staab, Moderator

Rev. Jackie Perry, Pastor

Annual Meeting of First Congregational
United Church of Christ
Norfolk, NE
April 19, 2020 (Postponed due to Covid-19)
Stan Staab, Moderator

Call to Order/ Declaration of Quorum Stan Staab
Opening prayer Rev. Jackie Perry

Blanket acceptance of the following yearly reports:

Congregational Meetings

Pastor's Report

Clerk's Report

Historian's Report

Cradle Roll

Faith Development Ministry

Worship Ministry

Transformation Ministry

Financial Reports from:

Youth Fund and Gift Cards

Kitchen Fund, Scholarship, Restricted Endowment and Madison County Bank

Memorial Fund

General Fund

Pastor's Moment—Rev. Jackie Perry

Vote on Budget—Stan Staab

Vote on By-law Changes—Stan Staab

Vote on Nominations—Stan Staab

Commissioning of Officers—Rev. Jackie Perry

Adjournment—Stan Staab

Closing Prayer—Rev. Jackie Perry

Minutes for Annual Meeting of First Congregational UCC Sunday, May 5 2019

Call to order by Moderator Benjamin Uzzell at 11:22 AM. A quorum is met. Opening prayer by Rev. Jacqueline Perry. Blanket acceptance of the yearly reports was motioned by Steve Uzzell and 2nd by Tom McConnell. Motion carried.

Pastor's report was given by Pastor Jackie. She reported on the sheltering by our church to persons in need from Skyline Apartments after their fire. It brought up memories of our church fire in the 1940's. She reflected on memories of the past 5 years that will lead us into the future. We look especially forward to the 150th celebration next year.

Budget discussion and reports were given by Lori Williams. She requested the annual budget reflect a 12 month cycle and presented a printed report covering this time period. It shows the budget at \$4,676.31 less than last year. She suggested if everyone contributed \$100 per year more this year, we would make up that difference. We also need to see where we can cut expenses more to lighten an estimate of \$9,000 to have the woodwork scraped, painted, and sealed on the west side of the building. This money can come from the Madison County account to have that necessary work done. Jane Uzzell motioned and Scott Williams 2nd to use that payment. The motion carried. There was discussion that the church will need plans to replace the office copy machine as it is 12 years old and parts are no longer available for it. It was motioned that the money (\$4,500) be allotted when the time comes that a new machine is necessary. After much discussion, Stan Staab motioned to allow this purchase when the time comes that the current one breaks down. Jane Uzzell 2nd. To was carried by vote.

Lori Williams suggested that a business action team be established using a member from the other committees including the office and the Unity Council. (a total of 5-7 people) They would be an action team to help control the budget. They would report to the Support Ministry team. Vicki Staab made the motion and Scott Williams 2nd to set up this action team. Motion carried. Scott Williams motioned and Steve Uzzell 2nd to accept the budget Motion carried.

New officers were presented:

Vice Moderator	3 years	Thomas McConnell
Moderator	2 years	Stanley Staab
Past Moderator	1 year	Benjamin Uzzell
Clerk	1 year	Dorothy Hull
Treasurer	1 year	Lori Williams

Steve Uzzell motioned and Verletta Olson 2nd to accept these nominees. Motion carried.

Unity Officers were commissioned by Pastor Jackie and members of the congregation present.

Ben Uzzell asked for a motion to adjourn. Scott Williams 2nd Motion carried. Meeting adjourned at 12:28 PM.

Respectfully submitted,

Dorothy Hull

Clerk

September 29, 2019

Tom McConnell lead the discussion about the request from LingJe Escogido. Lori shared that we were here to discuss this subject. She explained what they need and when they need it. Parking spaces were a topic of discussion. We could try the agreement we reach with them for 6 months and renegotiate all of it. We talked about meeting times, space, storage, finances, and other topics. A committee of Scott Williams, Randy Neuharth, Barb Koenig and Stan Staab will meet to work out a lease agreement. We will meet again October 13 to discuss again.

October 13, 2019

Stan Staab announced to the congregation that a lease agreement had been drawn up by the committee of Stan Staab, Scott Williams, Barb Koenig and Randy Neuharth with the assistance of lawyer Chuck Balsiger. It will be available in the church office for members to come in during the week and read. Please don't take it from the building as it is a legal document. We will vote on October 20, 2019 to decide whether to offer the lease to LingJe Escogido or not. Will absentee votes be accepted? No. We want the decision to be made that day. Votes will be counted by Mike Synovec, Verletta Olson and Stacie Uzzell. What will be the charge for rent? \$1,200 per month. We will use the agreement for a period of 6 months and then review it for any additions or necessary changes. We will deal with problems or concerns as they come up. The lease agreement was taken into Fellowship Hall and made available for members to read and then left in the office.

October 20, 2019

The congregational meeting was called to order by Stan Staab. Scott Williams presented the question before the congregation. "On the motion to enter into a lease with Lineje Escogido , a non-denominational church, I vote: yes or no." Randy Neuharth seconded the motion. Can we read the lease? A copy was given. Can we discuss before the vote? Yes. Will we be able to sue some of the rooms? Yes. Where will our Sunday School meet? Older ones in balcony and little ones move upstairs. Can we use kitchen when we need to? With advance notice. Scott Williams and Benn Uzzell joined Stan to answer questions. We will work out special events as time goes on. We will have a 6 month trial. If all goes well, we will renew for one year. If need be, it will be cancelled. When will they begin? The lease currently says December 1, but they have some say to that. How will we control free reign of their use of the church? What about increased cost of utilities? Lori Williams stated that we will take on these situations as we learn and work with them. Steve Uzzell talked about others helping us when our church was in need, so this is our chance to be helpful with what God has given to us. Insurance overage is covered in the lease. The question was called. Verletta Olson, Mike Synovec and Stacie Uzzell will collect and count the votes and return with the results. 25 members are needed for a quorum. Enough people are present to vote. A hymn was sung while the counting was done. The results of the vote were: 33 yes votes, 1 no vote and 1 unmarked. Vote is passed in favor of the lease. Pastor Jackie said a prayer. Scott Williams made a motion to dismiss the meeting. Motion passed. Meeting adjourned. Dorothy Hull, Clerk

November 10, 2019

A Congregational meeting was held on November 10, 2019, at approximately 11:20 a.m., Moderator Stan Staab called the meeting to order. Steve Uzzell made a motion, seconded by Susan Surber, "I move to allow the church's lease committee to negotiate with Linaje Escogido a lease agreement with monthly rent no less than \$800 per month." Mike Synovec, Verletta Olson, and Stacie Uzzell were appointed to be the ballot counters. Moderator Stan read the ballot and then opened a time for questions. He also explained that Randy Neuharth, Scott Williams, and himself, Stan Staab, had met with members of Linaje Escogido after the last congregational meeting which was held October 20, 2019. Rent of no lower than \$800/month will be reviewed 6 months after the lease takes effect and that Linaje Escogido will take over maintenance of the lower level. First Congregational UCC will ask Renner Cleaning to lower our cost of cleaning as they will be cleaning the upper level only. Linaje Escogido will pay 20% of snow removal costs. After 1 year, First Congregation UCC will do a look back at the cost of utilities. If the cost of utilities goes up more than 10%, Linaje Escogido will pay 10%. Discussion occurred. The vote was taken. Jill Waterbury, church organist, played, and the members sang, "How Firm a Foundation," while the votes were being counted. The vote was 28 For, 5 Opposed for the lease committee to negotiate with Linaje Escogido. At this time, [December 1](#) is the proposed date for the lease term to begin. Both congregations have been invited to visit the other. Pastor Jackie Perry closed the meeting with prayer.

