

# UNITED CHURCH OF GAINESVILLE



Annual Report  
2015-2016

*The annual report is prepared for the Spring Congregational Meeting (05-15-16) which marks the transition of church officers, board members and chairpersons. It is an attempt to gather in a written document a summary of the work of the church during the preceding year as well as a look toward the future.*

*~ Lisa Goldstein, Editor*

# UNITED CHURCH OF GAINESVILLE

## ANNUAL REPORT 2015-2016

### TABLE OF CONTENTS

#### **SECTION I: STAFF AND OFFICER REPORTS**

Senior Minister – Shelly Wilson .....	4
Associate Minister - Andy Bachmann .....	7
Associate Minister - Vince Amlin .....	9
Office Administrator - Lisa Goldstein .....	11
Moderator – Nancy Dana .....	12
Moderator – Elect – Will Dougherty .....	14
Clerk - Cathy Persons .....	15
Council Members at Large – Lizzi Nehls.....	15
Dick Elkins.....	15
Librarian – Becky Johnson.....	15
Annual Retreat .....	16
Membership Report - Lisa Goldstein .....	16

#### **SECTION II: BOARD, COMMITTEE, AND TASK FORCE REPORTS**

Seminar Committee – Tricia Gregory & Janet March .....	17
Small Groups – Heather Remer .....	17
Board of Business – Tom Dana & Steve Pennypacker.....	18
Endowment Committee – Sanford Berg.....	19
Board of Children’s Ministry – Marthe Walters.....	19
Board of Membership – Gary Kirkland.....	20
Kairos Team – Lois McNamara.....	21
Board of Outreach	
Compassion in Action – Pam Smith & Carol Barron.....	22
Family Promise – Rebecca Beachy.....	23
Social Justice Committee –Hannah Norton .....	23
Board of Parish Ministry – Shelby Havens.....	24
Lively Arts Program – Kathy Funke .....	25
Open & Affirming Committee – Anne Casella .....	27
Board of Youth Ministry – Andy Bachmann	
High School Team .....	28
Middle School Team.....	28
Congregation Ministry Review Board – John Eyler.....	28

#### **SECTION III: FINANCIAL REPORTS**

Accountant – Catherine Cake .....	30
2014 Budget End-of-Year Report .....	30
2015 Budget .....	30

#### **SECTION IV: NOMINATING COMMITTEE REPORT**

Incoming Officers and Board Rosters .....	36
---	----

## MINISTERS, STAFF AND OFFICERS' REPORTS

### SENIOR MINISTER ~ SHELLY WILSON

I can scarcely believe that I have just finished participating in my third All-Church Retreat and am now writing my third Annual Report! The three years we have shared in our community life together have been filled with hours of planning and hard work, moments of sweet fellowship, times of challenge, and above all, day after day of blessing upon blessing! My report will include summaries and highlights from some of my areas of responsibility: Leadership/Administration, Worship, Boards and Committees, Pastoral Care, Community/Wider Denomination, Supervision, Continuing Education, and New Initiatives.

#### **Leadership/Administration**

During this past year, my leadership goals have centered around the idea that now we are positioned for the visionary preparation and planning needed for the next important vocational directions UCG is to pursue. In the fall I began to examine the results of the previous UCG Three-Year Plan (2011-2014), evaluating measurable outcomes and reconfiguring goals that are still to be met, as well as beginning groundwork conversations and plans for some new initiatives. In the company of my fellow ministers, Andy Bachmann and Vince Amlin, and with an enthusiastic Church Council, led by our Moderator, Nancy Dana, we began in August our new church year with the theme, "Creative and Strategic Leadership."

The Church Council began to explore the ways it was both a governing body and a visioning center. We explored the various ways we are most comfortable working as teams and ways to prioritize our work on Boards and Committees. Throughout the year, in meetings, planning, teaching, learning, worship, service, and through our combined efforts, we saw many of the Council's responsibilities and roles clarified and ways we work together enhanced.

#### **Worship**

Worship collaboration this year with my amazing ministerial partners, Vince and Andy, meant that we created some exciting worship themes, and enjoyed the privilege of working side-by-side with each other as well as with Lively Arts and with all the dedicated and talented musicians, artists, writers, story tellers and others in the congregation and community who helped us unfold our challenging worship themes: *Sacred Summer*, *Gather Us In*, *What Matters Most*, *Blessed to Be a Witness*, *Delicious Ambiguity*, *Waiting in the Wings*, *Rise Up!*, *We Make the Road by Walking*, *Be*, and *Be Now My Wisdom*. Yearly special Services were created in collaboration with Vince and Andy and with Board of Parish Ministry members and other talented volunteers: Church on the Prairie (at Prairie Creek Lodge), labyrinth opportunities, Advent and Christmas Services, Ash Wednesday, Maundy Thursday, and Easter Day.

Creative highlights during the year included:

- the combination of Ash Wednesday and the labyrinth in one service
- sermon with Katherine Henderson on racial justice,
- speaking at the Conservation Cemetery, Prairie Creek for the Day of Remembrance Service
- completion of UCG's 50<sup>th</sup> anniversary year celebration with special worship led by Sandy Reimer, Larry Reimer, Vince Amlin, Andy Bachmann, Shelly Wilson, and musicians at Prairie Creek Lodge
- worship at Women's Overnight and All-Church Retreat
- adding a Maundy Thursday service with dinner and outreach to residents at Grace Marketplace

## **Boards and Committees**

1. Board of Parish Ministry: developing creative worship opportunities that involve participants who are not necessarily members of their Board, but who are "friends" of BPM--helping as communion servers, labyrinth volunteers, helping with facilities and grounds.
2. Board of Business: working on financial and facilities questions and answers for our growing church. Dealing with significant and costly "fair wear and tear" maintenance and repairs on buildings (roof, lighting and wiring, fence, locks, sound system, fountain), and beginning to work toward scheduled and strategic repairs and replacement. Successfully financing an equitable group health insurance plan for all of UCG's full-time staff (for the first time!) After a very challenging Enlistment Campaign that fell short of the proposed budget, working successfully to create a balanced budget.
3. Endowment Committee: enhancing awareness of the benefits of our endowment through seminars and pins given to those who have donated to the Endowment, assisting in the \$25,000 increase during this year.
4. Enlistment Campaign: challenging stewardship effort in the fall, resulting in the need for a costly Supplemental Campaign. Excellent and dedicated efforts on the part of all.
5. Compensation Committee: working within a yearly timeline and structure for annual reviews and equitable compensation for all staff
6. Board of Children's Ministry: collaborating with Keri Trospen, Director of Children's Programs and the BCM on a vision for expanding the social justice components of the children's programming and encouraging a collaborative vision within the organizational structure that will enhance the programs offered to children and families
7. Church Council: working alongside Nancy Dana, Moderator to create effective and creative meetings, planning, and preparation for the leaders of Boards and Committees
8. Congregational Ministry Review Board: working to create the congregational survey, supporting the survey Sundays, writing the priorities from the data learned in the survey, creating with Nancy Dana, Andy, Vince, John Eyler, and others on CMRB the outline for Priority Sunday, writing the Three Year Plan with the writing team of Deborah Hill, Barbara Rienzo, John Eyler, Vince Amlin, and Andy Bachmann, and preparing for and working on, the Three Year Plan throughout the year.

## **Pastoral Care**

1. Developing with Kairos Chairperson, Lois McNamara, a comprehensive system of hospital and bereavement visitation, meal support, and cards signed by the congregation.
2. Visited in homes, hospitals, long-term care facilities, phone calls, notes, emails.
3. Officiated at memorial services (4); Weddings (4); baptisms (8)

## **Wider Community and Denomination**

1. On the UCC Conference level, I am serving for a second term as member of the Board of Directors for the Florida Conference and have enjoyed the opportunity to help make important decisions and to form policy for our Conference alongside the able leadership of our new Conference Minister, the Rev. John Vertigan. To be able to attend the Spring Gathering of the Florida Conference this year, April 29-May 1, accompanied by Andy Bachmann, Will Dougherty, Moderator, and Liz Harvey, Moderator-Elect is a true honor.
2. I serve on the Board of Directors of the Gainesville Peer Respite Center as we work to create an alternative safe place for persons who are experiencing a mental health crisis.

## **Supervision:**

1. Along with the other ministers and the Church Council Moderator, led the All-Board Kick-Off, and will assist in leading the Annual Leadership Summit--times of planning and training for officers, board chairs, and members
2. Led staff meetings and serve as resource/supervisor for the Associate Ministers, Office Administrator, Director of Children's Programs, Child Care Coordinator, Lively Arts Coordinator, Choir Director, Accountant, Sound System Manager, Tech Coordinator, and Campus Ministry Coordinator, in addition to Boards and Committees for whom I am resource ministers.
3. Led two planning/visioning retreats off-site with the ministerial team and two with the office staff.

## **Continuing Education:**

1. In September I attended the national gathering of the Health Ministry Association, an organization of health professionals, clergy, and lay volunteers who work to create congregations centered in holistic health promotion through education, resourcing, care, and nurture.
2. In January I attended a national event for Senior Pastors of Large Churches called "Conversations 2016" in St. Petersburg. Presentations and discussions were led by the Rev. John Dorhauer, the new General Minister and President of the national setting of the United Church of Christ; author and Duke Divinity School Professor, Lauren Winner; and President of the Pacific School of Theology, David Vasquez-Levy. We explored the unique challenges of pastoral leadership, experienced worship opportunities together, and spent time in networking and conversation. It was a time of strengthening and renewal of relationships.

## **Exciting initiatives in process:**

1. Anti-racism education: Over time, the awareness in the majority culture and within our congregation has been growing--awareness of the vast inequalities and violence against sisters and brothers living in black and brown bodies. As our awareness has been stirred, I have encouraged our congregation's participation in anti-racism education and in working with our community partners to learn, advocate, and participate in working for positive change. The tumultuous year has been filled with the important work of the Racial Disparity Conference, the Racial Justice Task Force and its Facebook presence led by Katherine Henderson and others, the All-Church Read of *Between the World and Me*, Andy's leadership of the youth groups in the utilization of the *Teaching Tolerance* curriculum, age appropriate education and resourcing for children and families regarding issues of racial equity, as well as our response to the tragic shooting death of Robert Dentmon have all moved us as a congregation to name racial justice as one of our priorities for the next three years and to continue and expand our work, inside and outside.
2. Gainesville Peer Respite Center: Persons experiencing a mental health crisis are often arrested, hospitalized involuntarily, or killed when stigma, misinformation, and a lack of alternative solutions exist to ameliorate the situation. Respite Center models exist successfully in other communities—non-medical interventions that involve providing a safe house for overnight stays, staffed by trained peers who have experienced mental health crises themselves and returned to health, and who provide a calm and supportive environment that allows for resilience and offers tools for recovery. Jackie Davis of our

congregation shared with me her dream for a Peer Respite Center in Gainesville, and just over a year later, and with herculean efforts on her part and the parts of many, many others, the house is purchased, an Executive Director, Jane Emmeree of our congregation, is hired, and programs and groups are already underway, meeting in our building until the house is ready. It is an exciting vision that promotes health and resiliency for our entire community.

3. Health Ministry Team: Reaching out in nurture and care for one another as a church family has always been a part of UCG's culture. As we have grown larger in number, the needs have also grown. I have longed to begin a health ministry here—one that is dedicated to meeting the needs of the whole person—physical, psycho-social, and spiritual. There exists a variety of models for this sort of ministry in congregations throughout the country. Because we have such rich human resources in creative volunteers who are willing to provide essential outreach to those undergoing health crises as well as so many healthcare professionals who may lend a hand, it has been my plan to form a team that will serve us in these ways. The Kairos committee for many years has served those in health crises by hospital visitation, phone calls, meal assistance, and coordination of services. Their work will continue in the new vision that launches in April, 2016, and will be part of a new expanded ministry that will touch our congregation in a variety of ways for connection, nurture, and health promotion.

I give thanks to the Beloved One for the wonderful team of colleagues with whom I am privileged to share this work. Andy and Vince are among the finest and most talented of ministers! We three are so blessed to work with our colleagues, Lisa Goldstein, Sara Magnuson, Joe Magnuson, Catherine Cake, and Keri Trosper. For their partnership in this excellent work, and for that of the entire extraordinary congregation that is UCG, I am most grateful.

