

# UNITED CHURCH OF GAINESVILLE



## Annual Report 2016-2017

*The annual report is prepared for the Spring Congregational Meeting (05-14-17) 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 2016-2017

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## **MINISTERS, STAFF AND OFFICERS' REPORTS**

### **SENIOR MINISTER ~ SHELLY WILSON**

It is with rejoicing and disbelief that I realize I have just finished participating in my fourth All-Church Retreat and am now writing my fourth Annual Report. The four 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, days of blessing. My report will include summaries and highlights from some of my areas of responsibility as described in the Job Contract/Call for the position of Senior Minister: Leadership/Administration, Worship, Boards and Committees, Pastoral Care, Community/Wider Denomination, and Supervision, and set within the context of our Three-Year Plan adopted in May of 2016.

The UCG Three Year Plan (2016-19) is a living document that the Board of Congregation Ministry Review envisioned as incarnational in the life of the congregation. With the input of the congregation and together, we began by asking a series of questions:

- What if we change the conversation?
- What if our Three -Year Plan is about who we are as UCG, not only about programs we do or activities that keep us busy?
- What if our hearts are engaged and our gifts are invested?
- What if being involved in the Three-Year Plan's priorities means that organically and deeply, we plan and engage each person in the work of spiritual growth, health in every part of life, and justice--racial, environmental, and economic?

In my leadership roles and in my personal spiritual journey, I asked those same questions of myself and of my work as an effort at self-assessment and goals evaluation. I have sought during this year to enervate the priorities of this Plan through my life and in my ministry. As we began this new year, I wrote this paragraph as a way to understand and evaluate each of my core competencies and job requirements:

"It is my goal to allow the three priorities of the Three-Year Plan to shape the ministry that I engage in, the decisions I make, and the way I am with the congregation members, other staff, and in my physical, mental, familial, social, and spiritual life. I plan to do that by focusing my gifts, skills, job performance, and energy toward the focus of this Plan: spiritual growth, care and nurture, and a life bent toward racial, environmental, and economic justice. I am committed to setting forth a prophetic vision for UCG, and inviting our participation in transformational ways."

I present my yearly report with headings that outline my various responsibilities and set within the crucible of the Three-Year Plan.

#### **Leadership/Administration**

Throughout the spring and summer of 2016, though my leadership goals had been centered around other priorities, it became clear that my focus would need to be preparation, planning, and pastoral care (the three Ps) for the next presenting phase in UCG's journey: another major ministerial transition as Vince Amlin prepared to accept another call. Andy, Vince, and I began to lay the groundwork for sharing this important news and for preparing the leadership and the congregation as a whole for this next part of our ministry together. It was my intention that good and excellent ministry would be done, as well, that was beyond this focus, as important as it was, and that our eyes and hearts would be lifted up and filled with hope for the future.

Throughout the spring and summer, we put the pieces into place, one by one: plans for sharing the news, ways to communicate explicitly and transparently, preparation that allowed for all the stages of grief and healthy group process, saying good-bye well, working out a plan for transition time, and doing the work that would make an effective search occur in a timely way. As well, I continued the important leadership and administrative work that is mine in summer: meeting with the Board of Business,

recruiting for, and then meeting with the Compensation Committee, creating the budget for the next year, leading worship, pastoral care, forming the Enlistment Committee, planning All Board Kickoff, and other work that keeps our structures alive and functioning effectively. With Will Dougherty's warm and strong leadership as Moderator, the Church Council began its important work of assisting the congregation through the grief and challenges of preparing for Vince's departure, as well as focusing on leadership goals for the ministries to flourish beyond this aspect of our community's life.

## **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: *Summer Songs*, *Three Year Plan*, *Occupational Therapy*, *How to Throw a Party*, *Be Not Afraid*, *I'll Fly Away: Stories of Captivity and Release*, *Poetic License*, *Credo*, and *Love Letters*. Yearly special services were created in collaboration with 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, and creative, ably-led, and well-attended BPM services.

Creative highlights during the year included:

- \* occupational therapy Sunday when the spirituality of work for health and resilience was described and included in worship
- \* art in the sanctuary for the theme "Poetic License" with artists' sermonettes on the spirituality of artistic expression
- \* dialogue sermons with Andy for Christmas Eve and Easter Day
- \* Maundy Thursday service that included art stations by Gwendolyn Chrzanowski as an artistic interpretation of the suffering of God in creation and in human life
- \* worship at Women's Overnight (Your One Wild Precious Life) and All-Church Retreat (Find the Balance)

## **Boards, Committees, and Organizational Structures**

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, and creating worship services.
2. Board of Business: working on important issues regarding pledge campaign preparation, examining salary and benefit packages for the ministerial staff, preparation that lay important groundwork for salary and benefits package for the new minister, 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 (tree removal, a-c replacement, door repairs, maintenance and pressure washing, fence, locks, etc. and beginning to work toward scheduled and strategic repairs and replacement. I chose and then worked alongside an Enlistment Campaign team that led the congregation to pledge the proposed budget without a supplemental campaign, even in the transition year.
3. Endowment Committee: worked to include the Three- Year Plan's goal of spiritual growth in all that we did, and together with our chair, Allan March, focused on utilizing the interest expenditures to enhance community projects and outreach ministries.
4. Compensation Committee: working within a yearly timeline and structure for annual reviews and compensation for all staff
5. Board of Children's Ministry: collaborating with Keri Trosper, Director of Children's Programs and the BCM, working on a vision, as inspired by the Three -Year Plan, for expanding the social justice components of the children's programing and encouraging a collaborative vision within the organizational structure that will enhance the programs offered to children and families

6. Church Council: working alongside Will Dougherty, Moderator to create effective and inspirational meetings, planning, and preparation for the leaders of Boards and Committees, and to focus on revising and updating By-laws.
7. Congregational Ministry Review Board: working to put into place structures to make the transition as smooth as possible, creating congregational talk-back sessions in response to Vince's announced departure, strategizing about timing, communication, and making certain that Vince's ministries were covered by Andy and me, as well as continuing our own important work and creating new energy for new work.
8. In consultation with Andy regarding his inspiration, gifts, and graces, and his calling as it was unfolding, I reconfigured the organizational wheel and worked together with him to create a job description for the new Associate Minister position, the Associate Minister for Youth and Creative Worship Arts. Andy's job title and responsibilities as it became Associate Minister of Outreach and Education. I accepted the additional responsibilities of resourcing: the Board of Membership, Friendship Group, the Family and Friends of Persons with Intellectual and Developmental Disabilities, Morning Prayer, and Advent Contemplative Prayer.
9. Co-planned, attended, and led a small group called "The Art of Good-bye" which focused on various aspects of preparing for the end of life--emotional, financial, legal, physical, medical, and spiritual.
10. Led a small group called "Painting the Stars" which focused on the intersectionality between science and religion in the 21st century in the fascinating development of "evolutionary spirituality."
11. Led the process of nominating and convening our ministerial search committee. As per our UCG policies and procedures, the nominations for Search Committee members were contributed by the congregation, vetted for every possible representation, diversity, and availability by Council Exec, and by vote of the Church Council on August 28, 2016, a slate of nine persons were selected to serve. Those persons are Akilah Brown, Domenic Durante, Paul George, Bill Hoppe, Karen Johnson, Melvin Lopez, Cindy Martin, Sally Simonis (chair), and Kristen Stone. Andy and I also served as consultants and participants in the search process, and attending nearly every meeting. The search committee met for the first time on Wednesday, August 31 to kick off the search with an orientation meeting with our Florida Conference Eastern Regional Minister, the Rev. Leslie Etheridge. This dedicated Committee met at least once a week, and sometimes more than once a week from August until May. After a nation-wide search that three candidates (from three different denominations) were brought to Gainesville for weekend-long interviews. The Search Committee ended its work by calling a candidate who will be announced at the congregational meeting, May 14, 2017.

### **Pastoral Care**

1. Continuing 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 (6), ordination (1), baptisms (2)
4. Working to develop a system of visitation and friendship in retirement communities like Oak Hammock, The Village, and the Atrium. Began with one event at the home of Carole and Bill Zegel on November 17.

### **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. I will be attending the General Synod meeting of the national United Church of Christ in June, 2017 in Baltimore.
2. Served as president of the Board of Directors of the Gainesville Peer Respite as we work to create an alternative safe place for persons who are experiencing a mental health crisis. The house opened

officially in March. I was a speaker at the Ribbon-Cutting and official opening and provided the invocation.