Respectfully submitted, Jane M. Uzzell, substitute secretary

Pastor's Annual Report 2020

"God is our refuge and strength, a very present help in trouble." -Psalm 46:1

In Christian community, we share resources. Nearly one year ago in April, First Congregational sheltered our neighbors from Skyline Apartments due to a fire. We continued to support and encourage the 52 displaced people at Country Inn for 52 days, through visits, grocery gift cards, socks, and microwavable meals. In May, youth and adults planted flowers and veggies in Skyline's new garden boxes. In July, we celebrated with them through a youth ice cream social.

After two Congregational Meetings and much discernment, on December 1, 2019 First Congregational officially welcomed Pastors Abel and Araceli Garcia and members of their congregation, Linaje Escogido, a Spanish-speaking church who have operated many years in Norfolk. They now rent the space downstairs for worship, fellowship and classes. It is a joy to know that we are sharing the space that God has given us with others.

In October, our church hosted the Living Waters Association Fall Gathering where we could not only share our space, but practice hospitality to the wider church.

In Christian community, we share ministry. This past year our ministry partnerships have included: First Presbyterian, Trinity Episcopal, Linaje Escogido, and Westridge United Methodist Churches. We have collaborated on worship services, Vacation Bible School, Confirmation Class, community service, gift card donations and community events at Skyline Apartments, a Rescue Mission meal, and valentine-making for the Veterans' Home. We also united with Norfolk Area Ministerial Association through gift card donations, a community Prayer Service (after the floods), a Blue Christmas Service, and most recently tech sharing via ZOOM. Many reports within this *Annual Report* carry details about the ministries we share within the church.

In Christian community, we share our faith.

I write this report as the world is in the midst of a global pandemic (Covid-19). Even while practicing 'social distancing', our church continues to share their faith by sharing themselves through email blasts, calls, notes, giving, budgeting, maintenance, drive-through church, childcare, art, music, prayer, and planning our 150th anniversary celebrations. God is indeed our refuge and strength, a very present help in times of trouble. "Do not be anxious", Jesus says. We practice our faith so you may share it with the world.

Grace and peace, *Pastor Jackie*

Clerk's Record April 1, 2019 -March 31, 2020

Birth/Baptism

Confirmands

Marriages

Mary Whealy to Rex Rhodes Rev. Jackie Perry officiating September 20,2019

Additions

Transfer Out

Norm Bohl, transfer to Congregational Church, Plainview, NE 12/9/19

Death

Jean Masters, Died June 1, 2019, funeral held Congregational Church, Ainsworth, NE 6/15/19

Calvin Allyn, Died June 9, 2019, funeral held First Congregational UCC June 14, 2019

Dorothy Currie, Died August 22, 2019

Dorothy Fryer, Died December 7, 2019 funeral held First Congregational UCC Dec. 11, 2019

Membership report

Members as of April 1, 2019	145
Transfer In	0
Transfer Out	1
Removed by request	0
Death	<u>4</u>
Members as of March 31, 2020	140

April 2019—March 2020----Church History

APRIL —7th—Holy Communion. Ben Anderson, a Commissioned minister of disabilities education, spoke on exploring hospitality for those with disabilities. AED (automatic external defibrillator) fund stands at \$355. Annual reports due April 15th. **9th** —Men’s luncheon @ Barnstormers. Topic is major religions of the world. **10th**—Book Club met @ 10 AM. Children’s Book read was One Plastic Bag and the theme was changing trash to art. **13th** —Easter Egg Hunt; held at First Congregational UCC sponsored by Trinity Episcopal, First Presbyterian, and FCUCC. Funded by Thrivent Financial. **14th**—Palm Sunday. Monthly collection at our church for O’Neill UMC continued. **18th**—Maundy Thursday service @ First Presbyterian Church. Supper @ 6:00 PM with worship @ 7 PM. **21st** —Easter Sunday. Easter lilies graced the altar and donated by several members. No fellowship hour. **25th** — Skyline Apartments fire. Our church hosted residents who were displaced throughout the day. Those assisting with some type of help were Stan & Vicki Staab, Verletta Olson, Tom McConnell, Tim Ernst, Susan Allyn, Susan Surber, Terry Hamilton, Steve Uzzell, Chris Storm and neighbor Richard Sirois. **28th** — Worship. Conservation Sunday observed--especially important after this year’s flooding. AED Fund stands at \$555. Only \$200 to go. Annual meeting reports handed out.

May 4th — Pastor Jackie and Norfolk Area Ministerial Association shared a time of prayer and support for the community and victims of the recent floods at First United Methodist Church. First Congregational UCC became the collection point for donations to aid those Skyline Apt. residents displaced due to the April 25th fire. In the end, 52 people were displaced for 52 days. Most folks were sheltered at Country Inn. \$2000 was raised by the following churches: First Congregational UCC, First Presbyterian, First Christian, Victory Road Assembly of God, Westridge United Methodist Church & Immaculata Spirituality Center. “Bridal Garden Shower” held for Jessica Boschen. She will marry Mike Kroeger on May 25, 2019. **5th** — Holy Communion. Teacher Appreciation Sunday with Breakfast served to the teachers. Honored the following teachers & substitutes: Darlene Korthals, Bonnie Kroeger, Vicki Staab, Susan Allyn, Mike Synovec, Stan Staab, Tom McConnell, Steve & Jane Uzzell and Pastor Jackie. The annual meeting followed services with the annual report, budget presentation, election and installation of Council Officers. Stan Staab,

Moderator; Ben Uzzell, Past Moderator; Tom McConnell, Vice Moderator; Lori Williams, Treasurer; and Dorothy Hull, Clerk. Weekly 150th quilt block postings will appear on our Face book page, with a comment by each. **8th**—Book Club met @ 9:30 AM. Book read was One Well: The Story of Water on Earth. The group traveled to Bloomfield for lunch @ The Hive, discussion on the book, sightseeing, and shopping. **9th** — Nine people under the direction of Bonnie Kroeger volunteered to help plant flowers & vegetables in new garden boxes at the Skyline apartments. Those helping were Pastor Jackie, Dorothy Hull, Kennedy & Skylar Indra, Paige, Reese & Grace Uzzell, Henry Gamerl, and Michelle Indra. It was going to freeze that night so we carefully covered all the boxes and Bonnie Kroeger returned on Saturday and residents (who wanted to participate) helped finish planting the rest of the flowers. Men's luncheon @ Barnstormers. Discussion was on Christianity, The United Church of Christ. **12th** —Worship. Mother's Day. Carnations were given to all nurturing women. AED Fund -- \$780. Goal reached. AED will be ordered. **19th** — Worship. Blessings to new graduates: Garrett Korthals & Janell Feenstra—Northeast Community College and McKenna Waterbury—Creighton University. Still collecting donations for those residents displaced due to Skyline Apt. fire; instant foods, gift cards, taxi vouchers, clothing, new pillows, sheet sets and towels are needed. **25th** — Mike Kroeger & Jessica Boschen were married in a 4 PM backyard wedding at 1508 Crown Road in the presence of their families. A reception was held afterwards. **26th** — Memorial Day Weekend. No regular fellowship hour. **30th** — Pastor Jackie & Verletta Olson distribute grocery vouchers, socks and microwavable meals to Skyline residents staying at Country Inn. Dorothy Hull helped call the remaining people to let them know of the 2nd distribution date. Dorothy Hull & Verletta Olson distributed those on June 4th.