### **ASSOCIATE MINISTER ~ ANDY BACHMANN**

I would be remiss if I did not begin by offering my thanks and gratitude to my co-workers, who not only enabled me to fully embrace my sabbatical, but who also helped me transition through yet another difficult loss for my family. My cousin, Ross Freeland, was more like a brother to me. He and I grew up together at Camp Highlands, and have been its guiding forces these past few years. His loss is a big one for the Highlands family and for me. But we shall weather on. So thank you to my peers who helped pick up the slack in the holes I left behind during my sabbatical and during my absences for my cousin. And thank you to all of you who have reached out through thoughtful notes and messages. It means the world to me. I am so very lucky to have such a supportive and loving team and family of faith to help see me through.

This past fall, for the second part of my sabbatical experience, I was able to fulfill a lifelong dream to walk the Camino de Santiago across northern Spain. The 500-mile walk was one I will never forget, and the opportunity it allowed for me to reflect, rejuvenate and be inspired was divine (and well timed). I am so grateful to work for a congregation that not only embraces the idea of sabbatical, but encourages it. And though I put it off for three years (due to the Reimer's retirement, the search for Shelly and the transition of her into our team), I don't think it could have come at a better time. Thank you so much for the opportunity! And special thanks to the youth teams, outreach committees and my fellow staff members who made sure our programs continued without a hitch. The journey continues, and the blessings of the Camino are still felt to this day.

While I had intended to ease back a bit with community commitments and work responsibilities, it appears that was not in the cards. I'm quite proud of the great work that has been done by my teams and committees, and also proud of the good work being done in our community on behalf of UCG. This year I continued my role on the board of the Community Weatherization Coalition, and accepted a position as a founding board member for Welcoming Gainesville- an organization that seeks to promote community by reaching out to our immigrant population. We are the first official "Welcoming City" in the state of Florida, partnering with the national organization, "Welcoming America." This is something I think we can all be proud of.

This year through Social Justice we have become the first carbon neutral UCC Congregation in the Florida Conference, and we had a great time planting close to 3000 trees to help with our carbon offsets.

We sponsored 3 letter writing campaigns; one for mental health assistance in the state of Florida, one in opposition to the open-carry legislation that was going through the Florida chamber, one encouraging our Governor to support Medicaid expansion into the state of Florida, and one supporting the non-discrimination lobbying efforts undertaken by our Tally Rally crew. We also created a volunteer opportunity for people to visit the Baker Detention Center, offering a word of hope and comfort to those immigrants who have been incarcerated and await deportation.

Social Justice also was a big supporter of our Racial Disparity conference, and has spawned a new task force specifically focused on addressing racial injustice. Katherine Henderson and Lance Gravlee, our Racial Justice Task Force co-chairs have done an outstanding job raising our congregation's awareness around the issue of racial justice thanks to our all-church read and discussions around the book, "Between the World and Me" by Ta-nehisi Coates.

Compassion in Action successfully transitioned our Angel Gift Marketplace to Rawlings Elementary School, where, working in partnership with the school Social Worker and Principal Burney, our gift market offered brand new gifts at greatly reduced prices to the families at Rawlings. All the money we raised was then gifted to the school for them to use as they saw fit. It was close to \$800.

Reisa George and her mighty Food 4 Kids volunteers also successfully transitioned our backpack program to Rawlings; and while we knew our numbers would be larger, we didn't anticipate that it would have almost triple the participation from our previous work at Duval Elementary. This continues to be an important ministry we offer, and we are so very grateful for your continued support and Reisa and her team's continued vision and leadership.

CIA has also continued the good works done in the community, and once again UCG is the largest giver of food donations to the Gainesville Community Ministry food pantry (with close to one ton of food gifted through our Food First program annually) and to the Gainesville Area A.I.D.S. Project. Well done, UCG!

Family Promise continues to do well in its newly resurrected stage, and that is thanks in large part to the outstanding efforts of our Family Promise Coordinator, Rebecca Beachy. Not only have she and the committee done an excellent job in maintaining our regular hosting of FP, but they have also provided opportunities for us to volunteer and cook meals at Grace Marketplace. Rebecca has also been the guiding force behind the Fundraising Committee of Family Promise. Without her



leadership and dedication, I don't know that Family Promise would be at the healthy place that it is. Thanks, Rebecca!

Our youth programs have also made a successful transition to a new time; much appreciated by parents of middle and high schoolers. Though the Youth United crew will tell you they'd rather be sleeping in on Sunday mornings rather than meeting at the 10:15 am hour, our attendance at both youth groups is close to 15% higher than it has been in years past. Part of this is likely linked to a more convenient time for families to participate, and part is likely due to the outstanding leadership of our youth teams. Rachel Howard, Emily Ott and Yo'quarius Tucker have been outstanding this year; offering great programming like the Teaching Tolerance curriculum, a series on the 5 Love Languages and an upcoming focus on environmental awareness. Our officers have been outstanding as well, with Jonathan LaCombe, Olivia Provost, Nailah Davis, Rachel Stein and Sebastian Seubert leading our groups with vision and inspiration. We have had 11 7<sup>th</sup> and 8<sup>th</sup> graders join the church through our Confirmation program this year, and 11 YU's participated in our Work Tour to New Orleans. Our Mystery Trip was also a great success, with 16 participants on that. We have also bid a fond farewell to Rachel Howard, who has been an outstanding Youth Leaders since I drafted her at her new Members Orientation night for these past 4 years. Emily Ott will transition into the role of High School Youth Leader, and will also take on more leadership as the overseer of both of our youth programs. Yo'quarius Tucker will continue as the Middle School Youth Leader, and we have another potential outstanding leader waiting in the wings; but it would be premature to announce her just yet.

Looking ahead, I'm excited to see what new directions my ministry will take at UCG. Hard to believe it's been 13 years here; but I am continually inspired by our beautiful congregation, and I can't wait to see what bold new directions our new Three-Year Plan will direct us in. Thank you once again for your continued care, concern, love and support.

### **ASSOCIATE MINISTER ~ VINCE AMLIN**

It's incredible to think another year has passed. For me, this one has been measured not just in sermons preached and small groups led, but in bottles fed, and baths given, and hours slept (or not). Integrating my life as a minister into my new life as a father has been challenging and rewarding. I am grateful to the congregation for its support, love, and forbearance in this first year of fatherhood. It has meant that my hours have shifted earlier, and that, as many of you have discovered, I am working from home on Thursdays. It has also meant that I've been leaning on you for prayers and emotional support in the roller coaster of Nola's ongoing health issues. I so appreciate your flexibility, understanding and great care. I certainly haven't mastered parenting, (or pastoring) but our lives are in a much more settled place.

I will avoid recapping everything that happened this year, as I know my board and committee chairs will write about the great work that the groups that I get to resource have accomplished. I do want to highlight a few new and remarkable pieces of our ministry together in the last year:

### **3-Year Plan**

For the second time in my seven years here, I got to participate in the creation of our congregation's three-year plan. This is work that I love, and I was excited to have a role in writing questions for our all-church survey, planning our innovative "Priority Sunday" worship services, and crafting part of what I believe is an inspiring final plan. Our goal in creating this plan was to

increase congregational input at every step during the process, and I think we've done great work in accomplishing that goal. Now it is up to all of us to keep the plan before us and truly let it guide us through the coming years.

### **Including the "T" in LGBTQ**

For the last couple years, our Open and Affirming Ministry Committee has put emphasis on educating ourselves and the congregation about trans\* identities and issues. They have offered seminars from our Georg Vollweiler and Equality Florida's Gina Duncan. They have purchased "All Gender" signs for a few of our restrooms. We have also become the community host for the Transgender Day of Remembrance service each November. This winter we were fortunate as a congregation to have a friend of UCG share his testimony about his transition in worship. Members of our congregation have also been supporting and attending the new TranQuility support group in town. This is an important issue of justice and inclusion, especially with the continued fight about transgender rights both locally and nationally, and I hope we will continue this work.

### **Racial Disparity in Alachua County**

Another new initiative this year was the conference we hosted in March entitled, "Understanding Racial Disparity in Alachua County." This conference was made possible by a generous donation from two church members and through the tireless work of a small committee including Jim and Mary Anne Wagner, Paul and Reisa George, Katherine Henderson, Shelly Wilson, and myself. This weekend conference brought three speakers familiar with the work of combating racial disparity, primarily in Madison, Wisconsin. The conference was very well attended both by the UCG community and the wider community in Gainesville who are involved in this issue. There is lots of follow up work to be done, and this is being taken up by our Social Justice Committee, Racial Justice Taskforce, and others. I am also glad to see racial justice as one of our three areas of focus for social justice as part of our three-year plan.

### **Revitalizing Fellowship Events**

One area that needs attention in the coming year is our all-church fellowship events. Over the past year, getting leaders to step forward to coordinate these events has been a challenge. I'm hopeful that with some new ideas and new structures in place we can continue to offer ways for all of us to gather socially for a good time.

### **Thanks**

I am so grateful to the wonderful people who step forward in leadership each year, and especially this year for my board and committee chairs. Gary Kirkland stepped in to lead the Board of Membership at a moment's notice when our former chair moved away and did a wonderful job of making sure people were welcomed and cared for here. Anne Casella brought her expert organization and meeting-leading skills to the Open and Affirming Committee and even continued to host us for social gatherings at her home! Tricia Gregory and Janet March did a fabulous job at the helm of our Sunday Seminars Committee, providing engaging opportunities to study and discuss with one another. Heather Remer did a victory lap as our returning Small Groups Committee chair; she has done an amazing job of creating that role and putting a new committee on a great footing for the future. Of course I am also grateful for and awed by the leadership of our Moderator Elect, Will Dougherty and our Moderator, Nancy Dana. They are incredible leaders and also beautiful people, which makes it fun to come to meetings. Finally, I feel so lucky to work on a staff of loving and talented people. Thanks to Keri, Summer, Sara, Joe, Catherine, Lisa, Shelly and Andy for everything you do for me and this congregation.

## **ADMINISTRATOR ~ LISA GOLDSTEIN**

June of this year will mark the end of my 10<sup>th</sup> year as the church administrator. As the Administrator, I am the church equivalent of the business manager, responsible for the day to day operations of the church office, the management of computer network, hardware and software applications as well as the coordination of specific church programs. I supervise the administrative assistant, accountant, office assistants and facilities manager. My job also includes coordinating the church operations budget, staff and business insurance, and handling church communications including; the Sunday bulletins, informational emails to church and committee members, website content, podcasting weekly services, editing the monthly church newsletter and the Annual Report. I manage the membership records and I keep an accurate record of our weekly visitors. I am the human resources coordinator, the co-coordinator of the all-church retreat, as well as the back-up accountant.

### **What has happened this year?**

**Culmination of UCG's 50<sup>th</sup> Anniversary Celebration:** After the publication of last year's Annual Report in May, UCG's 50<sup>th</sup> Anniversary celebration continued with regular installments of "50 Years of UCG History" published in the newsletter, the 50<sup>th</sup> Anniversary Endowment Campaign, the release of the book "United Church of Gainesville: Celebrating 50 years- 1965-2015," and ending with our 50<sup>th</sup> Anniversary celebration at Church on the Prairie in November. Also as part of the 50<sup>th</sup> anniversary, several of our members with a background in archiving came together to locate and process archival materials of UCG, thus preserving the important and rich history of the church. During all of this, the administrative staff continually worked behind the scenes to help support all of these wonderful celebrations.

**Staff:** I am happy to announce that overall, our excellent team has remained stable and intact. Late summer saw a transition in our Sunday morning administrative assistant, as first Jackie Nettles left to take a full-time job and then Kirsten Dana, who filled in for the summer, returned to school. At this time, we hired Susan Austin as our permanent Sunday morning staff person.

**Facilities:** Facilities wise, no room renovation projects occurred last year, however, we did re-roof the Sanctuary and Chapel, as well as replace our children's play structure with a stronger, safer model. The playground structure was funded with our annual endowment draw and the roof was funded by the mortgage refinance which completed at the end of 2015.

**Retreat:** This year was our fifth All Church Retreat at Warren Willis Camp in Fruitland Park. As my expanded responsibilities continue to include the oversight of child care and children's programs coordination, as well as registration, Friday check-in, lodging, food service, t shirts, and finances, I want to thank the Retreat Committee for all of their hard work and dedication to this wonderful weekend, Vince Amlin for being a great co-coordinator and of course, Sara Magnuson and Joe Magnuson for all of their behind the scenes help. Retreat is something I truly love to help plan and attend.