3. Spoke at the People's Inauguration event in downtown Gainesville in January.
4. Prayed the invocation at the grand opening of the new Public Defender's building.
5. Prayed the invocation at the Inauguration of the County Commissioners.
6. Assisted in planning and preparation for the Transgender Day of Remembrance Service.
7. Visited inmates on Death Row.
8. Write bi-weekly to a pen pal on Death Row.
9. Visited a cabin at Tacachale with UCG members.
10. Worked at ARC of Alachua as a nurse, part-time.
11. Went caroling with the Friendship Group and the youth groups.

### **Supervision:**

1. Along with the other ministers and the Church Council Moderator, led the All-Board Kick-Off. Along with Moderator for 2017-2018, Liz Harvey, I created the plan for the Annual Leadership Summit-- times of planning and training for officers, board chairs, and members, April 2017.
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 with the ministerial team and one with the office staff.

### **Continuing Education:**

1. In May of 2017 I will attend the Festival of Homiletics, a preaching and creative worship arts gathering in San Antonio.

### **Exciting initiatives in process:**

1. Establishing a new ministerial team: with our Three-Year Plan's priority for spiritual growth central to the work we will create together and the relationships we will build, I look forward to the energizing and exciting new ministries we will create alongside our church family.
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 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 and renovations are complete and housing the work, a permanent Executive Director is about to be hired, and programs and groups are underway. It is an exciting vision that promotes health and resiliency for our entire community.
3. Health Ministry Team with a special focus on elder care: Reaching out in nurture and care for one another as 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. Many congregations have a variety of models for this sort of ministry. Because we have such rich human resources, in creative volunteers who are willing to provide essential outreach to those undergoing health crises and 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 continues and grows as we seek to expand the ministries we offer for health and connection, as described in priority two of our Three Year Plan.

I give thanks to the Beloved One for the wonderful team of colleagues with whom I am privileged to share this work. It is with great joy that I follow the good work Vince is doing in his new setting. Andy has been creative, courageous, and steadfast during this year of challenge and hard work, and I am grateful for his talent and collegiality. We have been 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**

This year I've added the word "EDUCATION" to my title and next fall the word, "YOUTH" will fall away. And although they're just words in a working title, the implications of those words have played out in significant fashion for me this year. Prior to Vince's departure I was responsible for the high school and middle school programs and our outreach committees: Compassion in Action, Social Justice, Family Promise and the Racial Justice Task Force. I also work with CMRB, Council Exec, Church Council, Lively Arts and, on occasion, the Budget Summit. With Vince's departure, I have continued in my regular roles, but added Sunday Seminars Committee, Small Groups Committee, Open and Affirming Committee and the All Church Retreat. (I also served on the Search Committee). It's been an exciting year, to say the least.

Typically, when one assumes a new role it is recommended that one not seek any significant changes in the pre-existing program for at least 6 months to a year. I think I lasted about two months with our Seminar Committee before starting a conversation to consider moving our seminar times forward thirty minutes. There were many reasons that we thought this move made sense. We wished to capitalize on the hour between worship services where parents typically had to wait for their adolescent children to attend YU and/or MSG. We also have heard regularly from our musical performers in the worship services that they would appreciate having something to do between the services. There have also been some hopes that we could find more ways to mix out 9:15 am worship attenders with our 11:15 am worship attenders. As we looked at our attendance (though, to be fair, there were no formal attendance records to base any significant data on), we noted that on most Sunday's we'd be lucky if 25 people would attend one of our seminars. Our hope was to increase congregational participation by attracting more of our 9:15 am worship attenders, while reducing the challenge of our 11:15 worship attenders from having to choose between attending worship or a seminar. Our great compromise came as we envisioned a 50-minute seminar time that would take place between services. After much great discussion, I made a presentation to Church Council in November, with the assurance that in May we would evaluate the new time and see if it was worthwhile.

I'm happy to report that for the most part, this has been a great success. We believe our seminar attendance has increased substantially (and now we have data to base those speculations off of), and we have also increased worship attendance at our 11:15 am worship service. Choir members and other musicians have responded very positively to the new time. We've also seen a significant uptick in the number of 9:15 worship attenders sticking around for a seminar. While we know that there are things we still need to tweak, we are for the most part thrilled with not only the great support we've had with seminars, we are also very proud of the content we've curated. Some of our most popular events have been our series entitled, "The Vulnerability of Democracy," and "How I Know God." We've had numerous guest speakers from outside our congregation, including Rabbi Michael Joseph, Saeed Khan,



Annie Nieman from the Journalism School at UF, Rosa Williams, members of Equality Florida, and Dr. Natalie King, just to name a few. We've also had outstanding contributions from members of our congregation, including Lauren Poe, Lilliam Pancorbo, Anthony Clark and Darrell Hartman and Evan George.

After conferring with the congregation via a congregation wide survey we have decided to maintain the seminar time of 10:20 am with a few additions; including a better sound system, Q and A opportunities after the 11:15 am service has begun, alternate coffee locations and better publicity. I've loved this new area of responsibility, and I am very excited to continue the strong tradition of great seminar offerings at UCG.

We are also in the process of reconsidering how we do our Small Group offerings next year. This year we offered 84 different small groups between the Fall and Winter/Spring, with great participation from people throughout our community. For next year, we are going to offer seasonal offerings at three different points during the year. Stay tuned for more on that!

Our other boards and committees that I resource maintained and continued the great work we do. Open and Affirming had another successful year, as did Compassion in Action, Social Justice and Family Promise. Under CIA our Backpack Program and Christmas Angel Gift Markets were great successes, and under Social Justice we continued our strong partnership with the Racial Justice Task Force as well as helped provide some good venues for members to be more engaged in more local and national issues, including gun control, living wage, and post-Women's March community support. In addition, our Racial Justice Task Force has become an official committee of the church, and is now the Racial Justice Committee, which is committed to, "educate ourselves and others about white privilege and systemic racism, to become anti-racist in beliefs, attitudes, and actions, to build community partnerships to resist systemic racism, and to advocate for racial justice in our community."

For charitable giving this year through UCG we have provided:

- 19 mini-grants to individuals and families in need of a little extra assistance<sup>3</sup> supporting grants of \$150 each to provide a Christmas party for a group home at Tacachale, for client services at Meridian Behavioral Center, to the Helping Hands Clinic and to St. Francis House.
- \$1000 to the SWAG Community Resource Center through the Partnership for Strong Families
- \$1000 to the Community Weatherization Coalition
- \$1000 to the Peer Respite Center
- And \$1000 to the Gainesville Sister Cities Initiative as they seek to build a school for the deaf in Palestine.
- \$1500 to Welcoming Gainesville and \$200 to Family Promise.
- We gave \$561.50 to Grace Marketplace, and thanks to your generous donations to our Angel Gift Market, dozens of children at Rawlings Elementary School received brand new Christmas presents from their parents, who in turn donated \$671 back to the school through their purchases.
- You gave over 150 socks filled with household necessities and a few tasty goodies to clients at Grace Marketplace and Dignity Village.
- At the end of the year, you gave over 1 ton of food to the Gainesville Community Ministries food pantry (2234 lbs, to be exact), and we capped the year off with a generous donation of \$1343.47.
- Over 110 children have been fed over weekends through our Food 4 Kids Backpack program at Rawlings Elementary. That is over 10,000 meals this year!
- Mommy Reads worked with 176 incarcerated women who sent books and recordings to 437 children. (Since the program's inception in 2012 we have distributed 1964 books to children in 67 Florida counties, 33 states and 3 foreign countries)

- We have also sent over 100 postcards to elected officials sharing thoughts on a wide range of topics from gun violence to access to affordable health care.

All told, we have provided \$10,775.97 of generous giving by you and through your continued support of our annual budget at UCG.

Other highlights from this year have been our wonderful work with MSG and Youth United, our youth groups. In the fall, they provided a Halloween Carnival for the children in United Tribes; we hosted guest speakers to learn about intellectual and developmental disabilities and then did two service projects with the Friendship Group. We also had our Christmas Party with the Friendship Group, and one of the great highlights of that was our Christmas Caroling party we did at two local group homes and the home of Bonnie Ellifritt.

Our youth groups also had an awesome overnight at Prairie Creek Lodge before Church on the Prairie, and participated in a three-part Sexuality and Spirituality series. Youth United had a great mystery trip to the Orlando area, and our Work Tour this year took us back to New Orleans, where we worked though the SBP in the lower 9<sup>th</sup> ward. I can't say thank you enough to Emily Ott and Yo'Quarius Tucker, as well as our outstanding youth officers, who have kept our youth programs strong and fun.