JUNE 1st —Ben Uzzell, Gene & Bonnie Kroeger & Stan Staab removed the weeds, plants and rocks from the southeast corner of the church yard. The corner will be sowed to grass at a later date. GPA Letter box found-- under a rock, a package wrapped in plastic. Inside was an artist's journal of rubber-stamped images with days, names and places of people who may have found the journal and added their own rubber stamp. The first entry was 2011 and the last entry was May 17, 2019. Research will be done and then the journal will be sent on its way. **2nd** — Holy Communion. **3rd-5th** —Joint Vacation Bible School (UCC, Presbyterian and Episcopal).

Host is First Congregational UCC and serving supper on Monday night. Those helping were Pastor Jackie Perry, Micah & Kailee Feenstra, Henry & Adam Gamerl, Kennedy & Skylar Indra, Cole Uzzell, Kay Neuharth, Susan Surber, Stacie Uzzell, Barb Koenig, Katie & Eric Gamerl and Darlene Korthals. **6th** — Men's luncheon @ noon at Barnstormers. Preparing for the 150th Anniversary by looking at the history of the church. Bonnie Kroeger visits with Janet Lane and plants "mums" to help beautify her place. **9th** — Pentecost Sunday. Wear red. **12th** — Book Club met @ 10 AM. Book was The Great Kapok Tree. Discussion was centered on rainforests. **14th** — Calvin J. "Cal" Allyn's funeral. Jackie presides. Lunch followed in Fellowship Hall with several members donating food. **14th-16th** — Tri-Conference 2019 Annual Meeting, Omaha, NE at Countryside Community Church UCC with Pastor Jackie attending. **16th** — Father's Day. Sermon written by former Conference Minister, Roddy Dunkerson and read by Susan Allyn. **17th-21th & 24th -28th**. — Volunteers staff the Food pantry with workers & donations. Needed at least 3 workers each day. **23rd** — Worship. Guest preacher, Chaplain Gordon Braun, ASERA. Flowers of daisies are given by Gene & Bonnie Kroeger in memory of their grandson, Nick and in honor of their 50th anniversary. Bonnie & Gene Kroeger celebrated their 50th Wedding anniversary with an open house for the public from 2-4:30 in Fellowship Hall. They were married June 22, 1969 at the Congregational Church in Brunswick, NE. **30th** — Worship. Guest preacher, Chaplain Gordon Braun, ASERA. Salad Bar potluck during Fellowship Hour.

JULY 1st - August 1st — Salvation Army & Midtown Health Center are working to stuff the bus with school supplies for this fall. Collection box is in Fellowship Hall. **7th** — Holy Communion. **10th** — Book Club met at 10 AM and read A Shelter in Our Car. Discussion was on homelessness. **14th** — Worship. **18th** — Men's Luncheon @ Barnstormers. **21st** — Worship. Pastor Jackie and youth served ice cream to residents @ the Skyline Apts in the PM. Those attending were Pastor Jackie, Dorothy Hull, Terry Hamilton, Henry Gamerl, Kailee & Micah Feenstra, and Skylar & Kennedy Indra. The flowers that (volunteers from our church) planted in May have grown and are a very nice addition to the apts. **23rd** — Pastor Jackie, Terry Hamilton and Dorothy Hull visited the Skyline returnees and handed out the final disbursements of Lou's gift cards and laundry detergent. **28th** — Worship. Potluck. Mike Synovec provided the hot dogs! Freewill offering will go to Norfolk Animal Shelter & Puppy Love.

AUGUST 4th – Holy Communion. **11th** – Worship. The new AED is installed. **14th** – Book club met @ 10 AM. Book read was Those Shoes. **18th** – Worship. **22nd** – Men’s Group met @ Pizza Hut on Benjamin @ noon. **25th** –Worship.

SEPTEMBER 1st – Holy Communion. **8th** – Worship. Rally Day. Back in Sanctuary. Message “Potter’s Wheel”. Handed out containers of clay to members of the church. Renner’s Cleaning Service is hired for custodian. **10th** – Mary Whealy & Rex Rhodes exchange marriage vows in the presence of their family. Pastor Jackie presides. **11th** – Book Club met @ 10 AM. Book read was Maddi’s Fridge. New recipes were tried for lunch. **15th** – Worship. Stan Staab, Moderator spoke to the congregation about a request from Linaje Escogido about renting the lower level of the church. Youth & Pastor Jackie distributed prayer door hangers to Skyline Apts. **18th** –Orientation for Confirmation Class held @ First Presbyterian. Teachers are Pastor Jackie and Pastor Brian Johnson, who co-teach and rotate churches every month. **19th** – 150th Anniversary team (Bonnie Kroeger, Verletta Olson, Rita Woodard and Pastor Jackie) met to set tentative timelines for our church’s 150th celebration. **21st** – Lion’s Club Parade. Our church’s float depicted the replica of our first church (built by Gene Kroeger), banners with our church pictures from 1870, a pew and our sign “**Celebration of our 150th (1870-2020)**”. Riding on the float were Bonnie Dewell, Barb Ebson & Reese Uzzell. Led by Gene Kroeger, the float was put together on Thursday, September 19th with the help of Bonnie Kroeger, Ben Uzzell, Mike Kroeger and Dorothy Hull. The Replica will now set in the narthex to view for the 2020 year. **22nd** – Worship. Barb Ebson is in charge of your secret ingredient to bring for your dish for the potluck. **26th** – Men’s Group met at Pizza Hut. History of Norfolk was discussed. **28th** – Dorothy Currie’s memorial services at Park UCC near Elgin. Pastor Jackie gave Words of Remembrance and Pastor Becky McNeill, presided. **29th** – Worship. Bible presentation to Reese Uzzell. Potluck with donations received going to the scholarship fund to support the youth who receive scholarships from our church. Discussion continued after the potluck about the request from Linaje Escogido about wanting to rent/lease the lower level of the church.

OCTOBER 3rd – Dorothy Fryer’s 96th Birthday. Several members of the church met at 2 PM at Meadow’s Memory Neighborhood for cake, coffee and enjoyed visiting with Dorothy. **6th** – World Communion Sunday. Chaplain Gordon Braun as Guest

Preacher. NIN (Neighbors in Need) offering of the UCC that supports ministries of justice & compassion throughout the US. Mercy Meals--Pack away hunger with 9 volunteers from our church. Those included were Michelle Indra, Steve, Jane & Reese Uzzell, Dorothy Hull, Charleen Fosdick, Barb Ebson, Darlene Korthals, and Verletta Olson. A table was reserved in memory of Cal Allyn. **9th** — Book Club met @ 10 AM. Book discussed was The Junkyard Wonders. **12th** —Living Waters Association Fall Gathering at First Congregational UCC. Susan Surber, Dorothy Hull & Charlene Fosdick served homemade muffins and coffee in the morning. Vickie Staab, Karen Allyn & Susan Allyn served the luncheon catered by Valentino's. Susan Allyn was voted onto LWA Council. Pastor Jackie continues to serve on LWA Church & Ministry Committee. **13th** — Heritage Sunday. Those recognized and attending were Merle Rix, (71 yrs); Bonnie Dewell, (67yrs); Rita Woodard, (66); Ginge Dudley, (63 yrs); and Jeff & Evonne Burkink, (58 yrs). Each received a red carnation. A lease agreement had been drawn by the committee of Stan Staab, Scott Williams, Barb Koenig and Randy Neuharth with the assistance of lawyer Chuck Balsiger about leasing of the basement to LinaJe Escogido Church. A Congregational meeting has been called by Moderator Stan Staab for October 20th. Pastor Jackie presided at the funeral of Eddie Foster Jr. @ the Home for Funerals Chapel on October 19th. **15th** — 150th Anniversary team met. Discussion was held on having only 5-6 events during the year. Verletta Olson shared details of Col. Charles Mathewson's life and founding members. **20th** — Worship. Congregation meeting--approval of the lease to rent the basement level of our church (except with a few storage space rooms) for \$1200 to Linaje Escogido Church. After the vote, yes (33), no (1) and (1) abstained. Vote was in favor. Copy of the lease is on hand in the office. **24th** — Men's Group met @ Pizza Hut for lunch and a historic bus tour of Norfolk. Merle Rix was the guide/storyteller. **27th** — Worship.