**Technology:** 2015 saw the release of our newly designed, updated website which includes a weekly blog by our ministers, written and audio versions of the sermons, weekly schedule updates, beautiful photos and smooth, intuitive navigation. All of this updated technology has allowed us to move to a totally electronic newsletter and we continue with our online giving, which is very popular. And finally, after four years of faithful service, our copier decided it was done. The good news is we have gone to a better copier, with more capability, for less money.

**Human Resources:** With staff health care costs increasing annually at an unmanageable pace, one of my goals this past year was to procure a group health insurance plan that was both equitable for the staff and financially sustainable for the church. After much research, beginning last September a group policy was established which will help control the pace at which the costs climb, while offering equal coverage to staff members.

I love my job, and this past year has been filled with hard work and many accomplishments, which I find very fulfilling. The year also brought some challenges as my sister and my mom are both dealing with significant health issues. But as always, my kind and supportive UCG family has been here, offering support and love when it is needed most. I thank Shelly, Vince, Andy, Sara, Joe, Catherine, Keri and Susan for being the greatest co-workers and friends.

### **MODERATOR ~ NANCY DANA**

When I stepped into the role of moderator last May, we were finishing up a wonderful celebration of UCG's first 50 years. In the year I served as moderator, a slogan guided the work we did with and for one another-- *Strategic and Creative Leadership: Launching the Next UCG 50*. It has been my great joy and honor to serve as moderator this past year as we worked together as a congregation to creatively and strategically lead UCG into its next 50 years.

Regarding creative leadership, this past year included the introduction of some creative strategies into our congregational work with one another used to reflect on how we work together as well as where we hope to head in the future.

The first creative strategy employed this past year was an activity called "Compass Points" that we engaged in as a Council at the May Leadership Summit and again at the August All-Board Kick-Off with over 100 members of the congregation who served on boards and committees this past year ([http://schoolreforminitiative.org/doc/compass\\_points.pdf](http://schoolreforminitiative.org/doc/compass_points.pdf)). Similar to the Myers-Briggs personality inventory, the activity involved each of us reflecting on our preferences for the ways we function within a group, and how those preferences might affect our work on Council, Boards, and Committees. After hearing a description of four "compass points" that describe our preferences for work in a group, we gathered together with others who had selected our same compass point:

- "North" - characterized by acting – people who like to "plunge in,"
- "South" – characterized by caring – people who like to know that everyone's feelings have been taken into consideration and all voices are heard before acting on anything,
- "East" – characterized by speculating – people who like to look at the big picture and all possibilities before acting, and
- "West" – characterized by paying attention to detail – people who like to know the who, what, when, where and why before acting.

We then discussed the strengths and limitations of our own styles, the style we thought was most difficult to work with, what people from the other styles needed to know about us so we can work effectively together, and what we valued about the other three styles.

Through discussion, we reflected on the need for all styles or "directions" in any group of people to be able to accomplish the work of the group and help the group reach its full potential. This activity set the tone for all boards, committees, and Council to appreciate each individual's work style within a group, and subsequently, work well together as a group throughout the church year. This, in turn, enhanced the ways we were able to be strategic in our work.

The second creative strategy we employed this past year was an activity called “Chalk Talk” ([http://schoolreforminitiative.org/doc/chalk\\_talk.pdf](http://schoolreforminitiative.org/doc/chalk_talk.pdf)). A “chalk talk” is a silent conversation that takes place on paper as participants in the conversation reflect on a central question by writing their responses in concept-map fashion on large sheets of newsprint. We employed this strategy at the August All-Board Kick-Off in groups of 8 – 10 people in response to the following question:

*What potential impacts (physical, spiritual, economic, organizational, etc.) do you hope your board’s work will have on your life, UCG, and the community?*

Vince analyzed the responses to these chalk talks and shared them in a sermon, and Council returned to these chalk talks half way through the church program year at our January meeting as a means to reflect on the ways our board and committee work was unfolding in relationship to the hopes we voiced for the impact of our work at the start of the year.

We also employed the chalk talk strategy for a new approach to Priority Sunday as a part of UCG’s three-year planning process. In January, we engaged in a creative worship service where congregational members participated in a series of three chalk talks related to each of three priorities that were distilled from responses to the 3-Year Planning Survey completed in the fall. The Congregational Minister Review Board (CMRB) collected and analyzed the chalk talks and used them to write UCG’s next Three-Year Plan. Both the Compass Points and Chalk Talk activities helped us all be creative in our leadership efforts as we launched into the next 50 years of UCG work and life as a congregation.

Regarding strategic leadership, the crafting of the next Three-Year plan with increased input and participation by all is something I believe will set UCG on a great path ahead as we strategically live out the priorities we have voiced for ourselves and for the church. In addition, at Council this year, we put a few processes into place that helped us be strategic in our discussions and decision-making processes.

For example, we created a calendar of all regularly occurring UCG fund-raising events during the year that Council must approve and approved them all at the start of the year, rather than individually each month. This helped us create a “big picture” view of fundraising efforts so as we voted on any additional fundraising opportunities that arose during the year, we could make our decisions in a more informed way assuring that there weren’t too many fundraising activities happening at one time. We reorganized the Blue Council notebooks that serve as a resource for Council so that all of the UCG policies that have been written and adopted over the years were organized by topic, making the Council notebook more user-friendly. We also considered updating of the by-laws related to voting of Council members, which led to the adoption of a process for regular review of the by-laws: By-laws will be examined and updated during the first year of every three-year plan. We also reviewed the “rhythm” of the church calendar year from Time and Talent Sunday in March through the All Board Kick-Off in August so we can become more strategic in the orientation of new board and committee members into the work of the church. As a result of this work, Shelly created a great PowerPoint as a resource for Board/Committee Chairs to ensure new members are warmly welcomed and integrated into the ongoing work of each group.

Finally, this past year, we focused on increasing our communication and the visibility of leadership work. A new newsletter column was introduced called “Council Corner” that provided updates on the work of Council. In addition, Council was introduced at the Fall congregational meeting and played a more visible role in the organization and delivery of each congregational meeting in October, January, and May.

It was a busy and productive year for Church Council. I want to thank all members of this year's Council for their hard work in both leading the work of their boards and committees and serving as a member of Council: **Vince Amlin** (Minister), **Andy Bachmann** (Minister), **Rebecca Beachy** (Family Promise), **Sanford Berg** (Endowment), **Anne Casella** (Open and Affirming), **Tom Dana** (Board of Business), **Will Dougherty** (Moderator-Elect), **Dick Elkins** (Council Member At Large), **John Eyler** (Congregation Ministry Review Board), **Kathy Funke** (Lively Arts), **Tricia Gregory** (Sunday Seminar Committee), **Shelby Havens** (Board of Parish Ministry), **Rachel Howard** (Youth Programs), **Gary Kirkland** (Board of Membership), **Janet March** (Board of Adult Programs), **Lizzi Nehls** (Council Member At Large), **Hannah Norton** (Social Justice), **Steve Pennypacker** (Board of Business), **Pam Smith** (Compassion in Action), **Marthe Walters** (Board of Children's Ministry), **Kitty Williams** (Clerk), and **Shelly Wilson** (Minister).

In addition, a special extra thanks to the members of Council Exec (Lizzi, Dick, Will, Shelly, Vince and Andy) who met with me the first Wednesday of every month to plan for Council meetings and work on other overarching business matters needed to keep UCG running smoothly. Thanks also to **Sara Magnuson** and **Lisa Goldstein** who provided amazing support in all matters related to the work of serving in the moderator role.

Finally, a special extra, extra thanks to our ministers, Shelly, Andy, and Vince. Working alongside them this year has been an incredible learning experience for me and I am honored to have shared a year focusing on the work of the church with these three extraordinary people. Of course I knew they were hard working and gifted ministers before I stepped into the role of moderator and greatly admired each one of them, but in serving in the role of moderator, my eyes were opened even wider to how fortunate we are at UCG to be served by this ministerial team.

As UCG launches into its next 50 years, the future is bright indeed!

### **MODERATOR – ELECT ~ WILL DOUGHERTY**

My year as Moderator-Elect was full of personal ups and downs. The illness and passing of my mother affected me deeply and I was not fully 'here' for most of 2015. Fortunately, I had the pleasure of shadowing Moderator Nancy Dana which best prepared me for my work in the coming year. Nancy is such a class act and so qualified. I feel that I did learn a lot about the UCG Church processes, the yearly schedule, and the expectations of the role as Moderator. I am also extremely happy to work closely with the entire ministerial staff.

I attended and participated in meetings each month. In addition to participation in Council Exec, CMRB, and Council, I oversaw the Time and Talent Sunday. I had the pleasure of welcoming new members to the church twice, which is usually a Moderator duty. I was also able to welcome the confirmation class as new members to the church. In order to help ease the concerns of the time change between services, I helped organize and plan the Fellowship Sundays. Another highlight of the year was attending the UCC Florida Conference Spring Gathering in Miami, FL.

I look forward to my year as Moderator. A goal for the year will be to completely read, check, and possibly update the UCG blue council notebook. In this past year, Council Exec found inconsistencies, and outdated information that needs to be fixed. The goal is to have the fixes ready for the beginning of the 2017-2018 UCG Church year.

## **CLERK ~ KITTY WILLIAMS**

As Council Clerk, I take minutes at meetings of Church Council and the Congregational Meetings. I try to do this accurately and to have the written minutes completed in a timely manner. This year, I have tried to make minutes of the Congregational Meetings readily available to all UCG members. I have also used Power Point to streamline presentation of the minutes at the next Congregational Meeting.

## **COUNCIL MEMBERS – AT – LARGE**

### **DICK ELKINS**

The UCG Bylaws state that the Council Member-at-Large does not have specific responsibilities, functions, duties or obligations, but only that we are to represent the entire UCG congregation and carry out any duties that are assigned.

During my first year, I was approached by UCG members on a few occasions to explain how the church operates from a governance standpoint and to address questions, especially about the change in the Sunday morning schedule. I also participated in re-writing the procedures for voting as it relates to the election of the Moderator Elect for 2016/2017 I also, together with Lizzi Nehls, chaired the nominating committee to select the Moderator Elect for 2016/2017.

My primary responsibility was to attend the monthly Council Exec meetings and the monthly Church Council meetings. I participated in discussions regarding planning, procedures and any other issues that came before Council Exec.

### **LIZZI NEHLS**

The basic responsibilities for this position include representing the congregation at Council Executive and Church Council Meetings, as well as assuming other duties as assigned by the Moderator.

My main goals were to assist the Moderator and the Ministers in keeping in touch with the needs of the congregation. Specifically, I assisted in facilitating in the successful running of the Leadership Summit, All Board Kick-Off and Time and Talent Fair. I also led time for sharing and prayer during a few Sunday services.

## **LIBRARIAN ~ BECKY JOHNSON**

The major responsibilities are to buy books, maintain the shelves and checkout system and help people find materials they are looking for.