In our inaugural year of our three-year plan I have kept the active words of the plan in front of me, to remember for my work and ministry. Presence, Openness, Curiosity, Connection, Nurture, Health, Education, Empathy and Action. And I'm proud to say that I have been energized and encouraged in my continued work with UCG, and I am so very excited for this next exciting chapter in our life together.

Special thanks goes out to our terrific team, with Shelly, Lisa, Sara, Joe, Catherine and Keri helping to keep us moving ever forward. Kathy Funke also deserves special recognition for her outstanding years in service to our worship excellence through the Lively Arts. And Moderator Will Dougherty, Moderator-Elect Liz Harvey and Council Members at Large Dick Elkins and Lisa Ingram have gone above and beyond this year with a lot of extra-duty hard work in leadership of UCG. And of course, to Sally Simonis and our beloved Search Committee who have been so outstanding to work with, thank you all so much.

It's been quite a year at UCG. And I am so very grateful for your faith and trust, and for your continued care and support as we move into a bold and exciting new future together.

### **ADMINISTRATOR ~ LISA GOLDSTEIN**

First off, I want to offer my thanks and gratitude to my co-workers and the whole UCG community for the outpouring of love and support in the passing of my sister last August. The past 18 months, through her illness and death, has been the most difficult in my life, and I have felt loved and supported as I have walked this path. Thank you all so very much.

#### **What was your own favorite moment this year?**

Watching as Retreat rolled out smoothly after months of hard work and planning. It is always gratifying to see how well retreat runs and how much fun people have, but it was exceptionally fun for me this year as this was the first year of coordinating on my own. Many thanks to those before me who put a great program in place, to Andy, who took on the adult programs portion, and to the great team of retreat committee members who worked so diligently to put this plan in motion. I look forward to working with many of you again next year. And, a big thank you goes to each of you who attended, for

the job that you performed as well as the energy and love you bring to the weekend. If you are lucky enough to go on retreat, you are lucky enough!

### **What other arenas of your work this year do you feel good about?**

In early 2016 we began creating a restructure plan for the administrative staff which would better support the ministers and best utilize the gifts that each admin professional brings to their job. The final plan culminated in Sara becoming an Executive Assistant to the ministers, to help with the administrative tasks of their jobs, as well as managing the church communications, and continuing to manage the church calendar and rentals. I became the Church Administrator, the purveyor of the business of running a large church; overseeing budget and finances, insurance, human resources, facilities management, IT management, data base management, and upon Vince's departure, becoming the retreat coordinator. I also continue to supervise the day to day operations of the office as well as all of the administrative and facilities staff. We also hired Emily Ott as our part time office assistant to support the front desk 12 hours per week, freeing Sara to fulfil her new job duties. As a natural progression, in 2016 I also began the process of becoming a Certified Church Administrator through the Church Network, a national professional organization for church administrators. This certification requires two weeks of core class work at a seminary, 40 CEU's of additional education, as well as completion of an action based certification project. As part of this certification, last July I attended the TCN national conference in Dallas, completing several 8 core hours of CEU requirements. I am excited to move forward with this and my goal is to complete the certification process in 2-3 years.

### **What were some challenges?**

Since the last annual report, we have again begun a period of transition in the staff. First, with the departure of Vince in September, we began the search for, and calling of, new associate minister. Then in late January Sara and Joe announced that they are relocating to western Massachusetts in June and Sara will begin an interfaith seminary program next fall. Although we are very sad to see them go, we are so excited for them as they begin this new chapter. But the obvious is I need to fill the executive assistant position as well as make arrangements for our facilities upkeep and management. As I type this, we are inches from calling a new minister, and I am in the process of interviewing candidates for the other positions, with the goal of having people in place by late May. Through the last several years of transition, I have worked hard to maintain stability and structure in the administrative/operations of the church and I am proud of the work I have done.

### **What does the next year hold in store?**

I am excited to see how this next year plays out. I look forward to welcoming our new associate minister to our team, helping to integrate them into this wonderful group of people I am lucky enough to work with. And although the faces will change, faces I will miss very much, I am excited to see how we continue to live into the administrative staff restructure. I love UCG and all that it stands for and I feel very grateful to come to work each day, where what I do feels like my own sense of ministry. Outreach in In-reach for the betterment of all. Thank you to Shelly, Andy, Sara, Joe, Catherine, Keri and Emily for being not just co-workers, but my "work family." I am blessed indeed.

## **MODERATOR ~ WILL DOUGHERTY**

When I was first asked to serve as the UCG Moderator for 2016-2017 I was extremely nervous about the job and the tasks at hand. Shortly into my term, we learned of Vince Amlin's pending departure from the church, and the reasoning behind this seemed clear. In addition to assisting with the leadership of the church and being a conduit to the congregation, my main role for the year was to assure congregants that all would be okay, and that the church was strong, intact, and beautifully prepared to get through the year. I had wonderful conversation with people assuring them that

everything was going to be okay. I answered questions, with the help of the ministers, and sometimes just listened to concerns.

*Create diverse opportunities for spiritual growth for all ages  
Strengthen care for the congregation by the congregation across the life course  
Work for justice and transformation around issues of poverty, race, and environment*

I tried to use the three goals of the Three-year plan in every aspect of my work. At every meeting, I included these goals on our agendas, in our spiritual focuses, and in the topics at hand. And, I asked the Board Chairs to do this too and asked them to share HOW they incorporated the goals in their Boards and Committees. I attended many of the individual board and committee meetings and was very happy to see firsthand the way the Three-Year Plan goals were incorporated.

The greatest gift I received this year was working closely with Andy and Shelly and learning just how hard they work. The knowledge they have and the grace in which they shared it was so appreciated and will be incorporated in my life in an ongoing manner.

I look forward to my remaining year serving on CMRB as the Minister Emeriti Liaison, helping to create a Fellowship Committee for UCG, and continuing to volunteer with UCG's Family Promise.

### **MODERATOR – ELECT ~ LIZ HARVEY**

The Moderator-Elect shadows the Moderator for one year with the goal of learning all that is needed in order to become the Moderator for the following year. I am very grateful for Will Dougherty's mentoring and his incredible patience with my endless questions. I cannot fill his shoes!

Shortly after assuming the Moderator Elect role, I attended the UCC Florida Conference Spring Gathering in Ft. Lauderdale along with the ministers and the moderator. It was an opportunity to begin our team formation and for me to acquaint myself with the larger governing body with which UCG is affiliated.

I participated in the Leadership Summit for all new board and committee chairs in May of 2016. I then planned with Shelly Wilson and Andy Bachmann the agenda and orientation for board and committee chairs for the 2017 Leadership Summit on April 2, 2017.

I attended monthly meetings of the Council Exec, the Congregation Ministry Review Board, and Church Council and I participated in the All Board Kickoff in the fall of 2016. I set a goal for myself to visit each board and committee at least once over the course of the year to familiarize myself with the work of all of these various groups within the church. I am very grateful to all the Board and Committee chairs whose meetings I attended. What incredible passion, energy, enthusiasm and dedication they exhibited to doing their very best work. It made me once again so proud to be a part of this church.

I worked with the Board and Committee Chairs to compile a current list of their Business Statements and then incorporated that in to the Time & Talent sign-up in March of 2017 for which I was responsible. Again, I was so amazed at the work and creativity of all these boards and committees and the enthusiasm they generated amongst people searching for the best place for their gifts and talents to be used.

I worked with the other members of Council Exec to review and update the By-Laws to be in sync with our current programming, policies, and procedures, with our primary emphasis on the re-visioning of the boards and committees.

I was able to participate in worship services several times over the course of the year, offering readings, prayers, and sharing the scripture passages.

I am very honored and humbled to have the opportunity to serve our church in the coming year in the role of Moderator. I take responsibility very seriously and will do the work to the very best of my ability.

### **CLERK ~ KITTY WILLIAMS**

As Council Clerk, I take minutes at meetings of Church Council and the UCG Congregation. I try to do this accurately and to have the written minutes completed within one week. This year, Council supported my request that PowerPoints presented at Congregational meetings be sent to me electronically to aid in preparation of the minutes. This trend also seems to be adopted by board chairs when they make formal presentations at Council meetings.

### **COUNCIL MEMBERS – AT – LARGE**

#### **DICK ELKINS**

I have served as Council Member-at-Large for the last year.

While a Council Member-at-Large has no specifically assigned duties, my main function is to represent the entire Congregation and carry out special assignments as needed. In that role in the past year, I have concentrated my efforts on helping revise UCG's Bylaws to more accurately reflect the manner in which the Church operates. Additionally, I have participated as an active member of the Council Executive Committee and have participated in the various organizational and educational meetings of the Church Council.