NOVEMBER **3rd** — Holy Communion. Dedication of the new Communion set in memory of Cal Allyn. Remembrance Sunday. We remember today Doug Dudley, Jean Masters, Calvin Allyn, and Dorothy Currie. Jackie talked about others of remembrance including Nick Kroeger (saints are both young and old), and his courage to live his life to the fullest as a normal 16 year old after the amputation of his left leg. **10th** —Worship. Congregation meeting--approval of the lease to rent the basement level of our church (except with a few storage space rooms) for \$800 to

Linaje Escogido and church members. (The vote, yes (28), no (5).) Proposed date to start renting is December 1st. **13th** — Book Club Met @ 10 AM. Book discussed was Beatrice's Goat. Based on hunger. **17th** — Worship. New church directories are ready. **21st** — Men's Group met @ Pizza Hut. Trivia quiz by Mike Synovec. **24th** — Worship. Salvation Army is again collecting new pajamas for the pajama project and also monetary donations. **27th** — Thanksgiving Eve Service @ 6:30 PM at FCUCC, held jointly with First Presbyterian and Trinity Episcopal Church. All 3 ministers and the Confirmation Class participated, along with several members. **28th** — Thanksgiving, 2nd year for the Potluck hosted by Steve & Jane Uzzell serving turkey and ham. Those attending were asked to bring a dish to pass. Attendance was about 35.

DECEMBER 1st — Holy Communion. Advent sermon "Hopeful Joy". Linaje Escogido's church members sang "Come Now Is the Time to Worship" at the start of service. After our services several FCUCC members joined Linaje Escogido in the first worship service downstairs. Poinsettia's graced the altar during December in honor and remembrance of many. "Hanging of the Greens" after worship, followed by soup and cookies. "Mitten Tree" is set up and collected donations of mittens, hats, gloves, socks, sweatpants and coats for Washington Elementary School. **7th** — Christmas Program practice at 10 AM with full dress rehearsal. **8th** — Worship. Sermon "Loving Joy". Christmas play "**Something About the Baby**" is presented by the following: Adam & Henry Gamerl, Skylar & Kennedy Indra, Cole, Reese & Grace Uzzell, Josh, Kailee, & Micah Feenstra, and Darlene Korthals. Mr. & Mrs. Claus were special guests at the Christmas Dinner. **11th** — Book Club canceled. Dorothy A. Fryer's Funeral with burial at Prospect Hill Cemetery. Pastor Jackie presided. Followed by luncheon (of cookies, coffee, hot apple cider) held in Fellowship Hall. Thirteen carolers from FCUCC & First Presbyterian caroled at Heritage Bel Air & St. Joseph's Center. Mike Synovec served pizza & treats afterwards. **15th** — Worship. Sermon "Unabashed Joy". **19th** — Men's Group met @ church to tour the Christmas lights in Norfolk. Mike Synovec, Verletta Olson and Bonnie Kroeger viewed the many beautiful lights with our driver, Gene Kroeger. Later, cookies, peppermint ice cream and hot chocolate were enjoyed along with visiting. **22nd** — Worship. Sermon "Peaceful Joy". Blue Christmas service by Norfolk Area Ministerial Association at Immaculata Monastery @ 3 PM. Pastor Jackie read the scripture. Christmas Fund today is collected. **24th** — Christmas Eve Service @ 5:30. Sermon "The Lord is Come".

Holy Communion. Offering received will go to the Christmas Fund. **26th** — Jane Uzzell, Bonnie Kroeger, Vickie Staab, Verletta Olson, and Janet Lane met at St. Joe's Nursing home for tea and cookies that were provided by Jane Uzzell to celebrate Ruthie Brown's 97nd Birthday on the 27th. Alta Mae Crandall, church member and resident also joined the group. **29th** — Worship. Sermon "Wonders of His Love". Potluck. Goodwill offering going to the 150th Anniversary fund.

JANUARY 5th — Holy Communion. "The Eleventh Day of Christmas". Chaplain Gordon Braun, guest preacher. Chaplain Jim Wonnacott covered pastoral care emergencies. "Undecorating" the church followed by lunch of sandwiches, relish and cookies. **8th** — Book Club met at 10 AM. Book read was Dorothy & the Wizard of Oz. **9th** — 150th Anniversary Celebration team met. Decided on First Choice Catering & menu for September 12th beef dinner. **12th** — Worship. Moved back to Fellowship Hall. **13th** — **15th** Pastor Jackie at Norfolk Ministerial (NAMA) retreat at St. Benedict Center in Schuyler, NE. Book study on Letters to the Churches. **16th** Men's Group met @ Pizza Hut. **18th** — Pastor Jackie officiates at Memorial Service for John Moore, Jr. at Home for Funerals. **19th** — Worship. Signup sheet for flowers and 2020 Fellowship time begins. **24th** — Pastor Jackie, Darlene Korthals and 5 youth participated in Youth Night Out. Pizza was enjoyed, and the group served ice cream to the residents of Skyline Apts. Later they saw the movie "Jumanji: The Next Level" at Norfolk 7 and then played Pitt (a fun and noisy card game) until midnight. **25th** — Pastor Jackie attended St. Luke's UCC in Columbus to listen to a presentation on Pastor Adam Lassen's call to ordained ministry. The whole UCC recommended him for ordination. **26th** — Worship. Part 1 "Sermon on the Mount".

FEBRUARY 2 — Holy Communion. Part 2 of "Sermon on the Mount". **9th** — Worship. FCUCC, Linaje Escogido, & First Presbyterian Church youth prepare and serve a meal for the Rescue Mission and make 150 Valentine cards for the Vets home. **10th-12th** — Pastor Jackie participated in Nebraska Clergy Wellness Retreat at St. Benedict Center near Schuyler, NE. It was sponsored by the UCC Pension Board. **12th** — Book Club group met. Book read was Peter Pan. **16th** — Worship. Part 3 of "Sermon on the Mount." **18th** — 150th Celebration team met. **20th** — Men's group met @ Pizza Hut. Gene Kroeger gave the presentation on Nebraska History. **23rd** — Worship.

26th — Ash Wednesday joint service at 6:30 @ First Presbyterian Church, with Confirmation class and Pastor Jackie serving.