# ANNUAL UCG RETREAT

"Be \_\_\_"

April 15-17, 2016

Warren Willis Camp, Fruitland Park, FL

## 2016 Retreat Committee

**Coordinators:** Vince Amlin & Lisa Goldstein

**Registration:** Julie Anspach, Sally Simonis, Donn Smith

**Check-in:** Barbara Gibbs

**Family Orientation:** Tammy Herchel

**Adult Programs and Recreation:** Jackie Davis, Chair; Sally Kimberly, Anne Casella, Akilah Brown, Doug Kiker

**Youth Program:** Andy Bachmann, Yo'Quarius Tucker, Abby Johnson Hooker

**Elementary School Program:** Christine Denny

**Preschool Program - 3 & 4 & 5 year olds:** Jean Epling

### Childcare

**Babies - 2 Year Olds:** Shay Huddleston

**Elementary School:** Caitlyn Ruegger

**Liaison:** Summer Hartley

**Variety Show Coordinator:** Allison LeBaron

**Sound System:** Steve Bates, David Dick

**Adult Snack Coordinators:** Sue Hartman, Salina Briseno, Doug Kiker

**Lifeguard Liaison:** Will Dougherty

**On-Site Liaison with Camp:** Sam Harris

**Logo Design:** Heather Remer

## MEMBERSHIP REPORT

**Membership as of May 1, 2015 - 697**

New Members - 39

Reactivated Members - 0

**Total added - 39**

Moved out of town - 10

Removed by Request - 8

Placed on Inactive Roll - 10

Deaths - 3

**Total lost - 31**

**Membership as of April 30, 2016 -705**

<b>Baptisms:</b>	Elizabeth Catherine Poe	October 11, 2015
	Beatrice Grace Poe	October 11, 2015
	Alice Ann Hill	December 20, 2015
	Pepper Durant	March 27, 2016
	Kirk Durant	March 27, 2016
	Ian Ragsdale	April 10, 2016
	Xander Kiker	April 10, 2016
	Tesslyn Dahl	April 10, 2016
	Jhett Hill	April 10, 2016



<b>Marriages:</b>	Melissa Kapp & Casey Dana	May 9, 2015
	Kathy Carroll & Nicole Provost	July 25, 2015
	Roberta Pedersen & MJ Eckford	August 22, 2015
	Sarah Evans & Neil Lorenzini	September 26, 2015
	Melvin Lopez & Donn Smith	October 10, 2015
	Jose Jaimes & Chime Swetland	October 30, 2015
	Kristen Stone & Jasmine Angelini-Knoll	December 19, 2015
	Doug Richey & Alexis Rodriguez	December 19, 2015
	Arwynn Collins & Holly Collins	March 14, 2016
	Brandon Telg & Lindsey Dhans	March 26, 2016

<b>Deaths:</b>	Ruth Henderson	June 7, 2015
	Rob Hopkins	August 17, 2015
	Allen Kalishman	October 22, 2015
	Dorothy Kowica	November 22, 2015

## II. BOARD, COMMITTEE, AND TASK FORCE REPORTS

### BOARD OF ADULT PROGRAMS - SEMINAR COMMITTEE

**Chairs:** Tricia Gregory & Janet March

**Members:** Patricia Gregory, Janet March, Fred Gregory, Sally Kimberly, Susan Cary, Ron Nutter, Mary Nutter, Jim Archer

**Staff Resource:** Vince Amlin

#### Responsibilities

The goal of our committee is to provide opportunities for enrichment and connection by offering seminars that contribute to the spiritual, personal family, and intellectual growth.

#### Accomplishments and Challenges of this year

This was learning year for the seminar committee. Our name was changed from the Board of Adult Programs to the Seminar Committee to more accurately reflect our mission. We were able to provide a number of varied and well-attended seminars, however, we encountered a number of challenges, we worked with a small committee due to attrition and illness. We found that members of the congregation were still unclear about seminar time and that the between service events posed some conflicts. We worked on possible solutions and at the last council meeting, it was decided that all between service events should be reported to the seminar committee and get approval from Sara, since she assigned the rooms. We are very optimistic that the issues we have encountered this year have been dealt with, will allow the next committee to continue and improve on offering seminars meaningful to our congregation.

### BOARD OF ADULT PROGRAMS - SMALL GROUPS COMMITTEE

**Chair:** Heather Remer

**Staff Resource:** Vince Amlin

**Members:** Keith Berg, Doris Harvey, Faye Robinson, Katherine Henderson, Lauren Dean, Maureen Cox, Susan Austin

**Responsibilities:** To provide UCG members and visitors with opportunities for connection, education, and spiritual growth through study, service, sharing, and fellowship in small group settings by:

- Recruiting and assisting leaders for 30-40 different groups each semester (twice a year). Creating pathways for the congregation to register for these groups. This includes soliciting and editing group descriptions and details.
- Promoting small groups to members and visitors of UCG through our newsletter, bulletin, etc.
- Coordinating with church office staff to ensure that space is available for each group and all groups are on the calendar.
- Following up with group leaders about their experiences.
- Assessing the health and effectiveness of the small groups program at UCG and look for ways to improve and new opportunities to take advantage of

**Goals:**

Our main goal was to maintain a high # of offerings spread across our designated areas of focus:

Spiritual Exploration, Personal Growth, Service Groups, Fellowship (including book groups.) We did well in pulling together a diverse list of offerings and our process for gathering the information continues to become more streamlined. We have a good system in place. We could do better in creating a more balanced list of offerings (historically every other semester seems to be light on service groups) and we need to find a way to get people to follow through on attending the groups they sign up for.

**Suggestions:**

- Address paper registration. We need to make registration easier – at a minimum, provide an online option for registration (if not eliminating paper registration all together) – in a manner that does not overtax church staff. Tracy Bachman has some good suggestions in this area.
- Find a way to stress the importance of following through on attendance. Many people register and don't show/cancel at the last minute/ show up inconsistently. This is disrespectful and disappointing to the group leaders who are volunteering their time and talents. I think this should be addressed from multiple angles (announcements during service/newsletter/ and registration booklet).
- Find ways to make the meetings fun! (snacks are always good)

**BOARD OF BUSINESS**

**Co - Chairs:** Tom Dana & Steve Pennypacker

**Staff Resource Person:** Shelly Wilson

**Members:** Tom Dana, Steve Pennypacker, Robert Sammel, Marianne Schmink, Karen Neiderkor, Lola Yousey, Peter Prugh, Alan Hill

**Accomplishments**

During this year, the Board of Business had two major accomplishments. First, a group health insurance plan for all UCG employees was obtained. This has allowed dedicated UCG employees to have access to health insurance that was not previously affordable through individual coverage. Second, the mortgage for the church was refinanced to a fixed ten year mortgage. With interest rates the lowest they have been in decades and with a balloon payment due on the previous mortgage, it made fiscal sense to refinance so that the full principal amount will be retired in ten years.

Other accomplishments include putting a new roof on the sanctuary, a new playground structure for the older children, and modest raises to address pay inequities for staff. Finally, the designated funds were analyzed to identify those that have not been used, were otherwise unrestricted, and could be moved to cover other expenditures.

### **Celebrate good things and reflect on failings**

In order to achieve the goals of health insurance and a ten - year mortgage, a supplemental pledge campaign was necessary. Coupled with some long time generous pledging families moving out of Gainesville, cobbling together a balanced budget took creativity, tough decisions, and leadership. Tom Dana and Shelly Wilson deserve great thanks, as well as the BoB, for their tireless efforts to make this happen. Ultimately, the congregation came through and the year looks to be off to a sound start. The physical health of the staff should be improved and the spiritual health of the church as a whole will be uplifted as the mortgage grows smaller each year to be paid off in 2026.

Of utmost importance to the Board of Business is the front office staff who are diligent in their management and gentle in their guidance. Catherine Cake is extraordinary in her attention to detail and foresight in responding to trends. Lisa Goldstein has institutional knowledge that cannot be replaced. We are blessed to have them.

## **ENDOWMENT COMMITTEE**

**Chair:** Sanford Berg

**Staff Resource:** Shelly Wilson

**Members:** Allan March, Bill Hoppe, Peggy Mixon, Carla Summers, Rick Johnson, Andy Ingram, Kaydie Vistelle, Tony Miller, Sanford Berg, Karen Johnson

**Endowment Committee:** This year has been an eventful one—with the 50<sup>th</sup> Anniversary Endowment expanded by \$25,000 through one-time donations. Another focus has been on bringing our Operating Procedures up to date. We have also promoted the inclusion of UCG in member financial planning documents (including wills) and gathered information about the number of people who have already done so. The New Three Year Survey had a question about this, providing information regarding the number (but not the names) of the members who have included UCG in their wills. Based on other surveys, we now know that fifty families have included the UCG Endowment in their wills. As part of educational function we had one seminar featuring Reverend Donald Stoner, a UCC expert on planned giving. This year, we publicized projects funded by Endowment in Newsletter articles: for 2015-16, the Endowment provided funds to improve the sound system in the sanctuary: \$9283.00. As of December 31, 2015, the Endowment Fund had a valuation of \$199,435. *Where there's a will . . . there's a way . . . to build strong foundations for future UCG initiatives.*

## **BOARD OF CHILDREN'S MINISTRY**

**Chairperson:** Marthe Walters

**Staff Resource:** Shelly Wilson

**Members:** Keri Trosper (children's program director), Summer Hartley (childcare coordinator), Shay Smith (nursery director), Tom Bittikofer, Linda Dahl, Christine Engels, Sarah Fitzpatrick, Beth Hinrichs, Tanja Philhower, Lauren Poe

**Responsibilities:** We are in the business of providing spiritually based programs that connect and support the younger children of UCG and their families.

**Goals:**

- 1. Provide opportunities for children at UCG to learn about the social justice work UCG currently does and become engaged as appropriate.** Keri Trospen (children’s program director) had the brilliant idea of highlighting three ways UCG is involved in social justice work during two scheduled United Tribes activity-time Sundays in January and February. We also spent a lot of time discussing the best ways to involve children in hands-on social justice work. This groundwork will help us out enormously next year as we put our brainstorming into action.
- 2. Support spiritual family life.** The events BCM puts on throughout the year help children and their families celebrate holidays and participate in the life of the church. The Christmas craft fair and Christmas pageant were especially successful this year. Coming up, the children’s sabbath on May 22nd will give children the chance to participate more fully in a worship service and will be followed by an all-family gathering.

**Highlights:**

- Our board pushed into new territory this year by questioning how we can incorporate social justice learning and service into our calendar of events. The two social justice Sundays (focusing on Family Promise and the Racial Justice Task Force) are bright spots that were underpinned by hours of brainstorming. We will continue to increase our focus on social justice during the next year.
- BCM, Keri Trospen, Summer Hartley (childcare coordinator), and Shay Smith (nursery director) took steps to improve communication with parents, including visitors. A children’s program “welcome packet” (including welcome letters from United Tribes [Keri Trospen], activity time [Summer Hartley], and the nursery [Shay Smith], and a registration form) was put on the website and in hard copy in the church office. We also began discussing a potential presentation given by Keri Trospen and Andy Bachmann that would explain to parents the life of a child at the church, from nursery through high school graduation.

**Potential Goals for Next Year:**

- 1. Social justice:** Determine appropriate service opportunities for children and implement them at least twice during the year.
- 2. Work with other boards:** Brainstorm ways children can help out with the work of other boards and committees.
- 3. Reconvene the playground subgroup:** BCM has a small playground fund to add activities and/or complementary structures to the playground. Ideas have included a garden, prayer wall, art house, temporary play areas (i.e., labyrinth, 3-D art construction, etc.).

**Suggestions or recommendations:**

- Over-communicate about events, especially when the point person may not be in attendance.

**BOARD OF MEMBERSHIP**

**Co-Chairs:** - Gary Kirkland

**Staff Resource:** Vince Amlin

**Members:** Amy Vollmer, Anne Longley, Jan Adkins, Jerry Steinberg, Karen Archer, Karin Polifko, Kitty Williams, Nancy Ryan, Nettie Maguire, Tom Miller.

## **Responsibilities:**

Welcoming visitors and new members by introducing them to UCG and helping with integration into the church community through such means as:

- Managing and directing the greeting and welcoming process
- Hosting events that stimulate interest in joining, while sharing information about the church with potential new members
- Assisting with new member Sunday activities
- Participating in the new member integration plan
- Participating with the contact person process to assist in the integration

## **Goals for 2015-2016:**

- Work with Vince in helping to streamline the new member orientation program
- Work with Vince in helping to streamline new member Sunday
- Find an alternative to Sign-Up Genius

## **Highlights:**

The teamwork of this board was amazing, and the care and enthusiasm members put into greeting each Sunday played an important role in two large joining groups for the fall and winter new member Sundays. The emails and letters sent by members of the greeting team to every first-time visitor added a personal touch and were good ways to follow-up on any questions and concerns. The notes received in reply from these visitors demonstrated just how often visitors were touched by this step.

One of the challenges this year also turned out to be a highlight. The early departure of Chairman Gregg Ritter because of his move to Oregon brought the group together to support the new chair and keep all activities running smoothly. The group was especially successful staffing the table at Time and Talent Sunday, recruiting new members who represent the diversity of UCG, both newly-joined members and long-time members. We were also successful in getting a good mix of introverts and extroverts that can be sensitive to the many kinds of visitors who come through our doors.

One of the biggest problems was also solved by the skills of the incoming chair. Difficulties with the Sign-Up Genius presented a challenge to many of the members, particularly the chair. Donn Smith was able to switch the group to VolunteerSpot, which seems to be more intuitive and user-friendly.

## **Moving Forward:**

The board will be able to use feedback from questions on the all-church survey to prioritize next year's activities.