My main goal for the year was to be an active participant in the revision of the UCG Bylaws. In that role, I served as "scribe" to the Council Executive Committee by keeping track of the proposed revisions and transcribing those proposed revisions for review by the Council Executive Committee and ultimately by the Church Council and the Congregation.

Additionally, I served as Chair of the UCG Compensation Committee. In that role, I worked with the Compensation to assure that the Ministers and Staff of UCG were fairly compensated and made aware of the support of the Church they enjoy.

#### **LISA INGRAM**

No report available

### **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**  
**"Find the Balance"**  
**April 21-23, 2017**  
**Warren Willis Camp, Fruitland Park, FL**

**2017 Retreat Committee**

**Coordinator:** Lisa Goldstein

**Registration:** Sally Simonis, Donn Smith, Melissa Varady

**Check-in:** Barbara Gibbs

**Family Liaison:** Tammy Herchel

**Adult Programs and Recreation:** Andy Bachmann, Chair; Akilah Brown, Ann Gill, Mike Myers, Mary Crummer

**Youth Program:** Emily Ott, Yo'Quarius Tucker

**Elementary School Program:** Christine Denny

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

**Childcare**

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

**Elementary School:** Michael Moore

**Liaison:** Summer Hartley/Taylor Bourg-onsite

**Variety Show Coordinator:** David Dick

**Sound System:** Steve Bates, Blossom Sprinkle

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

**Lifeguard Liaison:** Will Dougherty

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

**Logo Design:** Tracy Bachmann

**MEMBERSHIP REPORT**

**Membership as of May 1, 2015 - 705**

New Members - 24

Reactivated Members - 0

**Total added - 36**

Moved out of town - 9

Removed by Request - 5

Placed on Inactive Roll - 19

Deaths - 6

**Total lost - 38**

**Membership as of April 30, 2016 - 703**

<b>Baptisms:</b>	Emma Murphy	June 5, 2016
	Ben Murphy	June 5, 2016
	Isobel Vincent	August 14, 2016
	Leo Heil	August 28, 2016
	Koa Larson	August 28, 2016
	Tenley Sullivan-Hemmerich	August 28, 2016
	Harrison Howard	November 27, 2016
	Judah Bachmann	May 8, 2017
	Jonathan Gitzendanner	May 8, 2017

<b>Marriages:</b>	Emily Ott & Shirley Rodriguez	March 10, 2017
	Hannah Norton & Thor Blevins	April 8 2017
<b>Deaths:</b>	Robert Lamason	January 1, 2016
	Mary Elizabeth McBride	August 4, 2016
	Jane Hiers	November 30, 2016
	Donald Reed	December 31, 2016
	Beverly Preston	February 4, 2017
	Bonnie Ellifritt	March 17, 2017

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

### **BOARD OF ADULT PROGRAMS - SEMINAR COMMITTEE**

**Chairs:** Tricia Gregory & Carolyn Ashby

**Members:** Fred Gregory, Tony Miller, Jim Archer, Leveda Brown, MaryAnne Wagner, Sal Pancorbo, Dar Mikula

**Staff Resource:** Andy Bachmann

#### **2) Basic responsibilities of the Committee.**

The basic responsibilities of this committee are to provide opportunities for the enrichment and connection of our members by offering seminars on Sunday morning that contribute to spiritual, personal, and intellectual growth. This committee also tries to connect the seminars with the sermon themes and the three-year plan priorities as possible.

#### **3) Main goals for this year – how they were accomplished.**

A significant accomplishment of this year's committee was experimenting with a time change for the seminars to help increase attendance. We found that scheduling the seminars between the services from 10:25 to 11:15 was very successful and resulted in greater attendance and greater satisfaction by the congregation.

There was also more coordination between other committee events as they funneled their Sunday morning offerings through our committee, so that the Sunday morning offerings were not in conflict with each other.

The responsibilities of the committee members were outlined more specifically. Andy helped with outlining member's role as facilitators and tech support for their seminar and gave periodic "tech support" education.

#### **4) Information about things that went well**

The members of this committee were engaged in coming up with ideas for seminars and following through with the details of providing them. Members worked well together and provided relevant and meaningful seminars

#### **5) Suggestions for next year**

The year should start with an orientation to the role of its members. In order to stimulate thinking and ideas, seminars that have been well attended in the past could be reviewed, as well as emphasizing what their personal interests are that might be relevant to a seminar. The roles of the facilitator should be made clear and I would recommend that Andy give his "tech support" education briefing to the new committee.

Also keeping a list of the seminars offered with their attendance would provide great information for long-term planning.

## **BOARD OF ADULT PROGRAMS - SMALL GROUPS COMMITTEE**

**Chair:** Karen Hegland

**Staff Resource:** Andy Bachmann

**Members:** Keith Berg, Doris Harvey, Susan Austin, Martina Murphy, Sam Harris, Renata Serra, Erick Smith, Kathryn McGill

No Report Available

## **BOARD OF BUSINESS**

**Chairs:** Bob Sammel

**Staff Resource Person:** Shelly Wilson

**Members:** Robert Sammel, Marianne Schmink, Karen Neiderkor, Lola Yousey,

### **Accomplishments**

The Board of Business produced a budget which was nearly fully funded by the annual pledge drive, incorporating additional support for key ministries and personnel, funding the needs of ministerial transition, and which began to provide for anticipated facility needs, including the replacement of fencing, HVAC units, doors, and the sound and wireless systems. Many difficult decisions were made at the beginning of 2016 to provide for a balanced budget. However, with excellent fulfillment of pledges and non-pledge income being higher than expected, we were able to avoid cuts that directly impacted on active programs, and finished the year with a budget surplus.

### **Additional Goals**

We are continuing work on our financial and accounting review, as well as work towards identifying needs and resources that involve our physical facility. We will need to count on continued support from the congregation as we return in 2017-18 to supporting a full ministerial staff and as we take actions to fulfill the current church plan as well as future growth.

## **ENDOWMENT COMMITTEE**

**Chairperson-** Allan March

**Staff Resource** - Shelly Wilson,

**Members:** Sanford Berg, Bill Hoppe, Carla Summers, Andy Ingram, Kaydie Vistelle, Brent Seagle, Marjorie Abrams, John Lybas

The UCG Endowment Committee was established in 1999 and maintains a membership of at least 6 church members each serving 3-year terms on a staggered schedule.

The mission of the Committee is to support the mission and ministry of the United Church of Gainesville by funding significant and valuable ministries, programs, and initiatives outside the regular annual budget of the church. The Committee seeks to achieve this mission through careful management of the endowment and through promotion of the endowment to members and friends of UCG.

The UCG endowment fund balance on December 31, 2016 was \$200,830. There was one donation to the endowment fund during the year; several members included the endowment in their estate plans. The entirety of endowment funds resides in a Vanguard investment account. At the recommendation of last year's Investment Subcommittee chaired by Karen Johnson, the investment portfolio was reorganized to include all Vanguard mutual funds with a ratio of 65/35 stocks to bonds. This permitted



the Committee to reduce mutual fund management expenses from 1.11% to 0.12% with a resulting 10-year savings of \$31,783.

The Committee focused its attention on the third goal of UCG's three-year plan, "work for justice and transformation around issues of poverty, race, and environment." This opportunity was facilitated by Board of Business Chairperson Bob Sammel, who arranged to pay for a new fence around the children's playground using a reserve account. The Committee considered Welcoming Gainesville, the Gainesville Peer Respite Center, a funding an outside speaker in conjunction with the UF Department of Religion as possible recipients of UCG endowment funds. According to the Tobin Rule, the Committee had the authority to grant \$9,644.

In consideration of the many community residents who suffer from mental illness and the community's struggle with providing adequate services to meet their needs, it was unanimously decided to award the Gainesville Peer Respite Center \$6,000. At the February congregational meeting, Sanford Berg announced the gift to the Center. On behalf of the Center, UCG member Jane Emmeree accepted the gift and told the congregation about the mission and location of the newly opening Center.

On May10, 2017 the Committee was informed of an urgent need to replace the broken and unrepairable projector in the sanctuary. The operating budget had insufficient funds set aside for this contingency. Committee members voted unanimously in favor of awarding \$2,022.75 for the purchase and installation of a new projector. This brought the total project awards for 2016-2017 to \$8,022.75.

The Committee also reached out to the congregation by notifying older church members of a new ruling from the Internal Revenue Service. The IRS now allows direct charitable distributions from Individual Retirement Accounts to qualify as both a required minimum distribution and a charitable contribution. The following letter was signed by the chairpersons of both the Board of Business and the Endowment Committee and sent to 111 church members born before 1947. There were no inquiries related to this letter in the first month after its distribution.