MARCH 1 — Holy Communion. First week of Lent. Stewardship kicks off. **8th** — Worship. **11th** — Book Club met. Book read is The Velveteen Rabbit. Lunch served was British high tea. **15th** — Worship. **19th** — Unity Council met in Fellowship Hall-- following recommended COVID-19 protocols. **20th** — Linaje Escogido members met with Pastor Jackie. They will help with video/audio technology. **22nd** — As recommended by our local public health department, worship & Sunday School were cancelled until further notice due to Covid-19. Drive-thru Stewardship Sunday, Barb Koenig received Pledge cards and Time & Talent sheets; Pastor Jackie gave a blessing. **24th** — 150th team postponed meeting. **29th** — Church services remain cancelled.

Cradle Roll Report for 2019

The Cradle Roll as of January 1, 2020 has 7 children, age 5 and under on its enrollment chart. There were no births in 2019. Enrollment cards are mailed out to all the children on their births, and their name is added to the bootie chart. All children of members of our congregation are mailed 1st, 2nd, and 3rd, birthday cards, but those that are not members, but only relatives, or grandchildren of our members are only sent enrollment cards.

Our Cradle Roll Bootie Chart, which was started in 1982, hangs in the Church Office. Each time an addition is made to the Cradle Roll, a new pink or blue bootie is added to the chart with the child's name and birth date.

Bonnie Kroeger
Cradle Roll Chairman

ANNUAL REPORT OF FAITH DEVELOPMENT MINISTRY TEAM

April 2019-March 2020

The Faith Development Ministry Team of First Congregational United Church of Christ in Norfolk, Nebraska, has set aside the first Sunday of the month for regular meetings. Members include: Katie Gam-erl, Barb Koenig (Council Representative), Darlene Korthals (Presiding Chairman), Kay Neuharth (Secretary), Stacie Uzzell, and Pastor Jackie.

We continue to provide educational opportunities for all age groups. Sunday School classes are available for youth and adults. These meet at 9:00 AM prior to church services. A book club for adults meets monthly on the second Wednesday at 10:00 AM. Selected books are read and discussed with a noon meal following.

A variety of experiences is provided by Pastor Jackie and various volunteers for the youth of our church. This year we have also included the youth from *Linaje Escogido*. Youth have participated in church services, planting flower/vegetables in garden boxes at Skyline Apartments, collected items for and volunteered at the Animal Shelter, served a meal at the Rescue Mission, held ice cream socials at Skyline Apartments and the Vets' Home, helped pack Mercy Meals, baked cookies and caroled at Christmas, participated in the Christmas program at church, and assisted with VBS and our annual Easter Egg Hunt. The annual Youth Night Out was held in January 2020 which included eating pizza, going to a movie, and returning to the church to play *Pitt*, a lively card game.

Regular events have taken place this church year. The *Eleventh Annual Easter Egg Hunt* was held in conjunction with Trinity Episcopal and First Presbyterian on Saturday, April 13, 2019. *Teacher Appreciation Day Brunch* was held on May 5, 2019, with a delicious breakfast for teachers/substitutes. *Vacation Bible School* was held June 3-5 from 5:30-8:00 PM at our church with many church members volunteering their services. *Rally Day* was held on Sunday, September 8, 2019 with decorated cupcakes and balloons. Sunday School students made door hangers with special messages to be hung on individual doors at Skyline Apartments.

Special events were also held this past year. *Lenten and Easter Services* were held. *Graduation* cards were sent to McKenna Waterbury and Garrett Korthals in May. *Confirmation classes* are being conducted for 5 students, one from UCC and 4 from First Presbyterian with confirmation scheduled for April 26, 2020. Youth and adults participated in the annual *Christmas* program entitled, "Something About a Baby" with the annual church dinner following.

Upcoming events include: *Diaper Drive Dedication* on March 29, *The Twelfth Annual Easter Egg Hunt* on April 4, *Palm/Easter Sunday* on April 5 and 12, *Confirmation* on April 26, *Teacher Appreciation Brunch* on May 3, and the last day of *Sunday School* on May 17, 2020.

Annual report for Worship Ministry 2019

May 5 was teacher appreciation Sunday. May 12 Mother's day. Carnations given to all women. Last day of Sunday School. May 19 was celebration of graduation. We hosted VBS June 3-5. June 9 was Pentecost Sunday and all were encouraged to wear red. June 16 Father's day was celebrated. Sept 8 was Rally day to begin the new school year. Sept 29 presented a Bible to Reese Uzzell. Oct 6 celebrated World Communion Sunday. Oct. 13 celebrated Heritage Sunday and presented carnations to those members who have belonged for 50 years or more. Nov 3 remembered all those who have died in the past year. Nov 27 celebrated Thanksgiving Eve here with Trinity Episcopal and First Presbyterian. Dec 1 was Hanging of the Greens followed by a soup lunch. Dec 8 was the youth program and the Christmas dinner. Santa visited and gift bags were distributed to all the children. Jan 5 undecorated and moved to Fellowship Hall. Feb. 22 One Great Hour of Sharing collected. Feb. 26 celebrated Ash Wednesday at First Presbyterian. All March and April activities were suspended due to the Corona virus.

Dorothy Hull, secretary

Transformation 2018-2019

Our church participates in donating funds for 5 for 5 of the United Church of Christ. We contributed this year to:

OCWM	\$ 3,648.00	(This is collected weekly)
Strengthen the Church	\$ 121.00	
Neighbors in Need	\$ 175.00	
Christmas Fund	\$ 367.00	
One Great Hour of Sharing	\$ <u>471.00</u>	
	\$ 4,782.00	

Members worked for two weeks in June and supported the Community Food Pantry with \$100. Other charitable funds are the O'Neill immigrant folks \$2,233 and Good Neighbors \$230.

During the July potluck, we collected money for the Animal Shelter and Puppy Love. Both were given \$47.

Respectfully submitted,

Susan Surber

Youth Fund

Beginning balance 3-31-2019	\$ 2,429.08
Skyline socials	- 55.72
Mission dinner	- 148.93
Movie	- 64.00
Pizza	- 78.23
Cartridge World deposit	16.00
Interest	<u>4.99</u>
Balance on 3-31-2020	\$ 2,103.19

Gift Cards

Beginning balance 3-31-19	\$ 121.65
Deposits	<u>\$ 24,145.60</u>
	\$ 24,226.85
Hy-Vee purchases	--\$ 13,095.00
Lou's purchases	<u>\$ - 8,564.40</u>
Balance on 3-31-20	\$ 2,567.45

Cards on hand 3-31-20

None

Kitchen Fund

Beginning balance on 3-31-19	\$ 336.71
Deposits	\$ 50.00
Interest	<u>.81</u>
	\$ 387.52
Wal-Mart	\$ 11.38
Karen Allyn	35.41
Suzan Podliska	<u>88.05</u>
Balance on 3-31-20	\$ 252.69
Cash on hand 3-31-20	\$ 97.12
Cash payouts for kitchen supplies	\$ 173.36

Scholarship Fund

Beginning balance on 3-31-19	\$ 3,315.25
Gain	731.90
Scholarships paid out	<u>1,500.00</u>
Balance on 3-31-20	\$ 2,547.15

Restricted Endowment Fund

Beginning balance on 3-31-19	\$ 99,820.42
Loss	<u>\$ 7,528.19</u>
Balance on 3-31-20	\$ 92,292.23

Madison County Bank

Beginning balance on 3-08-19	\$ 29,231.03
Painting expense	\$ 9,000.00
Deposits	<u>1,388.76</u>
Balance on 3-31-20	\$ 21,619.79