## **KAIROS TEAM**

**Coordinator:** Lois McNamara

**Staff Resource:** Shelly Wilson

The Kairos committee of UCG is made up of volunteers who call upon people in crisis or transition to provide an extra measure of care and concern. Typical Kairos contacts may be visiting someone in a hospital or nursing home, a phone call, a card, a meeting at coffee hour or even lunch.

## BOARD OF OUTREACH

### COMPASSION IN ACTION

**Chair:** Pam Smith

**Staff Resource:** Andy Bachmann

**Members:** Betsy Filippi, Doug Whalen, Carol Barron, Darren Burgess, Helda Montero, Margaret Johnston, Jill Ragsdale, Kimberly McCollough, Jackie Trudeau, Eileen Dehouske, Mary Crummer, Jack Nettles, Jessica Elkins, Martina Murphy, Lynda Spence, Dotty Faibisy

The Compassion in Action Committee (CIA) is the benevolent arm of the United Church of Gainesville. This committee facilitates the church's charitable giving. We plan events and projects that funnel money and goods from our congregation to persons in need---both in our community and in the Third World.

Our projects in the past year have been:

- 1) Food First---each month we collected between 150 and 350 lbs of food to give to the food bins at Gainesville Community Ministry. UCG continues to be one of their largest contributors.
- 2) Christmas Mini Grants---we gave \$2000 in grants this year. It was divided among 14 families who were all recommended by UCG members.
- 3) Rawlings Elementary School Christmas Gift Market---we moved to Rawlings this year from Duval Elementary because Duval Elementary shut down. Rawlings provided us with a classroom in which to set up our market. We did the market on a school day instead of the week-end and we coordinated the market with a children's Christmas performance so that more parents would already be at school and would therefore have an easier time coming to the market. Teachers and staff all were very supportive and excited and asked to bring their classrooms to the market so that the children would go tell their parents about it. We added sleepwear this year. The market was hugely successful. The gifts were priced from \$2 to \$5. We netted close to \$800 which we gave to the school for a parent emergency fund. We gave the toys and sleepwear that were left over to ACORN clinic who had asked us to do so.
- 4) Oxfam---We again reached our goal of raising \$5000 for an international Oxfam program. About \$200 of that came from our CIA funds, the rest was from direct contributions from UCG members.
- 5) Gainesville HIV/AIDS Project---we gathered many, many pounds of essentials to be distributed to people in our community living with HIV, who cannot afford to buy personal hygiene basics that are not covered by food stamps. We continue to be the largest contributor to this project.
- 6) Stuffed Christmas Socks for the Homeless citizens---we gave 200 stuffed socks this year to GRACE Marketplace to be distributed to the people at their center.
- 7) Dinner at St Francis House---we are going the first of May this year---no report yet.
- 8) Food 4 Kids – Last year, UCG's Food 4 Kids program moved to Rawlings Elementary School and the enrollment went from 60 to 160 children. At Rawlings virtually 100% of the children live in poverty and our program averaged over 95 children in 60 families weekly. At the end of the year, we estimate that we sent home over 21,500 modest meals and snacks.

## **FAMILY PROMISE**

**Chair:** Rebecca Beachy

**Staff Resource:** Andy Bachmann

**Members:** Dawn Beachy, Anne Casella, Beth Hinrichs, Jean Epling, Andrew Ragsdale, Kitty Williams, Jane Emmeree, Kandy Penner, JoAnna Camper, Janet Jackson, Isabelle Winzeler, Rebecca Beachy

2015 was a productive year for our group:

- We coordinated 4 dinners (close to 800 meals) at Grace Marketplace
- We helped re-open Family Promise after closing for a year
- UCG's Dads in Plaid team won the 1<sup>st</sup> Annual Bed Race supporting Family Promise of Gainesville and are defending their title in the 2016 race
- We hosted Family Promise guests for two weeks (80+ bed nights, 250+ meals). For the 2016 calendar year, we will have our regularly committed 4 hosting weeks.

## **SOCIAL JUSTICE COMMITTEE**

**Chair:** Hannah Norton

**Members:** Nurallah Briseno, Sally Chesrown, Tony Delisle, Shanna Johnson, Joanne LaFramenta, Candice King, Jenna White, Flo Turcotte, Don Fitzpatrick, Judy Broward, Tammy Herchel, Martina Murphy, Megan Culligan, Irma McLaughlin, Christa Ochoa, Jenny Seltzer

No Report Available.

## **RACIAL JUSTICE TASK FORCE**

**Co - Chairs:** Katherine Henderson & Lance Gravlee

**Staff Resource:** Andy Bachmann

**Members:** Isabel Coutts, Jackie Davis, Betsy Dodd, Mary Fukuyama, Stefanie Gay, Lance Gravlee, Sue Hartman, Sue Hatch, Katherine Henderson, Joanne LaFramenta, Mary Mann, Pat Morse, Phoebe Papadi, Gwendolyn Zoharah Simmons, Suzanne Stapleton, Flo Turcotte, Shelly Wilson

The UCG Racial Justice Task Force was formed over the summer of 2015 and has been meeting bi-monthly over the past year. Co-Chaired by Katherine Henderson and Lance Gravlee, this task force is a sub-committee of the Social Justice Committee, supported by Andy Bachmann.

Our first phase of activity, which will continue into the next year, is focused on "Naming and Claiming" racism and racial bias as it exists in our own minds, hearts, lives and communities. We began by working through the congregational self-assessment in the UCC resource guide "Sacred Conversation on Race." In this process we learned and affirmed that:

- It is easy for us to believe that our "progressive" mindset means that we are "past the problem" of racism ourselves. This assumption creates resistance to fully exploring and understanding the problems of racial bias, systemic racism, institutionalized racism, etc.
- Sometimes resistance looks like distancing or shifting focus to other problems or types of oppression. If we identify as White, we can consider the role of "White fragility" in our resistance to discussions about race and racism.

- We must listen to, and honor, the feelings of anger and pain in those who have been the targets of racism. And we must listen to, and honor, the feelings of shame, fear, and grief in those who are waking up to the realities of racism and race-based oppression.
- The tension between the need for introspection/education and our desire for outward-focused action is ever present. We need to understand systemic racism and our own biases and privilege(s) in order to inform any action toward racial justice. Listening to people of color and educating our own congregation are also powerful forms of action. [SEP]
- In any action or intervention, we need to consider how our guilt may be playing a role, and how we can interact with oppressed individuals and communities while honoring the dignity of all involved.

During the 2015-2016 year the task force brought this Sacred Conversation to life in the broader congregation through a series of well-attended activities including:

- Guest sermon by Katherine Henderson.
- Sunday seminars by Larry Reimer and Lance Gravlee.
- United Tribes activity based on the Dr. Seuss book The Sneetches.
- All-Church Read of Ta-Nehisi Coates' Between the World and Me, with a UCG Reader's Guide written by the task force Co-Chairs. Programming included a four-session small group led by Jackie Davis and Lance Gravlee, a discussion group at retreat, and a four-session Coffee Talk series between Sunday services at UCG.

Our members were also active in organizing and facilitating the Symposium on Racial Disparity in Alachua County, held at UCG in March. The task force and ministerial team continue to build relationships and support next steps, including a proposed community asset party to connect and celebrate the many groups who have been working toward racial justice in Alachua County.

The UCG Racial Justice Task Force seeks to draw us together in creative maladjustment to the racial inequalities of our time. We invite you to join us, and thank you for opening your hearts to this journey.

## **BOARD OF PARISH MINISTRY**

**Chairperson:** Shelby Havens

**Staff Resource:** Shelly Wilson

**Members:** Ann Gill, Anne Seraphine, Elizabeth Franco, Jane Emmeree, Claudia Connelly, Kristin Larsen, Peggy Bowie, Ruth Segal, Keith Kelly, Christoph Seubert, Sally Simonis, Libby Dunn, Taylor Kincaid, Mary Fukuyama.

### **Responsibilities:**

The Board of Parish Ministry contributes to the creation of worship with the awareness of the diverse spiritual needs of the congregation, prepares the space and elements, and responds to the synergistic needs of the ministers and the congregation.

### **Goals:**

The BPM assist the ministers through the following worship-related periodic tasks and on-going activities including:

- Communion Supplies
- Taize Blocks



- Maundy Thursday Service
- Easter Flowers
- Christmas Decorations
- Labyrinth
- BPM Sunday Services
- Compensation Committee
- Lively Arts / BPM Liaison
- Thank you notes for speakers

### **What went well:**

Attendance continued to be good at the BPM lay-led services, and favorable feedback was received concerning the worship themes, music, and delivery. Participation was good at the annual after-Christmas potluck brunch following the BPM Sunday service on December 27, 2015 and everyone enjoyed the food and fellowship. The Christmas Decorations committee was energetic and well-organized, and made the church campus beautiful and joyous for the holidays.

The Communion Committee was very successful at recruiting a large team of communion servers and providing orientation for them. The Taize Blocks Team did a great job of constructing the wall on the stage for Lent, and the Easter Flowers Committee provided a lovely fresh floral display for the Easter Sunday services.

The BPM ring binders were updated to reflect current information and procedures, and a project was done that photographed and cataloged the UCG banner collection. A highly-informative, detailed report about the banners was written and forwarded to the church office. The Labyrinth Committee attended a workshop to learn about installing and storing the labyrinth, which was donated to UCG by its previous owners this year.

The BPM took on the duty of sweeping the walkway in front of the sanctuary on Sunday mornings, and a push broom was purchased which is stored in the closet in Seminar A. Some border grass was planted along the walkway to help cut down on leaves being blown onto the walkway on windy days.

We had enthusiastic participation at the monthly BPM meetings (with a spiritual focus, snacks, and beverages at each meeting), great teamwork, and exceptional organizational skills and creativity in planning and carrying out our duties throughout the year. A potluck dinner for BPM was held in October, 2015 at the home of Sally Simonis. The BPM chair elect, Ruth Segal, served on the UCG Compensation Committee in August, 2015. BPM chair Shelby Havens attended the monthly meetings of the Church Council.

### **Suggestions:**

Continue to support the UCG ministers by:

- Helping with UCG traditions (supporting old and new traditions), working to discern what is most important to the congregation, being open and responsive to questions and concerns, and being available to help meet the needs of the ministers.
- Continuing to develop speaker and resource lists to support worship.
- Focus on leadership development and support the chair elect by passing on knowledge and institutional memory of BPM roles and duties.
- Foster good communication, teamwork, and fellowship within the BPM.
- Actively work to recruit new BPM members at annual Time and Talent Fair to replace retiring members.

## **LIVELY ARTS PROGRAM**

Kathryn "Kathy" Funke, Lively Arts Coordinator  
Wayne Nagy, Sound/Technical Support  
Tané DeKrey, Adult Choir Director/Accompanist, Youth Choir Director/Accompanist  
Keri Trooper, Children's Choir Director  
Mark Burlingame, Coordinator Brass Ensembles  
Star Bradbury, Sandy Reimer, Jenny Hill, Liturgical Dance Coordinators  
Heidi Stein, Coordinator Art in the Library  
Lizzi Nehls, Production Assistant, Lessons & Carols

**The basic responsibilities** of the Lively Arts position are to provide coordination for the visual and performing arts within our church community. The responsibilities include piano and instrumental accompaniment for weekly church services, as well as accompaniment for the All Saints, Christmas Eve, Ash Wednesday, and Maundy Thursday services. This coordination extends to the Adult Choir, the Children's Choir, to Youth Choir, and soloists or vocal ensembles. Additional responsibilities include selection of a coordinators for the visual arts display in the UCG Library, for liturgical dance, and for brass ensembles.

### **Main Goals for 2015-16**

Development of a choir brochure to promote choir participation. The brochure covered the FAQs about choir. It was used to promote choir to New Members and to promote choir during the Time and Talent Fair. Coordinate with Lizzi Nehls and Andy Bachmann regarding the replacement or refurbishing of the body microphones in use for UCG worship services. Modifications to the sound system have been undertaken. This goal has been started but has not been completed. Purchase of additional hymnals for use by the congregation. The membership has grown but no additional hymnals had been purchased in at least 14 years. Hymnals were purchased which has allowed more access to the hymnal. Continue participation in the church for UCG performing and visual artists of all ages by providing a fun, respectful atmosphere of appreciation for each person's talents and gifts.