"You have come to United Church of Gainesville as a congregant seeking spiritual growth, a place for your children to mature, and a supportive community in which to age gracefully. Now we come to you to inform you of a new way to support your church if you have an IRA.

"If you are over age 70 1/2 years, you must remove a required amount of funds from your IRA each year as a required minimum distribution, which increases your taxable income. Under a new law a direct distribution of funds from your IRA to the United Church of Gainesville (UCG) will qualify as both a required minimum distribution and a non-taxable charitable contribution provided the funds pass directly from your IRA to UCG. This permits you to get a tax benefit from your charitable distribution without reporting it as an itemized deduction on your tax return. It also permits you to use before-tax dollars rather than after-tax dollars for charitable giving.

"Your IRA charitable distribution to UCG will reduce the otherwise taxable amount of your required minimum distribution by the amount of your charitable distribution. If you choose, your IRA charitable distribution can exceed your required minimum distribution as long as your charitable distribution is not more than \$100,000. In either case, your IRA charitable distribution will lower your adjusted gross income, which may increase the amount of your medical expenses and miscellaneous items which qualify as deductions on your tax return. Having more qualifying deductions lowers your income tax. Also, if your adjusted gross income exceeds \$85,000 for an individual or \$170,000 for couples filing jointly, a lower adjusted gross income may lower your future premiums for Medicare Part B and Medicare prescription drug coverage.

"Your IRA charitable distribution to UCG can either fulfill your annual pledge, augment the UCG endowment, or both. You may wish to consult your tax advisor to determine if this approach to charitable giving is suitable for you. Please call one of us if you and your tax advisor have decided to implement an IRA charitable distribution to UCG.

"Thank you in advance for your continued support."

Next year the Committee hopes to build an Endowment section for the UCG Website. In preparation, the Committee developed a preliminary planned giving document. The Committee also plans to post a PDF file of the Endowment's "Gifts at your Table" brochure on the UCG Website.

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

**Chairperson:** Marthe Walters

**Staff Resource:** Shelly Wilson

**Members:** Tom Bittikoffer, Ashley Pennypacker-Hill, Beth Hinrichs, Christine Archer, Jenny Land, Lauren Poe, Lizzi Nehls, Melissa Hawthorne, Tanja Philhower.

**Responsibilities:** Create opportunities for spiritual growth for children and families beyond the United Tribes curriculum. BCM is responsible for events such as the Easter egg hunt, palm parade, Christmas craft fair, and others.

### **Goals:**

Our main goals were a) to continue to provide opportunities for social justice education and work for the children of UCG; b) make one of our events more inclusive; c) work with other boards; and d) continue to improve the playground.

a) We put on three more "social justice Sundays" during UT activity time, this year focusing on the work of Compassion in Action, Welcoming Gainesville, and Mommy Reads. Beth Hinrichs also organized an opportunity for families to serve dinner during a Family Promise hosting. We intended to designate two volunteers to organize a social justice activity outside of church three times during the school year, but that didn't happen and is part of my recommendation for next year.

b) Our goal was to make the Christmas Craft Fair free and invite children from Rawlings elementary to participate. Our contact at CIA said that it would be next to impossible logistically for the Rawlings students to attend, and we weren't able to identify another population of children to invite. We did change the entrance fee to a suggested donation, however, and included a table where kids could make candy bags and cards as a treat for the students in the Backpack for Kids program.

c) We worked with CIA to make Christmas angels for the gift market tree and to create candy bags as discussed above. We also gave kids an opportunity to create love letters for BPM's April 30th service (though I think most kids took them home rather than leaving them to be read during the service). I met with Jenna White of the Social Justice Committee at the beginning of the school year to discuss work we could do to help them, but we weren't able to reconnect.

d) Playground upkeep became the focus during the second half of the school year. Christine Archer took over the playground subcommittee and has organized the annual sealing of the structure as well as a work day for painting the playhouses and rocking chair. She's also organized volunteers to replace the basketball hoop (Tim Martin) and possibly build a gaga ball pit (Scott Nelson). She's also researching other ways to improve, including a prayer wall.

I recommend that the next year's board chair (Beth Hinrichs) formalize volunteer roles at the beginning of the church year, especially the social justice event coordinator.

## **BOARD OF MEMBERSHIP**

**Chair** - Donn Smith

**Staff Resource:** Shelly Wilson

**Members:** Allison LeBaron, Amy Vollmer, Ann Pursell, Anne Longley, Dan Randall, Diane Lasley, Donn Smith, Gary Kirkland, Jan Adkins, Jerry Steinberg, Karen Archer, Karin Polifko, Kitty Williams, Laura Maxwell, Mary Fukuyama, Melvin Lopez, Nancy Ryan, Nettie Maguire, Ruth Saunders, Tom Miller

### **Responsibilities:**

The Board of Membership (BOM) welcomes visitors to our congregation, invites new members to be a part of our church and facilitates the full integration of everyone into our diverse spiritual community.

Each Sunday a BOM greeter introduces new visitors before the congregation as well as providing the new visitor with printed information about UCG and answering questions.

At regular intervals throughout the year, a team of BOM members is responsible for coordinating new member joining activities:

- Coffee with the Minister: an informal question and answer gathering for prospective new members
- New Member Orientation: a more formal meeting at which new members who have committed to joining UCG have the opportunity to share the gifts they have to offer and offer what they are seeking from UCG. Introductions are made, questions are answered and paperwork is completed
- New Member Sunday: new members are introduced by their BOM Ambassador during the service after which the new member shares some details about themselves. The service is followed by a cake reception and new member photographs

Your main goals for this year – and your sense as a Board/Committee of what and how you did at accomplishing these goals.

1. Implement Board of Membership Committee Structure
  - Invitation Committee: Community Outreach and Visitor Support
  - Welcome Committee: New Member Orientation and New Member Sunday
  - Integration Committee: New Member Support and Photo Directory Project
  - Decision made in November by BOM to discontinue the committee structure in favor of New Member Joining teams (see below)
2. Establish and maintain UCG New Member Ambassador program
  - Initially BOM planned to recruit a group of 15-20 UCG members to be trained as UCG new member ambassadors to serve as an initial and then on-going contact/resource for assigned new member(s)
  - Ambassador duties and training material were developed and the plan was tested for one new member joining cycle
  - Afterwards the decision was made to bring the Ambassador role back under the responsibility of a BOM member to ensure the continued success of the program
3. Project to establish an online UCG photo directory with STRONG privacy protections

- Develop policies and procedures specifically user security, create the process to implement church-wide encompassing current members and provide for on-going maintenance to add new and update existing members
  - A trial membership with [www.instantchurchdirectory.com](http://www.instantchurchdirectory.com) was set-up and tested but due to the limitations of the website, the decision was made to look into other websites
  - Currently reviewing [www.onlinechurchdirectory.com](http://www.onlinechurchdirectory.com) for functionality and ease-of-use
4. Coordinate Sunday Greeter scheduling
- Transitioned greeter signup website from [signupgenius.com](http://signupgenius.com) to [signup.com](http://signup.com) (formerly Volunteer Spot) to make the process easier and more user friendly
  - One BOM member now administers the [signup.com](http://signup.com) website and keeps track of openings in the greeter schedule that need to be filled
  - Established a greeter signup goal for each BOM member so that everyone shares the responsibilities and all BOM members are committed to signing-up
  - Developed procedures for the assigned greeter each Sunday to send follow-up visitor emails
  - Assessed and implemented improvements to the greeter process including the visitor introductions during services
  - Conducted greeter training for new BOM members
5. New Member Activities
- Incorporated a spiritual growth component into Coffee with the Minister meeting
  - During New Member Orientation, the new member will select 1-2 boards/committees of interest and the chair of those boards/committees will reach out to the new member to welcome/invite to join
  - Implemented a change to have the Ambassador stand up with the new member in front of the congregation to introduce them and offer support
  - Decision made to offer an additional new member joining cycle during each year for a total of four as long as the number of new members supports another cycle
  - Formed New Member Joining teams (Summer, Fall, Winter and Spring) of 4-5 BOM members to handle all of the New Member Activities during each of the four joining cycles
  - Coordinated a service opportunity for new members to serve a meal during Family Promise week

Information about anything else, not covered in the goals, that you did which went really well.

BOM did a wonderful job this past year of working together to implement new processes in both the greeting and new member joining tasks. Everyone gave input and advice on how to structure the activities to ensure our goals were reached in a collegial and organized manner.