MEMORIAL FUND ANNUAL RE REPORT 2019

BALANCE AS OF 12-31-2018

Elkhorn Valley Bank
\$5,279.98

RECEIPTS:

Douglas Dudley	\$3,340.00
Greg Woodard	\$35.00
Jean Masters	\$20.00
Calvin Allyn	\$400.00
Dorothy Fryer	\$170.00

	\$	<u>3,965.00</u>	\$3,965.00
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INTEREST:

28.69

9,273.67

DISPURSEMENTS:

USPO/Stamps	\$50.00
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	\$	<u>50.00</u>	(\$50.00)
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\$9,223.67

TOTAL ASSETS AS OF 12-31-2019

\$9,223.67

Profit and Loss Previous Year Comparison
April 2019-March 2020

	<u>Apr '19 - Mar 20</u>	<u>Apr '18 - Mar 19</u>	<u>\$ Change</u>	<u>% Change</u>
Ordinary Income/Expense				
Income				
400.000 Ourselves-Pledges				
400.001 Ourselves Current	120,014.00	108,744.00	11,270.00	10.36%
400.000 Ourselves-Pledges - Other	<u>0.00</u>	<u>9,537.00</u>	<u>-9,537.00</u>	<u>-100.0%</u>
Total 400.000 Ourselves-Pledges	120,014.00	118,281.00	1,733.00	1.47%
401.000 Other Income				
401.001 Loose Offerings	2,609.97	2,352.95	257.02	10.92%
401.002 Church Space Rental	1,410.00	1,530.00	-120.00	-7.84%
401.003 Funeral	300.00	150.00	150.00	100.0%
401.006 Gift Cards	100.00	0.00	100.00	100.0%
401.007 Interest	18.23	54.92	-36.69	-66.81%
401.008 Miscellaneous	4,312.86	3,763.49	549.37	14.6%
401.009 Study Materials	162.16	500.00	-337.84	-67.57%
401.010 Memorial money	423.50	160.90	262.60	163.21%
401.011 Scholarship Money	1,864.00	5,125.00	-3,261.00	-63.63%
401.012 Church Dinners	5.00	30.00	-25.00	-83.33%
401.013 Poinsettias	156.00	226.00	-70.00	-30.97%
401.014 Lilies	91.00	28.00	63.00	225.0%
401.015 Rent Linaje Escogido	4,030.00	0.00	4,030.00	100.0%
401.016 Fellowship Hall	<u>50.00</u>	<u>0.00</u>	<u>50.00</u>	<u>100.0%</u>
Total 401.000 Other Income	15,532.72	13,921.26	1,611.46	11.58%
415.000 UCC Benevolence Offer				
415.006 Kamp Kaleo	140.00	0.00	140.00	100.0%
415.001 OCWM	3,842.00	3,917.00	-75.00	-1.92%
415.002 Strengthen the Church	121.00	181.00	-60.00	-33.15%
415.003 OGHS	471.00	0.00	471.00	100.0%
415.004 Neighbors in Need	175.00	435.00	-260.00	-59.77%
415.005 Christmas Fund	<u>367.00</u>	<u>215.00</u>	<u>152.00</u>	<u>70.7%</u>
Total 415.000 UCC Benevolence Offer	5,116.00	4,748.00	368.00	7.75%
416.000 Other Mission Offerings				
416.001 Food Pantry	100.00	100.00	0.00	0.0%
416.003 Transformation Ministry	<u>4,209.00</u>	<u>1,757.00</u>	<u>2,452.00</u>	<u>139.56%</u>
Total 416.000 Other Mission Offerings	<u>4,309.00</u>	<u>1,857.00</u>	<u>2,452.00</u>	<u>132.04%</u>
Total Income	144,971.72	138,807.26	6,164.46	4.44%

Expense

500.000 Pastoral Services

500.001 Pastor's Salary	34,480.51	30,264.53	4,215.98	13.93%
500.002 Housing Allowance	13,541.50	12,458.18	1,083.32	8.7%
500.003 Mileage Expense	1,146.68	1,565.33	-418.65	-26.75%
500.010 Substitute Minister	625.00	760.00	-135.00	-17.76%
500.014 Pension	6,854.07	5,448.36	1,405.71	25.8%
500.015 UCC Health	10,848.00	8,845.00	2,003.00	22.65%
500.016 UCC Dental	510.00	414.50	95.50	23.04%
500.017 Life/Disability	<u>734.42</u>	<u>583.78</u>	<u>150.64</u>	<u>25.8%</u>

Total 500.000 Pastoral Services 68,740.18 60,339.68 8,400.50 13.92%

510.000 Faith Development

510.001 Vacation Bible School	499.36	156.31	343.05	219.47%
510.002 Resource Materials	614.10	264.00	350.10	132.61%
510.003 Supplies & Equipment	21.88	56.20	-34.32	-61.07%
510.009 Confirmation Classes	16.04	0.00	16.04	100.0%
510.010 Faith Development Misc	<u>29.99</u>	<u>539.88</u>	<u>-509.89</u>	<u>-94.45%</u>

Total 510.000 Faith Development 1,181.37 1,016.39 164.98 16.23%

511.000 Worship Ministry

511.001 Worship Items	884.68	756.27	128.41	16.98%
511.002 Organist	2,940.00	2,635.00	305.00	11.58%
511.003 Substitute Organist	1,120.00	840.00	280.00	33.33%
511.004 Instrument Maintenance	0.00	1,175.00	-1,175.00	-100.0%
511.006 Worship-Other	<u>0.00</u>	<u>99.96</u>	<u>-99.96</u>	<u>-100.0%</u>

Total 511.000 Worship Ministry 4,944.68 5,506.23 -561.55 -10.2%

514.000 Church Administration

514.001 Secretary	13,157.23	12,065.31	1,091.92	9.05%
514.003 Bulletins & Newsletters	2,912.63	3,347.48	-434.85	-12.99%
514.004 Administration Supplies	601.82	903.41	-301.59	-33.38%
514.005 Postage	871.46	1,238.70	-367.24	-29.65%
514.006 Funeral Expenses	136.15	0.00	136.15	100.0%
514.007 Conference Expenses	477.68	733.65	-255.97	-34.89%
514.008 Living Waters Dues	294.00	354.00	-60.00	-16.95%
514.010 Devotionals	352.00	375.50	-23.50	-6.26%
514.013 Technology Expense	2,997.66	4,023.22	-1,025.56	-25.49%
514.014 Office Expenses Misc	55.00	0.00	55.00	100.0%
514.015 Advertising	<u>1,259.58</u>	<u>1,297.83</u>	<u>-38.25</u>	<u>-2.95%</u>