### **What Went Really Well**

As always, the Lively Arts serves an active and important role in UCG worship. During the past year changes were made to the structure for sectional practices for Lessons and Carols. We relied on Zach Neece for special arrangements and to Phillip Klepacki to provide accompaniment for rehearsals and for the worship services. Thanks go to our Lively Arts committee which included Tané DeKrey, Zach Neece, Andy Olivenbaum, Lizzi Nehls, Mark Burlingame, Shelly Wilson, and Kathy Funke.

Musical groups such as the Hogtown Strutters, the UCG Jazz Band, the Jazz Bandits, and the Hogtown Stutters as well as various ensembles continued to participate in the Lively Arts. Under Mark Burlingame's coordination, there has been an expanded role for youth in participating in brass ensembles.

During All Church Band, Lessons and Carols, Easter, and other worship services throughout the year, UCG youth participated in providing instrumental and vocal contributions to worship. It is always a pleasure to have participation in music from the UCG children and youth. The Lively Arts benefits from the volunteer efforts of our congregation. Those who served on a regular basis include Catherine Berg, Mark Burlingame, and Pat Morse. Ellen Huntley-Dubè volunteered to accompany

## OPEN AND AFFIRMING MINISTRY COMMITTEE

**Chairperson:** Anne Casella

**Incoming Chair Elect for 2015/16:** Tim Martin

**Staff Resource Person:** Vince Amlin

**Committee members:** Anne Casella (Chair), Tim Martin (Chair-elect), Mary Ellen Cross, Greg DeLong, Holly Erickson, Elizabeth Husband, Ron Lester, Larry Ligammare, Carrie Lindblad, Melvin Lopez, Sharon Lutz, Donn Smith, Blossom Sprinkle, Taylor Stein, Melissa Varady, Arwynn Verleger, Georg Vollweiler

**Mission Statement:** The Open and Affirming Committee is in the business of: promoting within UCG an inclusive spiritual sanctuary for LGBTQ+ individuals through awareness, positive image and education so that together we recognize we are all celebrated as children of God and, beyond our church, engaging with the larger community to inform, promote, educate and advocate an open and affirming ministry. In brief, we educate, celebrate and advocate equal rights for all.

### Goals for 2015-16

- Coordinate UCG Pride activities
- Participate in Equality Florida Lobby Days
- Host the Transgender Day of Remembrance service
- Develop an ONA skit for the Retreat Variety Show
- Initiate a seminar series on family planning for LGBT individuals

### Accomplishments

- Developed ONA-specific questions for the CMRB all church survey in support of three-year-plan development
- Developed new trifold brochure that celebrates UCG's welcome of the LGBT community
- Developed two new display boards, one for use at Time and Talent and a second for use at community events that emphasizes UCG's LGBTQ ministry
- Purchased new signs for UCG bathrooms that are inclusive of all gender identities
- Did football parking for the Ole Miss game to raise funds in support of ONA activities
- Pride 2015: Equality without Exception
- Pride T-shirts: Completed the rainbow with yellow shirts with a new design featuring the ONA logo with a reference to UCG's 50<sup>th</sup> anniversary. Donated \$431 from proceeds of sales to Interface, a local non-profit that assists at-risk youth in crisis
- Pride float: plastic bottle cap rainbow art was created by the ONA committee and by United Tribes to decorate the float
- Pride Parade: UCG again had a huge presence in the parade, including the Marching Band led by Ruth Segal playing Born This Way
- Pride Festival: tabled at the festival
- Pride service: Melvin Lopez coordinated LGBT-themed music for the service
- Pride seminar: Beyond the Binary: The Sex and Gender Spectrum presented by Georg Vollweiler
- Pride brunch: Elizabeth Husband coordinated food and decorating of Reimer Hall. Learning from last year, we had plenty of food this year – and too many rolls
- Conducted Transgender Day of Remembrance service and hosted a reception following the service

- Organized a panel of UCG members who presented a Sunday seminar on the anniversary of marriage equality
- Provided sponsorship to Suwanee River AHEC conference Understanding Sexual Orientation and Gender Identity: A Healthcare Perspective and manned a table to promote UCG as a welcoming spiritual community
- Provided sponsorship to Florida Collegiate Pride Conference held at UF for the first time
- Presented a seminar on Rainbow Families: Adoption Options to address goal of seminar series on family planning for LGBT individuals. A second seminar on Surrogacy and Donor Options will be presented in fall 2016
- Presented the first ever ONA Retreat Variety Show act
- Assisted the Pride Center with an event to celebrate the anniversary of the marriage equality decision by the Supreme Court
- Organized social events for committee members

### **Suggestions**

Recruit a large group at Time and Talent to spread the work load over a larger group  
 Develop a policy related to sponsoring community events

## **BOARD OF YOUTH MINISTRY**

### **YOUTH UNITED**

**Continuity Person** – Rachel Craft

**Staff Resource Person** – Andy Bachmann

See Andy Bachmann's report

### **MIDDLE SCHOOL GROUP**

**Continuity Persons** –Emily Ott & Yo' Quarius Tucker

**Staff Resource Person** – Andy Bachmann

See Andy Bachmann's report

## **CONGREGATION AND MINISTRY REVIEW BOARD (CMRB)**

**Chair:** John Eyler

**Chair-elect:** Deborah Hill

**Staff Resource:** Shelly Wilson

**Members:** Shelly Wilson, Andy Bachmann, Vince Amlin, Nancy Dana, John Denny, Will Dougherty, John Eyler, Deborah Hill, Angela Hoppe, Jeanne Moberly, Andrew Ragsdale, Barbara Rienzo, Erick Smith

### **Responsibilities:**

The CMRB mission statement reads: "To serve as a conduit between the ministers and the congregation. The goals of the Board are to support the congregation in its concerns and the clergy in their ministry, and to foster the individual and collective health and well being of both." What that means in practical terms is that we are a safe place for reflection, feedback, and goal-

setting for the ministers as well as a conduit for feedback to and from the congregation. Each minister sets his or her own personal goals in the spring for the coming year. CMRB members then engage in a dynamic review process that helps the ministerial leadership stay on track, modify a goal, and/or find additional support as necessary. At the end of the year there is a formal review of each minister and a report to Church Council. In addition, CMRB usually has one or more particular projects or interests to address each year, depending on what is happening in the church.

### **Goals:**

This past year, the CMRB's primary goal was to direct the process for developing UCG's new Three-Year Plan for 2016-2019. This included: 1) developing an All-Church Survey with input from the ministers, staff, Board and Committee Chairs, and CMRB members, 2) obtaining input from the congregation as they took the survey over several weeks in October, 3) studying the survey results to develop priorities for the next Three-Year Plan, 4) getting more input from the congregation on Priority Sunday in late January about how the priorities should impact Church life in the coming three years, and 5) writing the detailed Three-Year Plan for approval by the CMRB, then Council, and then the congregation.

A second goal was to enhance our mission of being a conduit from the congregation to the ministers by being more visible to church members, especially in the hour between worship services on Sunday, and by publicizing this goal in the newsletter.

### **What went well:**

Taylor Stein did an excellent job of developing the All-Church Survey, and he and Sara Magnuson continued the good work in collecting and collating the congregation's responses into formats that could be used for analysis. The ministerial team and moderator Nancy Dana came up with an innovative and exciting format for Priority Sunday that involved the congregation at each service providing input via Chalk Talks. The ministers and some CMRB members then developed a Three-Year Plan somewhat different in content than previous Plans, but very creative and challenging, to guide Church life in 2016-2019. The Plan was approved by the CMRB and Church Council.

Very conspicuous "conduit medallions" were designed and produced by Angela Hoppe, their intended use was presented in a newsletter article, and they were worn on several Sundays between services. Several interesting suggestions were given by congregation members to the CMRB member wearing the medallion, and passed on to the entire CMRB at its next meeting.

### **Recommendations:**

Following the approval of the Three-Year Plan at the May Congregational Meeting (hopefully), it is suggested that CMRB work with the ministers and Board and Committee chairs to blend the philosophy of the Plan into all aspects of the Church's mission. It has already been suggested that the CMRB mission statement be reconsidered in light of the attributes emphasized in the Three-Year Plan.

I also recommend that further information about the role of the CMRB and the use of the conduit medallions be given to the congregation in newsletter articles, the weekly e-mail sent to UCG members, and occasionally from the pulpit during Sunday services.

## SECTION III: FINANCIAL REPORTS

### CHURCH ACCOUNTANT: Catherine Cake

My primary responsibilities are to record and deposit member contributions, record and pay church expenses and payroll; to generate and mail quarterly member giving statements; to generate monthly financial statements and present them at Budget Summit and to file appropriate payroll tax returns on behalf of UCG. My position is salaried, based on an average work week of 20 hours.

### Contributions

# Pledging Units	Total Pledges	Prepaid in 2015	Receipts Jan 1 through April 30, 2016
334	680,986	23,235	218,193

### **Special Offerings-2015**

Food 4 Kids	\$	23,733
Mommy Reads		1,702
Emergency Loan Fund		5,300
Interfaith Hospitality		2,159
Neighbors in Need		2,102
One Great Hour		3,086
Operation Hope		11,020
Oxfam		4,167
Ray Meeks Gifts		2,670
<b>Total</b>	<b>\$</b>	<b>55,939</b>

### Treasurer's Report –December 2015 Final

Account #	Account Name	Period Activity	YTD Balance	Annual Budget
<b><i>Operating Income</i></b>				
4.100.110	Pledge Income	59,404.03	645,420.35	676,380.00
4.100.130	Plate Funds	11,208.00	43,173.15	13,500.00
4.100.150	Late Prior Year Pledges	0.00	1,830.00	
4.100.205	Grant Income	0.00	6,500.00	
4.100.210	Rental Income	1,510.00	18,297.85	18,000.00
4.100.220	Football Parking Income	0.00	16,500.00	16,500.00
4.100.310	Interest Income	16.81	217.17	250.00
	<b>Total Income</b>	<b>\$72,138.84</b>	<b>\$731,938.52</b>	<b>\$724,630.00</b>
	<b>Operating Income</b>	<b>\$72,138.84</b>	<b>\$731,938.52</b>	<b>\$724,630.00</b>
<b><i>Expenses</i></b>				
5.100.150	Council & Gifts	546.30	1,102.74	900.00
5.100.710	Conference Dues	810.30	9,800.00	9,800.00
5.100.715	OCWM Expense	1,518.24	18,000.00	18,000.00
	<b>Total Costs for Others</b>	<b>\$2,874.84</b>	<b>\$28,902.74</b>	<b>\$28,700.00</b>