What concerns, suggestions or recommendations do you want to pass on to next year's Board/Committee?

For the next program year, the area needing additional focus are

- New member joining activities checklist to assist the New Member Joining Teams
- Formalize the new member service opportunity
- Establish a monthly tracker for greeter signup reminders, upcoming unfilled greeter slots and YTD greeter signup goal vs. actual signup for each BOM member
- Strategize on community outreach & visitor invitation
  - Social media strategy
  - Devise plan for external promotion and publicity of selected UCG events
  - Table at selected community events

## 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:** Kimberly McCollough

**Staff Resource:** Andy Bachmann

**Members:** Carol Barron, Carole Zegel, Charlotte Seubert, Cheryl Poe, Dotty Faibisy, Doug Whalen, Jack Nettles, Jackie Trudeau, Jean Epling, Jessica Elkins, Jill Ragsdale, Kathryn Seagle, Marc Smith, Margaret Johnston, Mary Crummer, Susan Schackow

### Mission/Basic Responsibilities of CIA

"Being a conduit for the UCG Congregation to provide goods and services to people in need in our community, near or far." To find ways to compassionately interact with the community, to listen and learn about their needs, and to find ways to help the UCG congregation meet these needs.

1. CIA met their **goals for 2016-2017** through the successful completion of the following projects:
  - **Food For Kids** – Helped raise money for a program serving Rawlings Elementary School that provided weekend backpacks of food for 50 families and 110 children in need, totaling 10,00 meals and snacks.
  - Collected over **150 socks** filled with household items and treats which were donated to Grace Marketplace and Dignity Village.
  - Set up and operated the **Angel Gift Market at Rawlings Elementary School** where new donated toys were sold at a discount to the parents of the students. The proceeds from the sale, \$671, were then donated to Rawlings Elementary.
  - Met the **19 mini-grant requests** with gifts of \$100 each to individuals and families at Christmas needing a little extra assistance.
  - **Provided grants of \$150** each to a group home at Tacachale for a Christmas party, for client services at Meridian Behavioral Center, and to the Helping Hands Clinic and St. Francis House.
  - Gave **\$1,000 to the Peer Respite Center** to purchase a new refrigerator.
  - Raised \$3,900 from our **Oxfam dinner** while bringing 65 participants together to share a meal of soup and salad. The money will be used to help support a microlending program.
  - Collected and delivered toiletries and paper goods through our **AIDS Project Hearts** to the Gainesville Area AIDS Project Office.
  - Cooked and served dinner for the residents of **St. Francis House**.

We did better at increasing awareness of the Food First Sunday food drive, thereby increasing the amount of the donations this year.

We continue to refine the Angel Gift Market at Rawlings Elementary by communicating more with the school and tailoring the gift donations to better match the wants and needs of the students and parents.

We were able to work with the Children’s Board to involve the children with Food For Kids (providing cards and treats at Christmas to be included in the backpacks) and the Angel Gift Market (decorating the angels to be hung on the tree and talking with them about giving gifts).

Continued communication with the congregation about what CIA does.

## **FAMILY PROMISE**

**Chair:** Rebecca Beachy

**Staff Resource:** Andy Bachmann

**Members:** Rebecca Beachy, Anne Casella, Jean Epling, Colleen Goodwin, Susan Johnson, Phoebe Papadi, Yvette Silvey, Kitty Williams

**Friends of FP:** Nurallah Briseno, Jane Emmeree, Beth Hinrichs

The Family Promise committee’s main responsibility is to coordinate UCG’s efforts to provide lodging, meals and transportation for local homeless families one week at a time and four times annually. We recruit and supervise volunteers from UCG for our hostings. We also had several student groups from UF provide meals at 2 of our hostings.

Our committee also coordinates 4 meals per year at Grace Marketplace. We plan the menu, recruit volunteers who prepare food, purchase supplies, transport to Grace and serve the meal. This past year our volunteers served just under 800 delicious meals!

We held a very successful Winter in July blanket drive for Grace Marketplace. Our congregation generously donated many, many boxes of blankets, sheets, towels, sleeping bags, pillows and some clothing for Grace.

As a way to involve the children in our efforts, we participated in the Craft Fair during the holidays and provided candy for the children to make small goodie bags that were distributed to the diners when we served at Grace Marketplace on December 17, 2016.

This is the second year that our congregation has hosted Family Promise 4 times and served at Grace Marketplace 4 times. Each of these events require approximately 70 volunteers and our congregation did an amazing job!

## **SOCIAL JUSTICE COMMITTEE**

**Chair:** Jenna White

**Members:** Betsy Dodd, Cheryl Poe, Christa Ochoa, Don Fitzpatrick, Nurallah Briseno, Florence Turcotte, Hannah Norton, Irma McLaughlin, Jenna White, Jenny Seltzer, Joanne LaFramenta, Judy Broward, Megan Culligan, Shanna Johnson, Tony Delisle, Alice Robar, Carol Barron, Priscilla Arinson, Nancy Day, Heather Dewar, Jim Wagner, Zannah Marsh, Gretchen Casey, Vick Baker

### **Responsibilities**

The Social Justice Committee works to build awareness of issues and takes thoughtful action to promote social justice and peace. The SJC sets its priorities each year to focus on several current social justice issues. Our Social Justice committee is the action-oriented arm of our outreach at the United Church of Gainesville. Ongoing projects include selling of Fair Trade coffee and chocolate, Candidates Corner, Mommy Reads, Rebuilding Together, and working with the Racial Justice Task Force. Each year brings new social justice issues which SJC studies and communicates to the congregation for action.

## Goals

Our priorities for this year were to come up with new ways to conduct our actions in keeping with the 3-year plan for UCG:

### **We accomplished these goals successfully this year.**

- We initiated a raffle of Fair Trade Coffee/Chocolate during the Christmas Holiday season which raised funds for the Kairos group. Doing this allowed us to use our external resources to support our congregation.
- As we came out of the election this year, several members of SJC observed a need for training/focus on civil discourse - both in our congregation and the community. We partnered with Adult Seminars to present a 4-part series on Civil Discourse this Spring which brought in leaders from the community and was well attended.
- In support of the health of our congregation - we are providing training in Mental Health First Aid to the congregation during May, which is Mental Health First Aid month. This will be a partnership with local facilitators to certify attendees in MHFA according to NAMI curriculum and our hope is to be able to expand this training to more members of the congregation throughout the year.

## Other Information

Our Fair-Trade coffee and chocolate sales won an award for its performance this year. Mommy Read continues to thrive and has expanded to include online Wish Lists for books on Amazon.

## Suggestions

Over the next year, we will continue to look for ways to engage the 3-year plan in the work we do and build on the strengths/passions of our members.

## **RACIAL JUSTICE TASK FORCE**

**Co - Chairs:** Lance Gravlee & Jackie Davis

**Staff Resource:** Andy Bachmann

**Members:** Isabel Coutts, Jackie Davis, Betsy Saunders, Mary Fukuyama, Lance Gravlee, Sue Hartman, Sue Hatch, Joanne LaFramenta, Pat Morse, Phoebe Papadi, Suzanne Stapleton, Flo Turcotte, Shelly Wilson

No Report Available

## **BOARD OF PARISH MINISTRY**

**Chairperson:** Ruth Segal

**Staff Resource:** Shelly Wilson

**Members:** Cynthia Christianson, Christoph Seubert, Doris Harvey, Elizabeth Franco, Jane Emmeree, Keith Kelly, Kristin Larsen, Sally Simonis, Erick Smith, Darrell Hartman, Patsy Frenchman, Jean Cunningham

### **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:

- Open the church buildings every Sunday morning.

- BPM member Erick Smith served on the Compensation Committee
- Flower Communion Service in May
- Songs of Summer Service in August
- Moravian Love Feast Service January 1
- Labyrinth Installation in July and November, collaborated with Shelly for July Labyrinth service.
- Collaborated with Shelly for Advent Contemplative Prayer
- Put up Christmas Decorations, took down Christmas Decorations
- Install Taize Blocks and take them down.
- Communion Coordinator Jane Emmeree Collaborated w/ministers whenever communion was included in worship.
- On March 26<sup>th</sup>, BPM hosted a Communion Orientation Dinner
- Easter Decorations installed/removed
- Next BPM-lead Service will be April 30<sup>th</sup>.

### **What went well:**

Our monthly BPM meetings were always well attended and full of laughter and creativity. Every active member of our board signed on for another year. We are a dynamic board in which tasks are easily covered and everyone goes the extra mile. BPM-Lead worship services received overwhelmingly positive feedback. Our goal is to keep getting better!