Total 514.000 Church Administration 23,115.21 24,339.10 -1,223.89 -5.03%

515.000 Church Maintenance				
515.001 Custodian	8,192.40	3,254.26	4,938.14	151.74%
515.002 Garbage	407.00	384.00	23.00	5.99%
515.003 Natural Gas	3,774.79	3,906.91	-132.12	-3.38%
515.004 Electricity	5,183.58	5,611.12	-427.54	-7.62%
515.005 Water & Sewer	1,254.21	1,243.68	10.53	0.85%
515.006 Telephone	1,065.47	1,120.48	-55.01	-4.91%
515.007 Supplies & Equipment	2,892.22	3,125.37	-233.15	-7.46%
515.008 Groundskeeping	2,190.45	3,074.36	-883.91	-28.75%
515.009 Church Repairs	9,462.00	945.99	8,516.01	900.22%
515.010 Maintenance-Other	327.92	39.00	288.92	740.82%
515.011 Church Insurance	<u>9,590.50</u>	<u>9,965.00</u>	<u>-374.50</u>	<u>-3.76%</u>
Total 515.000 Church Maintenance	44,340.54	32,670.17	11,670.37	35.72%
516.000 Charitable Contributions				
516.001 OCWM	3,842.00	3,917.00	-75.00	-1.92%
516.002 One Great Hour Sharing	471.00	0.00	471.00	100.0%
516.003 Strengthen the Church	121.00	181.00	-60.00	-33.15%
516.004 Neighbors in Need	175.00	435.00	-260.00	-59.77%
516.005 Christmas Fund	367.00	215.00	152.00	70.7%
516.006 Food Pantry	100.00	100.00	0.00	0.0%
516.007 Pastoral Discretionary	200.00	429.64	-229.64	-53.45%
516.008 Transformation Ministry	4,093.26	1,757.00	2,336.26	132.97%
516.009 Kamp Kaleo	140.00	0.00	140.00	100.0%
516.010 Misc. Giving	<u>100.00</u>	<u>0.00</u>	<u>100.00</u>	<u>100.0%</u>
Total 516.000 Charitable Contributions	9,609.26	7,034.64	2,574.62	36.6%
517.000 Miscellaneous Expenses				
517.001 Poinsettias	153.00	255.00	-102.00	-40.0%
517.002 Lilies	90.00	130.00	-40.00	-30.77%
517.003 Christmas Dinner	39.91	30.12	9.79	32.5%
517.005 Scholarship Payments	3,489.00	3,500.00	-11.00	-0.31%
517.006 Memorial Expense	423.50	160.90	262.60	163.21%
517.009 Miscellaneous	<u>2,292.63</u>	<u>1,636.63</u>	<u>656.00</u>	<u>40.08%</u>
Total 517.000 Miscellaneous Expenses	6,488.04	5,712.65	775.39	13.57%
Bank Service Charges	27.00	37.50	-10.50	-28.0%
Payroll Expenses	<u>1,604.81</u>	<u>1,585.10</u>	<u>19.71</u>	<u>1.24%</u>
Total Expense	<u>160,051.09</u>	<u>138,241.46</u>	<u>21,809.63</u>	<u>15.78%</u>
Net Ordinary Income	<u>-15,079.37</u>	<u>565.80</u>	<u>-15,645.17</u>	<u>-2,765.14%</u>
Net Income	<u>-15,079.37</u>	<u>565.80</u>	<u>-15,645.17</u>	<u>-2,765.14%</u>

9:48 AM
04/16/20
Accrual Basis

First Congregational United Church of Christ
Balance Sheet
As of March 31, 2020

	<u>Mar 31, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
Memorial Account	9,429.14
General Account	-1,920.98
Gift Card Account	2,567.45
Kitchen Account	252.69
Madison County Bank	21,613.96
Youth Account	2,103.29
Total Checking/Savings	<u>34,045.55</u>
Total Current Assets	34,045.55
Fixed Assets	
Pers Prop-Storage	9,514.00
Building-Storage	1,986.00
Pers Prop-Church & Office	354,728.00
Building-Church	3,378,487.00
Scholarship Fund- Ed Jones	2,541.61
Restricted Endowment-Ed Jones	93,304.30
Total Fixed Assets	<u>3,840,560.91</u>
TOTAL ASSETS	<u>3,874,606.46</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Direct Deposit Liabilities	175.98
Payroll Liabilities	-33.12
Total Other Current Liabilities	<u>142.86</u>
Total Current Liabilities	<u>142.86</u>
Total Liabilities	142.86
Equity	
Opening Balance Equity	127,391.80
Perm. Restricted Net Assets	3,849,990.05
Unrestricted Net Assets	-89,658.01
Net Income	-13,260.24
Total Equity	<u>3,874,463.60</u>
TOTAL LIABILITIES & EQUITY	<u>3,874,606.46</u>

Treasurer's Annual Report 2020

Balance Sheet

In an effort to better reflect the assets of the church, the following items were added to the Balance Sheet as of March 31, 2020:

- 1) Memorial Account
- 2) Fixed Assets including the church & storage buildings and personal property at both locations based on the current value of insurance included on our Commercial Insurance policy
- 3) Scholarship Fund held at Edward Jones
- 4) Restricted Endowment Fund held at Edward Jones

Profit & Loss Prev Year Comparison

Office Copier:

At last years' annual meeting, there was discussion about replacing the 12 year old office copier. \$4500 was allotted for the purchase. The copier was replaced this year however instead of purchasing a new machine, we leased a copier for \$69/month for a total yearly expenditure of \$828. Currently that amount has been included in the expense category 514.003 Bulletins & Newsletters. Beginning in April 2020, a new expense category will be included - Lease of Equipment - for the copier lease.

***\$8,800** was expensed in 2020 for the painting of the windows - money was transferred from the Madison County Bank account from a gift received in 2019

***\$1,625** was expensed in 2020 for scholarship payments received in 2019 but not transferred to the scholarship fund until 2020. Since the items were expensed in 2020, they add to the total loss of \$13,260.24. Had they been expensed in 2019 – the same year funds were received – the total loss for the year would be closer to \$3,000.

Profit & Loss Budget Overview

Remember – a budget is only an educated guess based on last year's information and projected income and expenses for the upcoming year.

Pastoral Services \$64,380 - decrease from last years' P&L due to a change in health insurance plans

Faith Development \$816

Worship Ministry \$4,928 (includes \$70 per service for organist)

Church Administration \$26,255 (includes \$12/hr for secretary)

Church Maintenance \$39,312 (includes \$10.60/hr for outside work & \$755/month for cleaning service)

Proposed budget for 2020

		Apr '20 - Mar 21
Ordinary Income/Expense		
Income		
200.000 Madison County Bank		36.00
250.000 Kitchen Account		0.00
300.000 Youth Group		0.00
350.000 Gift Card Account		0.00
400.000 Ourselves-Pledges		
400.001 Ourselves Current		121,788.00
400.000 Ourselves-Pledges - Other		0.00
Total 400.000 Ourselves-Pledges		121,788.00
401.000 Other Income		
401.001 Loose Offerings		0.00
401.002 Church Space Rental		900.00
401.003 Funeral		0.00
401.004 Wedding		0.00
401.005 Children's Offering		0.00
401.007 Interest		12.00
401.008 Miscellaneous		0.00
401.009 Study Materials		0.00
401.010 Memorial money		0.00
401.011 Scholarship Money		0.00
401.012 Church Dinners		0.00
401.013 Poinsettias		0.00
401.014 Lilies		0.00
401.015 Rent Linaje Escogido		9,600.00
Total 401.000 Other Income		10,512.00
415.000 UCC Benevolence Offer		
415.001 OCWM		5,672.00
415.002 Strengthen the Church		121.00
415.003 OGHS		470.00
415.004 Neighbors in Need		175.00
415.005 Christmas Fund		360.00
Total 415.000 UCC Benevolence Offer		6,798.00
416.000 Other Mission Offerings		
416.001 Food Pantry		100.00
416.003 Transformation Ministry		0.00
Total 416.000 Other Mission Offerings		100.00
Total Income		139,234.00