5.100.112	Associate Minister Salary - AB	7,496.66	58,555.00	58,555.00
5.100.114	Associate Minister Salary - VA	7,187.19	58,052.00	58,052.00
5.100.115	Pastor Salary - SW	9,812.92	85,045.00	85,045.00
5.100.120	Office Administrator Salary	5,732.92	49,685.00	49,685.00
5.100.121	Administrative Assistant Salary	3,421.79	30,000.00	30,000.00
5.100.122	Church Accountant	2,123.13	18,400.00	18,400.00
5.100.123	Secretarial Assistant	544.66	5,604.66	5,425.00
5.100.126	Church Custodian	2,690.49	23,300.27	20,355.00
5.100.128	Other Custodial Expenses	290.00	1,688.79	1,300.00
5.100.129	Family Promise Coordinator	95.84	1,150.00	1,150.00
5.100.130	Lively Arts Coordinator	287.50	3,450.00	3,450.00
5.100.131	Sound Coordinator	530.00	3,455.00	3,980.00
5.100.132	Choir Accompanist- SUB	0.00	300.00	800.00
5.100.134	Children's Music Coordinator	217.50	2,175.00	2,175.00
5.100.135	Choir Director/Accompanist	1,540.00	15,400.00	15,400.00
5.100.138	Worship Tech Coordinator	231.25	2,775.00	2,775.00
5.100.140	Director Childcare 2 & under	642.29	5,375.00	5,450.00
5.100.141	Director Childcare 3 yrs - 5th	614.04	5,418.00	5,418.00
5.100.142	Coordinator Child Programs	3,271.16	28,787.00	28,787.00
5.100.144	Middle School Continuity	440.00	4,400.00	4,400.00
5.100.145	High School Continuity	204.13	2,450.00	2,450.00
5.100.146	Post-High Ministry	195.50	2,150.00	2,150.00
5.100.147	Childcare Aides Salaries	2,081.18	16,956.65	16,100.00
5.100.148	Parking Attendants	0.00	775.00	350.00
	<b>Total Wages and Salaries</b>	<b>\$49,650.15</b>	<b>\$425,347.37</b>	<b>\$421,652.00</b>
5.100.212	Annuity - Associate Minister - AB	0.00	7,465.79	7,466.00
5.100.214	Annuity - Associate Minister - VA	0.00	7,401.66	7,402.00
5.100.215	Annuity - Senior Pastor - SW	0.00	10,843.26	10,843.00
5.100.262	Health Insurance - Associate Minister - AB	1,108.10	14,507.04	18,755.00
5.100.263	Health Insurance - Associate Minister - VA	1,477.21	13,476.63	10,820.00
5.100.264	Health Insurance - Senior Pastor - SW	819.70	10,310.80	12,650.00
5.100.275	Health Insurance - Staff	3,114.12	26,118.68	17,259.00
5.100.290	FICA Match	1,969.78	18,629.59	16,807.00
5.100.295	Workers Comp	0.00	4,941.00	3,621.00
	<b>Other Payroll Expenses</b>	<b>\$8,488.91</b>	<b>\$113,694.45</b>	<b>\$105,623.00</b>
5.100.510	Mortgage (P & I)	2,285.00	27,420.00	27,420.00
5.100.511	Insurance - General	0.00	21,137.25	21,000.00
5.100.512	Utilities	1,187.30	16,350.05	17,000.00
5.100.513	Telephone/Internet	301.63	3,573.24	3,325.00
5.100.514	Church Windows and Web Support	51.49	1,205.35	1,400.00
5.100.515	Bank & Direct Deposit Fees	339.83	2,521.42	900.00
5.100.520	Yard Maintenance	400.00	6,870.39	6,850.00
5.100.522	Building Maintenance	645.38	3,851.75	4,500.00
5.100.524	Equipment Maintenance & Repair	228.00	5,714.14	6,500.00
5.100.525	Technology Replacement & Repair	1,365.92	1,580.12	2,250.00
5.100.530	Copy Machine	0.00	10,669.12	12,000.00
5.100.531	Office Supplies	496.30	5,370.42	3,700.00
5.100.532	Other Supplies	278.79	3,467.37	2,500.00
5.100.533	Worship Supplies	0.00	1,098.26	1,000.00
5.100.534	Coffee Time Supplies	218.09	2,448.15	1,625.00
5.100.535	Postage	275.31	3,899.17	2,750.00
5.100.536	Printing	242.15	1,166.23	700.00
5.100.537	Publicity	530.00	6,280.76	5,500.00

5.100.538	Help Wanted Advertising	0.00	5.00	250.00
5.100.552	Continuing Education AB	1,100.00	1,100.00	1,100.00
5.100.553	Continuing Education VA	1,100.00	1,100.00	1,100.00
5.100.554	Other Continuing Education	0.00	285.00	200.00
5.100.555	Continuing Education SW	0.00	1,100.00	1,100.00
5.100.556	Staff Training	0.00	2,109.85	3,000.00
5.100.562	Books & Publications - AB	295.04	392.00	400.00
5.100.563	Books & Publications - VA	63.25	381.23	400.00
5.100.564	Books & Publications - SW	0.00	20.00	400.00
5.100.572	Business Expense Reimbursement - AB	1,955.70	2,334.00	2,334.00
5.100.573	Business Expense Reimbursement - VA	2,022.34	3,012.00	2,833.00
5.100.574	Business Expense Reimbursement - SW	167.10	762.37	2,833.00
5.100.580	Denominational Expense	0.00	2,729.72	1,000.00
5.100.585	Photography	0.00	0.00	250.00
5.100.590	Fire Assessment	0.00	0.00	1,800.00
5.100.595	Unrelated Business Income Tax	0.00	2,560.89	2,750.00
	<b>Total Operating Expenses</b>	<b>\$15,548.62</b>	<b>\$142,515.25</b>	<b>\$142,670.00</b>
5.100.610	Activity & Nursery Programs	592.09	2,996.44	3,000.00
5.100.615	Adult Program	0.00	15.00	150.00
5.100.618	ONA	0.00	249.53	250.00
5.100.620	Confirmation	0.00	0.00	250.00
5.100.625	Board of Membership	0.00	784.54	765.00
5.100.630	Board of Outreach	0.00	0.00	120.00
5.100.635	BPM Program	301.21	588.22	1,400.00
5.100.640	Church School Program	416.15	3,994.91	4,000.00
5.100.645	Copyright License	0.00	366.00	400.00
5.100.650	Fellowship Committee Expense	0.00	1,145.59	1,300.00
5.100.655	Friendship Group Expense	0.00	0.00	100.00
5.100.660	High School Program	326.56	389.43	1,000.00
5.100.670	Library Expense	0.00	100.00	100.00
5.100.675	Middle School Program	72.54	107.99	800.00
5.100.680	Music Related	160.00	1,081.65	1,100.00
5.100.690	Post-High Program	0.00	796.40	500.00
5.100.692	Retreat Staffing	0.00	1,200.00	1,200.00
5.100.696	Congregational Review Board	208.30	208.30	250.00
5.100.720	Local & Christmas Mini-Grants	2,000.00	2,000.00	2,000.00
5.100.725	New Outreach	3,000.00	3,000.00	3,000.00
5.100.730	Action Network	1,500.00	1,500.00	1,500.00
5.100.735	Social Justice Initiatives	1,935.00	2,200.00	2,200.00
5.100.740	Family Promise (IHN)	267.14	468.67	600.00
	<b>Total Program Expenses</b>	<b>\$10,778.99</b>	<b>\$23,192.67</b>	<b>\$25,985.00</b>
	<b>Total Expenses</b>	<b>\$87,341.51</b>	<b>\$733,652.48</b>	<b>\$724,630.00</b>
	<b>Difference</b>	<b><u>(\$15,202.67)</u></b>	<b><u>(\$1,713.96)</u></b>	<b><u>\$0.00</u></b>



## Statement of Designated Funds December 2015 – Final

Account #	Account Name	Previous Period	Period Activity	YTD Balance
<b>Liabilities</b>				
2.200.100	<b>ADULT PROGRAMS</b>	365.00	(365.00)	0.00
2.200.105	Adult Board	370.70	701.63	1,072.33
2.200.110	Women's Overnight	4,160.75	(3,159.72)	1,001.03
2.200.111	Men's Overnight	27.79	0.00	27.79
2.200.120	O&A Ministry	2,769.74	(608.28)	2,161.46
2.200.125	Men's Lunch Group	77.22	0.00	77.22
2.200.130	Post High Group	891.82	529.42	1,421.24
2.200.136	Retreat	5,581.02	3,473.79	9,054.81
2.200.138	Silent Retreat	1,080.01	0.00	1,080.01
2.200.140	Friendship Group	200.42	0.00	200.42
2.200.150	Women's Lunch Group	21.02	0.00	21.02
2.200.155	Workshops	4,080.09	0.00	4,080.09
2.200.160	UCG Speakers Fund	7,954.81	0.00	7,954.81
2.200.161	Wagner Educational Fund	15,000.00	0.00	15,000.00
2.200.162	Johnny Appleseed Fund	0.00	5,856.06	5,856.06
2.200.165	Peterson - Currie Retreat Scholarship Fund	4,706.48	(2,305.00)	2,401.48
2.200.200	<b>CHILDREN'S PROGRAMS</b>	0.00	0.00	0.00
2.200.205	Board of Children's Ministry (BOCM)	(63.35)	(515.42)	(578.77)
2.200.210	Parent's Night Out (PNO)	(66.60)	(693.14)	(759.74)
2.200.220	Playground	2,214.91	(224.35)	1,990.56
2.200.222	Rummage Sale	519.05	0.00	519.05
2.200.230	Summer Programs	1,528.69	1,320.85	2,849.54
2.200.250	<b>FACILITIES/EQUIPMENT</b>	0.00	0.00	0.00
2.200.255	Building Improvements - Painting	1,200.00	0.00	1,200.00
2.200.265	Library	2,781.19	(340.34)	2,440.85
2.200.270	Memory Garden Maintenance	328.54	0.00	328.54
2.200.275	New Furnishings	130.00	(129.99)	0.01
2.200.276	Youth Room Improvement	363.61	0.00	363.61
2.200.277	Church School Renovation	468.23	0.00	468.23
2.200.280	Photo Directory	0.00	0.00	0.00
2.200.300	<b>FELLOWSHIP</b>	0.00	0.00	0.00
2.200.305	Fellowship Committee	3,562.62	(335.36)	3,227.26
2.200.315	Council Meals	(65.55)	(255.00)	(320.55)
2.200.350	<b>LIVELY ARTS PROGRAM</b>	0.00	0.00	0.00
2.200.355	Visual Arts	764.29	0.00	764.29
2.200.365	Lively Arts	1,131.74	2,570.01	3,701.75
2.200.370	Performance Troupe	1,072.78	(81.96)	990.82
2.200.400	<b>MEMORIAL FUNDS</b>	284.00	(250.00)	34.00
2.200.401	Kathy Cantwell Unrestricted Memorial Fund	802.00	0.00	802.00
2.200.411	Dave Reiser Youth Music Fund	310.00	(300.00)	10.00
2.200.415	Helen Aller - Oster Fund	1,060.94	(1,060.94)	0.00
2.200.428	Madeline Chance Memorial Fund	160.00	0.00	160.00
2.200.450	<b>MISCELLANEOUS</b>	0.00	0.00	0.00
2.200.455	Football Parking Designated	0.00	0.00	0.00
2.200.465	Miscellaneous Payable	(291.17)	622.08	330.91
2.200.475	Prepaid Pledges	41,435.00	(18,200.49)	23,234.51
2.200.520	50th Anniversary Book	(2.87)	1,067.26	1,064.39

2.200.600	<b>OUTREACH PROGRAMS</b>	2,000.00	(1,995.00)	5.00
2.200.605	Compassion in Action	2,784.70	3,018.10	5,802.80
2.200.608	Food 4 Kids	12,560.96	1,249.65	13,810.61
2.200.613	Miscellaneous Outreach Fund	1,810.30	(403.00)	1,407.30
2.200.625	Adult Mission Trip	2,242.03	0.00	2,242.03
2.200.630	Interfaith Hospitality Network	5,237.55	(971.00)	4,266.55
2.200.635	International Mission Fund	314.66	0.00	314.66
2.200.637	Mommy Reads	12,861.53	2,932.14	15,793.67
2.200.638	Lowell Prison Ministry	1,287.48	250.00	1,537.48
2.200.640	Operation Hope	10,243.08	4,720.00	14,963.08
2.200.645	Ray Meeks Gifts	3,273.30	615.26	3,888.56
2.200.650	Ray Meeks Legal Defense	2,380.12	0.00	2,380.12
2.200.655	Social Justice Committee	3,404.27	3,167.88	6,572.15
2.200.696	CMRB	(78.27)	0.00	(78.27)
2.200.700	<b>PERSONNEL RELATED</b>	0.00	0.00	0.00
2.200.705	Senior Minister Search - Consulting & Search	366.57	(366.57)	0.00
2.200.711	Continuing Education - SW	776.00	(776.00)	0.00
2.200.712	Continuing Education - LR	2,385.03	(500.00)	1,885.03
2.200.713	Continuing Education - SR	1,427.50	(500.00)	927.50
2.200.714	Continuing Education - AB	1,350.00	1,100.00	2,450.00
2.200.715	Continuing Education - VA	711.26	655.00	1,366.26
2.200.718	Discretionary Funds - SW	816.68	(175.00)	641.68
2.200.720	Discretionary Fund - AB	330.47	0.00	330.47
2.200.722	Discretionary Fund - VA	791.66	(475.00)	316.66
2.200.724	Technology Fund	949.26	(300.00)	649.26
2.200.800	<b>YOUTH PROGRAMS</b>	0.00	0.00	0.00
2.200.805	High School Group	6,094.60	(195.28)	5,899.32
2.200.815	High School Trips	(623.37)	974.37	351.00
2.200.840	Middle School Group	4,131.55	458.57	4,590.12
2.200.845	Youth Group Scholarship	208.59	0.00	208.59
2.200.900	<b>WORSHIP</b>	0.00	0.00	0.00
2.200.905	Special Services	672.91	300.00	972.91
2.200.910	Worship Enhancement	877.84	(450.38)	427.46
	<b>Total Designated Funds</b>	<b>\$188,503.18</b>	<b>(\$350.15)</b>	<b>\$188,153.03</b>
2.300.200	<b>SPECIAL FUNDS-INTEREST EARNING</b>	0.00	0.00	0.00
2.300.205	Capital Reserve	50,000.64	0.00	50,000.64
	<b>Total Special Funds</b>	<b>\$50,000.64</b>	<b>\$0.00</b>	<b>\$50,000.64</b>
2.300.300	<b>SPECIAL OFFERINGS</b>	0.00	0.00	0.00
2.300.305	Disaster Relief Fund	190.00	0.00	190.00
2.300.310	Emergency Loan Fund	3,948.51	(148.02)	3,800.49
2.300.325	Neighbors in Need	1,140.00	(1,140.00)	0.00
2.300.335	One Great Hour of Sharing	0.00	0.00	0.00
2.300.340	Oxfam World Hunger	0.00	250.00	250.00
	<b>Total Special Accounts</b>	<b>\$5,278.51</b>	<b>(\$1,038.02)</b>	<b>\$4,240.49</b>
	<b>Total Liabilities</b>	<b>\$243,782.33</b>	<b>(\$1,388.17)</b>	<b>\$242,394.16</b>
	<b>Total Liabilities and Fund Balances</b>	<b>\$243,782.33</b>	<b>(\$1,388.17)</b>	<b>\$242,394.16</b>