## **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 Trospen, Children's Choir Director

Mark Burlingame, Coordinator Brass Ensembles

Star Bradbury, Sandy Reimer, Jenny Hill, Liturgical Dance Coordinators

Angela Hoppe, Coordinator Art in the Library

Lizzi Nehls, Production Assistant, Lessons & Carols

### **Basic Responsibilities**

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 scheduling piano and instrumental accompaniment for weekly church services, as well as accompaniment for the All Saints, Christmas Eve, Ash Wednesday, and Maundy Thursday services as requested. 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 2016-17**

- Provide an avenue for church-community outreach through music events. Piedmont Choir will be singing on May 7, 2017.
- Plan for the transition as I leave the position of Lively Arts Coordinator. Prepare the Accompanist Calendar for the summer through August 2017.
- Send out the final Choir Notes e-message in June, 2017.
- Plan for the transition for responsibilities for Lessons and Carols coordination.
- 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 Well**

Tanè DeKrey has continued to lead the choir to greater skill in the interpretation and execution of challenging music selections. The Easter 2017 services were musically notable for the combination of flute (Cindy Martin), drums (Nancy Ryan), and dance (Sara Ingley) as the choir sang a selection in the world music tradition. She is an integral member of the Lively Arts Planning meetings where she provides suggestions for music for worship. As always, the Lively Arts serves an active and important role in UCG worship. We relied on Phillip Klepacki to provide accompaniment for sectional practices and rehearsals as well as accompaniment for the worship services for Lessons and Carols. Thanks go to our Lively Arts committee which included Tanè DeKrey, Andy Olivenbaum, Lizz Nells, Mark Burlingame, Keri Trosper, Shelly Wilson, and Kathy Funke. Sara Magnuson has cheerfully assisted in scheduling rooms for practice, for reserving the kitchen for events, and the library for the Lively Arts Planning Meetings. Musical groups such as the Hogtown Strutters, the UCG Jazz Band, the Jazz Bandits, and the Hogtown Pickers as well as various ensembles continued to participate in the Lively Arts. Ruth Sauders has coordinated string ensembles throughout the year. Under Mark Burlingame's coordination, the brass ensemble has participated in milestone events. 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 whose participation was facilitated through Larry Reimer, Andy Bachmann, and Yo'Quarius Tucker. The Lively Arts benefits from the volunteer efforts of our congregation. Those who serve on a regular basis include Catherine Berg, Mark Burlingame, Pat Morse, and Connie Caldwell. Both Lois McNamara and Nancy Ryan have participated as accompanists during the year. Connie Caldwell volunteered to accompany Children's Choir for Lessons and Carols, the Children's Pageant, and additional practices and in worship. Thanks go to the members of the UCG choir who volunteer their time and talents to enhance worship. Zach Neece has contributed his time and talents to making suggestions, facilitating performers, and writing/arranging music. Kitty Williams continued to serve as the choir librarian. She maintained files, saw to the copying needs of the choir, collated music along with Cathy Persons for Lessons and Carols, had music ready for regular choir practice, and secured the Sanctuary after practices. Star Bradbury, Jenny Hill, and Sandy Reimer coordinated liturgical dance ensembles; these events have incorporated those with extensive dance training along with less trained members of the congregation. Angela Hoppe has provided an avenue for lovely and thought provoking displays of visual art in the UCG library. She has contacted members of the congregation to coordinate the opening receptions and has facilitated these ongoing artistic displays which have featured paintings, photography, and collage. A flute concert was performed in early May. Events such as these not only provide additional revenue for the Lively Arts budget but provide community outreach by offering the larger Gainesville community an opportunity to visit UCG.

## **OPEN AND AFFIRMING MINISTRY COMMITTEE**

**Chairperson:** Tim Martin

**Incoming Chair Elect for 2015/16:** Arwynn Collins

**Staff Resource Person:** Andy Bachmann

**Members:** Natalie Andrews, Andy Bachmann (Ministerial Resource), Anne Casella, Arwynn Collins (Chair-Elect), Holly Collins, Rocio Cosme, Greg DeLong, Elizabeth Husband, Sally Kimberly, Lisa Langford, Ron Lester, Larry Ligammare, Tim Martin (Chair), Martina Murphy, Sean Ochal, Luigi Rogriguez, Donn Smith, Jean Sperbeck, Taylor Stein, Melissa Varady, Cory Wise

**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.

**Your main goals for this year – and your sense as a Board/Committee of what and how you did at accomplishing these goals.**

Coordinate UCG Pride activities – This is our major event of the year, and the committee came together well, along with the rest of UCG, to provide substantial support for and participation in this event. Highlights included a giant Uncle Sam puppet in support of the “Vote with Pride” theme; a UCG marching band; face painting and bike decorating for kids; tabling at the festival; a Pride seminar (see details below); and a Pride brunch at UCG on Sunday

Participate in Equality Florida Lobby Days – For the past several years ONA has been facilitating the participation of a group of UCG members to participate in Equality Florida’s annual Lobby Days event, at which citizens can visit with legislators in Tallahassee to talk with them about LGBTQ-friendly legislation. This year six UCG members joined us to lobby in Tallahassee.

Help facilitate the Transgender Day of Remembrance service – we supported Shelly in her efforts to co-coordinate the annual service, and ONA members brought home-made snacks for the reception after the service

Continue a seminar series on Rainbow families for LGBT individuals – We organized a very successful seminar entitled “Rainbow Families: Parenting with Intention”. A specially-invited guest panel of experts and LGBTQ families discussed their unique journeys to parenthood, including co-parenting, gestational surrogacy, IVG treatment, and known vs. anonymous sperm donation.

**Information about anything else, not covered in the goals, that you did which went really well.**

- We held several fun social events. Highlights included a going-away picnic for the Amlin family, and two happy hour meetings at First Magnitude.
- With Board of Membership, co-sponsored a weekly UCG advertisement in the Independent Florida Alligator student newspaper. We also maintain an advertisement in the North Central Florida Pride Center newsletter.
- Sponsored a UCG Seminar by Equality Florida on lobbying legislators for LGBT friendly legislation
- Contributed a sponsorship to the PFLAG Educational Summit, "Understanding the Gender Spectrum".
- Assisted with decorations and food for the Pride Center’s marriage equality anniversary celebration
- Parked cars at a home football game for fundraising

**What suggestions or recommendations do you want to pass on to next year’s Board/Committee?**

It is probably time for a new Open and Affirming t-shirt logo design. Although the “Gay and Straight Together” tagline was very popular, it has been pointed out that this phrase is not entirely inclusive of all sexual orientations. This may be a good opportunity to explore the use of fully inclusive language in all of our ONA materials.

## BOARD OF YOUTH MINISTRY

### YOUTH UNITED

**Continuity Person** –Emily Ott

**Staff Resource Person** – Andy Bachmann

See Andy Bachmann's report

### MIDDLE SCHOOL GROUP

**Continuity Persons** –Yo' Quarius Tucker

**Staff Resource Person** – Andy Bachmann

See Andy Bachmann's report

## CONGREGATION AND MINISTRY REVIEW BOARD (CMRB)

**Co-Chairs:** Deborah Hill and Andrew Ragsdale

**Chair-elect:** Andrew Ragsdale

**Staff Resource:** Shelly Wilson

**Members:** Shelly Wilson, Andy Bachmann, Vince Amlin (through 9/16), Nancy Dana (through 2017), John Denny (through 2017), Will Dougherty (through 2018), Deborah Hill (through 2017), Jeanne Moberly (through 2018, but resigned due to relocation 4/2017), Jen Stuart (through 2019), Liz Harvey (though 2019), Ramon Littell (through 2019), Andrew Ragsdale (through 2018), Barbara Rienzo (resigned 12/16)

**In-coming new members include:** Alice Robar, Pam Smith, Gary Kirkland and Cheryl Poe (who will serve out Jeanne Moberly's vacancy, as she submitted her resignation, with one year yet to serve, early April due to upcoming relocation.

**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 / feedback as necessary. Additionally, a representative from CMRB provides valuable input for the annual compensation committee who make recommendations regarding ministerial and office staff compensation packages. At the end of the year there is a formal review of each minister and a report presented 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 cycle.

**Goals:** This past year's primary focus, in large part, was to support the ministerial team of Andy and Shelly leading up to and following the transition of Vince Amlin's resignation and the search for a new Associate Minister. We acted as a sounding board and support structure for the proposed and revised job descriptions / roles / responsibilities for the New Associate Minister (in addition to the changes proposed by Shelly and Andy in their own roles); additionally, we participated in the ongoing conversations regarding the restructuring and reorganization of the office staff job descriptions / roles in supporting the new ministerial team as well.