Expense

500.000 Pastoral Services

500.001 Pastor's Salary	37,000.00
500.002 Housing Allowance	13,000.00
500.003 Mileage Expense	1,056.00
500.010 Substitute Minister	625.00
500.014 Pension	7,000.00
500.015 UCC Health	6,007.00
500.016 UCC Dental	720.00
500.017 Life/Disability	<u>736.68</u>

Total 500.000 Pastoral Services 66,144.68

510.000 Faith Development

510.001 Vacation Bible School	400.00
510.002 Resource Materials	316.00
510.003 Supplies & Equipment	50.00
510.010 Faith Development Misc	<u>50.00</u>

Total 510.000 Faith Development 816.00

511.000 Worship Ministry

511.001 Worship Items	948.00
511.002 Organist	3,780.00
511.003 Substitute Organist	0.00
511.004 Instrument Maintenance	200.00
511.006 Worship-Other	<u>0.00</u>

Total 511.000 Worship Ministry 4,928.00

514.000 Church Administration

514.001 Secretary	15,600.00
514.003 Bulletins & Newsletters	3,120.00
514.004 Administration Supplies	636.00
514.005 Postage	800.00
514.007 Conference Expenses	475.00
514.008 Living Waters Dues	288.00
514.010 Devotionals	416.00
514.013 Technology Expense	3,600.00
514.015 Advertising	<u>1,320.00</u>

Total 514.000 Church Administration 26,255.00

515.000 Church Maintenance	
515.001 Custodian	10,600.00
515.002 Garbage	408.00
515.003 Natural Gas	3,996.00
515.004 Electricity	5,196.00
515.005 Water & Sewer	1,260.00
515.006 Telephone	1,128.00
515.007 Supplies & Equipment	2,892.00
515.008 Groundskeeping	2,832.00
515.009 Church Repairs	0.00
515.010 Maintenance-Other	0.00
515.011 Church Insurance	<u>11,000.00</u>
Total 515.000 Church Maintenance	39,312.00
516.000 Charitable Contributions	
516.001 OCWM	5,672.00
516.002 One Great Hour Sharing	121.00
516.003 Strengthen the Church	470.00
516.004 Neighbors in Need	175.00
516.005 Christmas Fund	360.00
516.006 Food Pantry	100.00
516.007 Pastoral Discretionary	0.00
516.008 Transformation Ministry	<u>0.00</u>
Total 516.000 Charitable Contributions	6,898.00
517.000 Miscellaneous Expenses	
517.001 Poinsettias	0.00
517.002 Lilies	0.00
517.003 Christmas Dinner	0.00
517.005 Scholarship Payments	0.00
517.006 Memorial Expense	0.00
517.009 Miscellaneous	<u>0.00</u>
Total 517.000 Miscellaneous Expenses	0.00
650.000 Kitchen	0.00
700.000 Youth Group	0.00
750.000 Gift Card Account	0.00
Bank Service Charges	0.00
Payroll Expenses	<u>1,604.76</u>
Total Expense	<u>145,958.44</u>
Net Ordinary Income	-6,724.44

Proposed By-law changes

Treasurer: **The Treasurer shall serve as one of the 5 members on Support Team.**

A Treasurer shall be elected at each annual meeting for a term of one (1) year, renewable each year. The Treasurer shall receive all money of the church, give receipts for it, and deposit said funds as appropriate. On order from the Support Ministry he or she shall pay all bills of the church. He or she shall keep accurate account of all receipts and disbursements and give bond as the Support Ministry may prescribe. The Treasurer shall keep a separate account of all benevolence, memorial and endowment funds. **As one of the 5 members on Support Team, the Treasurer shall meet with the Support Ministry at their regular meetings.** The chair of the Support Ministry shall serve as the Assistant Treasurer and perform all duties of the Treasurer in his or her absence.

2. Support Ministry:

The Support Ministry Team shall consist of five (5), **4 appointed and 1 elected as the Treasurer. Appointed members will serve a term of no-limits, the Treasurer will serve a term according to the term limits for that position.** Because they are appointed, there is no need to vote any of the members onto the Support Ministry Team. The Support Ministry shall have the care and custody of the property of the church. The Support Ministry shall have no power to buy, sell, mortgage, lease or transfer real or personal property without a specific vote of the congregation authorizing such action. The Support Ministry shall review this section of the Constitution at its meeting falling three months prior to the annual meeting each year and make any recommendations for amendment of the same to the Unity Council for their consideration at the Unity Council's next meeting.

The Support Ministry Team shall have the following specific powers and duties:

- (a) To elect from its members a chairperson, a secretary, and a Unity Council representative. The Support Ministry shall meet monthly and three (3) members of the Ministry shall constitute a quorum. The Chair of the Support Ministry may sign all necessary or required legal documents on behalf of the church as the same have been authorized and approved by either the congregation or Unity Council ONLY in the absence of the Moderator or upon the Moderator's request. These documents may include, but shall not be limited to: promissory notes, line-of-credit documents, mortgages, deeds of conveyance of real estate, bills of sale for the conveyance of personal property, and contracts or other agreements affecting the church.
- (b) Be in charge of the receipt and expenditure of the funds of the church through the handling of the church Treasurer.
- (c) To provide for the raising of funds required by the church budget.
- (d) To arrange an annual church stewardship drive and canvass.
- (e) To propose an annual church budget and submit the same to the Unity Council for its review at its meeting one month prior to the annual meeting each year.
- (f) To oversee that the funds of the church are collected and expended by all church employees, agents, ministry teams, and by the Pastor pursuant to the budget adopted by the congregation.
- (g) To review all special and permanent funds of the church.
- (h) To conduct a church audit/compilation at least once every three (3) years or whenever there is a change in the office of church treasurer.
- (i) To act as Personnel Action Team to hire and deal with issues pertaining to the employment of office administrator, custodian and other church employees, except pastoral and music staff.

The Support Ministry Team shall have the authority to expend sums up to \$7,500.00 over the amount budgeted therefore or for items not provided for in the budget, provided, however, the expenditure of any sum over \$7,500.00 shall not be made until the same is approved by the congregation at a duly called meeting pursuant to this Constitution and By-Laws.

Income from loose offerings, the Sunday school, rentals, and income from permanent funds shall be applied as directed by the Support Ministry Team, subject to the above provisions.

The Support Ministry Team is authorized to appoint Action Teams, in such number as it may deem advisable. These Action Teams will do the work of the church as directed by the Support Ministry Team. If a Financial Action Team is appointed, it shall take charge of pledges and loose offerings, pledges given or paid at any time, keep accurate record thereof, credit the identifiable funds to the individuals giving such funds in the account or accounts designated as the depository by the Support Ministry Team.

Nominations for officers

Vice Moderator	Term-3 years	Benjamin Uzzell
Moderator	Term-2 years	Thomas McConnell
Past Moderator	Term-1 year	Stan Staab
Clerk	Term-1 year	
Treasurer	Term-1 year	Lori Williams

Our purpose: *We bind together, to worship God and discern God's will*

Annual Meeting, April 19, 2020 (postponed due to Covid-19)

Commissioning of Officers

Introduction

Installation & Covenant

People:

We gather in celebration of the joy that is ours to be partners with you in service of Jesus Christ. We promise to love you, honor your leadership, and assist you that together we may be a faithful church of Jesus Christ.

Prayer

Declaration

Leader: In the name of Jesus Christ...you are installed.

People: Thanks be to God.