## 2016 Budget

<b>INCOME</b>	Pledge Income	680986
	Grants	0
	Plate Funds	26500
	Late Prior Year Pledges	6667
	Rental Income	18000
	Football Parking Income	19000
	Interest Income	250
	Misc Payable	1000
	Transfers in from Unrestricted Funds	6368
<b>Total Income</b>		<b>758771</b>
 <b>EXPENSES</b>		
<b>Salaries</b>	Ministers	207697
	Church Staff	136789
	Family Promise, Lively Arts, Sound and Tech Coordinators	12255
	Choir/Music Coordinators	17750
	Children's Programs Coordinators	59320
	Middle, High, Post-High Coordinators	9750
	Total Salaries/Wages	443561
<b>Benefits</b>	Ministers Annuity	26483
	Health Insurance ALL	64674.48
	FICA	17733
	Worker's Comp	4003
	Total Benefits	112893.48
<b>Other Ministerial Expenses</b>	Book and Publications	1200
	Business Expense Reimbursement	8000
	Continuing Education	3300
	Total Other Ministerial	12500
<b>Operations: General</b>	Bank Fees	2500
	Software, Web, Copier, Office, Worship	12300
	Postage, Printing, Publicity, Coffee, Other	19600
	Denominational Expenses	30762
	Council, Gifts	1100
	Staff Training	3250
	Total Operations: General	69512
<b>Operations: Space</b>	Building Maintenance	4500
	Building Equipment Maintenance & Repair	6500
	Capital Improvements	0
	Fire Assessment	1800
	Insurance - General	21000
	Mortgage (P & I)	27420
	Other Custodial Expenses	2500

	Utilities	17000
	Yard Maintenance	7000
	Telephone/Internet	3600
	Total Operations: Space	91320
<b>Operations: Other</b>	Unrelated Business Tax	2850
<b>Church Programs</b>		
<b>Board of Adult Programs</b>	Adult Program (Small Groups)	100
	Fellowship Committee Expense	1300
	Friendship Group Expense	100
	ONA	250
	Retreat Staffing	1200
	Total BAP	2950
<b>Board of Membership</b>	Board of Membership	765
	Total	765
<b>Board of Outreach</b>	Board of Outreach	120
	Action Network	1500
	Compassion in Action	
	Family Promise (IHN)	600
	Local & Christmas Mini-Grants	2000
	New Outreach	3000
	Social Justice Initiatives	2200
	Total	9420
<b>Youth Ministry</b>	Middle School Program	800
	High School Program	1000
	Confirmation	250
	Total	2050
<b>Board of Parish Ministry</b>	BPM Program	1400
	Music Related	500
	Library Expense	100
	Copyright License	350
	Total	2350
<b>Board of Children's Ministry</b>	Activity & Nursery Programs	3350
	Church School Program	4000
	Total Children	7350
<b>Young Adult Ministry</b>	Post-High Program	1000
	Total Young Adult	1000
<b>Congregational Review Board</b>	Congregational Review Board	250
	Total CMRB	250
	<b>Total Church Programs</b>	<b>26135</b>
<b>Total Expenses</b>		<b>758771</b>

**Nominations - Officers and Boards – 2016 to 2017  
May 15, 2016**

**OFFICERS**

Moderator	-	Will Dougherty
Moderator- Elect	-	Liz Harvey
Clerk	-	Kitty Williams
Council Members-at-Large	-	Dick Elkins
	-	Lisa Ingram
Treasurer	-	Bob Sammel
Librarian	-	Becky Johnson

**BOARDS**

**SEMINAR COMMITTEE**

**Chair** – Tricia Gregory & Carolyn Ashby

**Staff Resource Person** – Vince Amlin

**Through 2017**

Fred Gregory  
Tricia Gregory  
Jim Archer

**Through 2019**

Shanna Johnson  
Sal Pancorbo  
Tony Miller  
Carolyn Ashby  
Dar Mikula  
Wes Gullidge  
Mary Anne Wagner  
Leveda Brown

**SMALL GROUPS COMMITTEE**

**Chair through August** – Katherine Henderson

**Chair beginning September** – Karen Hegland

**Staff Resource Person** – Vince Amlin

**Through 2017**

Susan Austin  
Katherine Henderson  
Keith Berg  
Doris Harvey

**Through 2019**

Kathryn McGill  
Karen Hegland  
Erick Smith  
Renata Serra

**BOARD OF BUSINESS**

**Co - Chair** – Bob Sammel

**Staff Resource Person-** Shelly Wilson

**Through 2017**

Bob Sammel

**Through 2018**

Marianne Schmink  
Karen Neiderkahr  
Lola Yousey

**Through 2019**

Georg Vollweiler  
Ron Lester  
Roger Robar

## **ENDOWMENT FUND COMMITTEE**

**Chair** – Allan March

**Staff Resource Person** – Shelly Wilson

### **Through 2017**

Sanford Berg  
Bill Hoppe  
Carla Summers  
Andy Ingram

### **Through 2018**

Tom Rothrock  
Kaydie Vistelle

### **Through 2019**

John Lybas  
Brent Seagle  
Marjorie Abrams

## **BOARD OF CHILDREN'S MINISTRY**

**Chair** – Marthe Walters

**Staff Resource Person** – Shelly Wilson

### **Through 2017**

Beth Hinrichs  
Tanja Philhower  
Lauren Poe  
Christine Engels  
Marthe Walters  
Tom Bittikoffer

### **Through 2018**

Melissa Hawthorne  
Kelly Perez  
Alexis Delisle  
Sunshine Moss  
Ashley Pennypacker Hill  
Jenny Land  
Lizzi Nehls

## **BOARD OF CONGREGATION-MINISTRY REVIEW**

**Co-Chairs** – Deborah Hill & Andrew Ragsdale

**Chair-Elect** – Andrew Ragsdale

**Staff Resource Person** – Shelly Wilson

### **Through 2017**

Deborah Hill  
John Denny  
Nancy Dana

### **Through 2018**

Jeanne Moberly  
Andrew Ragsdale  
Barbara Rienzo  
Will Dougherty

### **Through 2019**

Liz Harvey  
Ramon Littell  
Jennifer Stuart

## **BOARD OF MEMBERSHIP**

**Chair** – Donn Smith

**Staff Resource Person** – Vince Amlin

### **Through 2017**

Gary Kirkland  
Kitty Williams  
Jerry Steinberg

### **Through 2018**

Amy Vollmer  
Nancy Ryan  
Anne Longley  
Tom Miller  
Karen Archer  
Ramon Littell  
Jan Adkins  
Karen Polifko  
Nettie Maguire

### **Through 2019**

Donn Smith  
Ruth Saunders  
Dan Randall  
Melvin Lopez  
Ann Pursell  
Mary Fukuyama  
Allison LeBaron  
Diane Lasley  
Laura Maxwell

## **BOARD OF PARISH MINISTRY**

**Chair** – Ruth Segal

**Staff Resource Person** – Shelly Wilson

### **Through 2017**

Sally Simonis  
Ruth Segal  
Kristin Larsen  
Anne Seraphine  
Keith Kelly  
Jane Emmeree

### **Through 2018**

Christoph Seubert  
Elizabeth Franco  
Taylor Durant  
Libby Dunn

### **Through 2019**

Dorothy Burnham  
Doris Harvey

## **BOARD OF OUTREACH – Social Justice Committee**

**Chair** – Jenna White

**Staff Resource Person** – Andy Bachmann

### **Through 2017**

Shanna Johnson  
Jenna White  
Joanne LaFramenta  
Candice King  
Tony Delisle  
Sally Chesrown  
Hannah Norton  
Don Fitzpatrick  
Nurallah Briseno  
Flo Turcotte  
Judy Broward

### **Through 2018**

Christa Ochoa  
Irma McLaughlin  
Jenny Seltzer  
Megan Culligan

### **Through 2019**

Leveda Brown  
JoAnna Camper  
Janet Jackson  
Betsy Sanders  
Cheryl Poe

## **BOARD OF OUTREACH – Compassion in Action Committee**

**Chair** – Kimberly McCollough

**Staff Resource Person**- Andy Bachmann

### **Through 2017**

Helda Montero  
Margaret Johnston  
Jill Ragsdale  
Kimberly McCollough  
Jackie Trudeau  
Eileen Dehouske  
Carol Barron  
Doug Whalen

### **Through 2018**

Mary Crummer  
Jack Nettles  
Jessica Elkins  
Martina Murphy  
Dotty Faibisy

### **Through 2019**

Charlotte Seubert  
Alice Robar  
Diane Howard  
Carole Zegel  
Cheryl Poe  
Jean Epling  
Kathryn Seagle  
Marc Smith  
Sue Schackow

**BOARD OF OUTREACH – Family Promise**

**Chair** – Dawn Beachy

**Staff Resource Person-** Andy Bachmann

**Continuing Members**

Dawn Beachy  
Rebecca Beachy  
Anne Casella  
Jean Epling

**New Members**

Yvette Silvey  
Phoebe Papadi  
Susan Johnson

**RACIAL JUSTICE TASK FORCE**

**Co-Chairs** – Katherine Henderson & Lance Gravlee

**Staff Resource** – Andy Bachmann

**Incoming Members**

Isabel Coutts  
Jackie Davis  
Betsy Sanders  
Mary Fukuyama  
Stefanie Gay  
Lance Gravlee  
Sue Hartman  
Sue Hatch  
Katherine Henderson  
Joanne LaFramenta  
Mary Mann  
Pat Morse  
Phoebe Papadi  
Gwendolyn Zoharah Simmons  
Suzanne Stapleton  
Flo Turcotte  
Shelly Wilson

**BOARD OF YOUTH MINISTRY**

**Staff Resource** – Andy Bachmann

**High School Continuity Person** – Emily Ott

**Middle School Continuity Person** –Yo’Quarius Tucker



## COMMITTEES

### **OPEN AND AFFIRMING MINISTRY COMMITTEE**

**Chair** – Tim Martin

**Staff Resource** – Vince Amlin

#### **Through 2017**

Tim Martin  
Anne Casella  
Elizabeth Husband  
Taylor Stein  
Larry Ligammare  
Melissa Varady  
Georg Vollweiler  
Ron Lester  
Melvin Lopez  
Donn Smith

#### **Through 2018**

Arwynn Collins  
Holly Collins

#### **Through 2019**

Sally Kimberly  
Martina Murphy  
Natalie Andrews  
Gayle Bluebird  
Janet Jackson  
JoAnna Camper  
Jean Sperbeck  
Keith Kelly

### **KAIROS TEAM**

**Co-coordinators** – Lois McNamara

**Staff Resource Person** – Shelly Wilson

#### **Members**

Glenn Acomb  
Alice Robar  
Akilah Brown  
Yvette Silvey  
Ann Gill

Judy Munselle  
Nancy Day  
Mary Crummer  
Keith Kelly  
Holly Collins

Jane Day  
Joyce Griffiths  
JoAnne Camper  
Janet March  
Susan Cary

### **LIVELY ARTS**

**Coordinator** – Kathy Funke

**Staff Resource Person** – Shelly Wilson