CMRB's secondary role this year was to evaluate the Three-Year Plan, one year into its three-year cycle, through a thorough review of what is working well and where might we improve. CMRB is the administrative and visioning voice of the Three-Year Plan.

It must be noted that the Three-Year Plan check in / review may have taken a less central role in the normal Three-Year Plan cycle as we were in the midst of a new Associate Minister Search, however, thorough review of how this Three-Year Plan has transformed the quality of our congregation was completed (and recommendations for keeping the plan "alive" recorded)

This Three-Year Plan was written as more of a vision document, rather than one with clear deliverable results, therefore serving as a road map and true mission for UCG. The document is meant to guide the congregation from 2016-2019 with the emphasis on three declarations of possibility that shape the decisions we make and the ministry we engage to make justice, and nurture and spiritual growth our congregational culture over the next three years.

### **CMRB successfully:**

- Provided support to the ministerial team through the announcement of Vince's resignation / created a space for the processing all the related issues and elements of the transition and redistribution of Vince's roles / conducted Vince's exit interview and reviewed the Transition Covenant with him prior to his relocation.
- Supported the ministerial team in the process of reorganizing roles for the "new" ministerial team with job descriptions / titles that best reflected their gifts, graces & talents, while also accounting for the evolution of Andy's role and desire to focus this next chapter of his ministry on Social Justice / Outreach and move away from Children / Youth Ministry. Helped to delineate role of Associate Minister of Worship Arts, Youth, & Spiritual Formation.
- Served as a support and resource to the roll out plan of this significant change to the congregation.
- Generated a list of recommendations / ideas / suggestions to be considered and implemented in keeping the Three-Year Plan alive and in front of the congregation.
- Outlined / archived a process manual on "How to Draft the All Church Survey and the Three Year Plan" on z-drive.
- Completed the Three-Year Plan Review.

### **Recommendations:**

- Take the lead to be in charge for the on boarding / welcoming process of the new Associate Minister.
- Draft an on boarding procedure and checklist to be added to z-drive and archived for future transitions
- Update all CMRB binders with most relevant / revised documents, job descriptions, organizational charts, bylaws, policies and procedures.
- Ensure smooth transition of New Emeritus Liaison from Deborah Hill to Will Dougherty assuring the key and relevant information reaches Reimer's from Council on a monthly (and "as needed") basis, as well as provide opportunity for them to communicate with CMRB.
- Keep "Living" Three-Year Plan alive and in front of congregation through implementation of conscious strategies / communications that have it present in all areas of the church and governance (i.e. in boards and committees, church communications, reports / reviews, sermons, monthly newsletter, "This Week at UCG", signage, Youth Ministry, retreat planning etc.)
- Create new Organizational Chart when the new minister is hired and all roles and accountabilities

are definitive to best reflect Church Council Governance Structure (modify current organizational wheel to include Ministers Emeritus role)

- Prioritize monthly CMRB communication via article / entry in UCG Newsletter to expand congregation's knowledge of CMRB's vital role to both ministerial team and congregation to ensure communications are prioritized and reach our entire membership (consider appointing subcommittee to manage annual calendar of topics and submission dates).
- Be mindful of over ambitiousness of any new projects, goals, and program launches until new associate minister assimilates and full complement of ministerial team and office staff are integrated (keep things grounded and steady through the on boarding and orientation process.)
- Consider collaborative creation of a collage art piece representing the "Living" Three-Year Plan.
- Consider installation of "*wall words*" signage to sanctuary / office / library / Reimer Hall / and West Wing glass surfaces reflecting the Three-Year Plan priorities and key words / phrases.
- Continue to support / blend / promote the philosophy of the Three-Year Plan into all aspects of the Church's mission and culture.
- Create the space, support structure and voice for always encouraging the question, "*How are we living into the 3 priorities of justice, nurture, and spiritual growth?*"

*"What declaration of possibility can you make that has the power to transform the community and inspire you?"*

-Peter Block, Community: The Shape of Belonging

### 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.

#### Contributions

Operating Budget Campaign			
<u># Pledging Units for 2017</u>	<u>Total Pledged</u>	<u>Prepaid in 2016</u>	<u>Pledge Receipts Jan-</u>
369	\$ 701,891	\$ 32,680	\$ 226,305

<u>Donations to Special Offerings-5/1/2016 through 4/30/17</u>	
Food 4 Kids	\$ 25,756
Mommy Reads	\$ 724
Emergency Loan Fund	\$ 2,110
Family Promise (IHN)	\$ 150
Neighbors in Need	\$ 1,305
One Great Hour of Sharing	\$ 462
Operation Hope	\$ 9,000
Oxfam	\$ 3,955
Ray Meeks Gifts	\$ 2,618
Total	\$ 46,080



# Treasurer's Report –December 2016 Final

United Church of Gainesville - Gainesville FL  
Treasurer's Report as of December 2016 (UCG Budget Report)

Thursday, May 11, 2017

Account #	Account Name	Period Activity	YTD Balance	Annual Budget	% of Annual Budget	Annual Budget Remaining	Previous YTD
<b>Operating Income</b>							
4.100.110	Pledge Income	64,863.36	664,325.81	680,986.00	98	16,660.19	645,420.35
4.100.130	Plate Funds	4,794.00	43,371.39	26,500.00	164	(16,871.39)	43,173.15
4.100.150	Late Prior Year Pledges	0.00	9,632.50	6,667.00	144	(2,965.50)	1,830.00
4.100.205	Grant Income	0.00	9,000.00	1,000.00	900	(8,000.00)	6,500.00
4.100.208	Endowment Contribution	0.00	9,283.00				0.00
4.100.210	Rental Income	1,175.00	19,240.49	18,000.00	107	(1,240.49)	18,297.85
4.100.220	Football Parking Income	0.00	19,000.00	19,000.00	100	0.00	16,500.00
4.100.310	Interest Income	15.04	294.12	250.00	118	(44.12)	217.17
4.200.100	Designated Accounts Income	0.00	4,088.35	6,368.00	64	2,279.65	0.00
	<b>Total Income</b>	<b>\$70,847.40</b>	<b>\$778,235.66</b>	<b>\$758,771.00</b>	<b>103</b>	<b>(\$19,464.66)</b>	<b>\$731,938.52</b>
	<b>Operating Income</b>	<b>\$70,847.40</b>	<b>\$778,235.66</b>	<b>\$758,771.00</b>	<b>103</b>	<b>(\$19,464.66)</b>	<b>\$731,938.52</b>
<b>Expenses</b>							
5.100.150	Council & Gifts	348.50	950.14	1,100.00	86	149.86	1,102.74
5.100.710	Conference Dues	851.87	10,222.00	10,222.00	100	0.00	9,800.00
5.100.715	OCWM Expense	1,545.00	18,540.00	18,540.00	100	0.00	18,000.00
	<b>Total Costs for Others</b>	<b>\$2,745.37</b>	<b>\$29,712.14</b>	<b>\$29,862.00</b>	<b>99</b>	<b>\$149.86</b>	<b>\$28,902.74</b>
5.100.112	Associate Minister Salary - AB	7,699.16	60,310.00	60,310.00	100	0.00	58,555.00
5.100.114	Associate Minister Salary - VA	0.00	59,792.00	59,792.00	100	0.00	58,052.00
5.100.115	Pastor Salary - SW	10,107.08	87,595.00	87,595.00	100	0.00	85,045.00
5.100.120	Office Administrator Salary	5,906.05	51,185.00	51,185.00	100	0.00	49,685.00
5.100.121	Administrative Assistant Salary	4,009.58	34,750.00	34,750.00	100	0.00	30,000.00
5.100.122	Church Accountant	2,186.84	18,952.00	18,952.00	100	0.00	18,400.00
5.100.123	Secretarial Assistant	632.50	4,792.50	5,425.00	88	632.50	5,604.66
5.100.126	Church Custodian	3,054.95	26,477.00	26,477.00	100	0.00	23,300.27
5.100.128	Other Custodial Expenses	380.00	2,295.00	2,500.00	92	205.00	1,688.79
5.100.129	Family Promise Coordinator	112.50	1,350.00	1,350.00	100	0.00	1,150.00
5.100.130	Lively Arts Coordinator	316.63	3,800.00	3,800.00	100	0.00	3,450.00
5.100.131	Sound Coordinator	543.00	3,876.00	4,130.00	94	254.00	3,455.00
5.100.132	Choir Accompanist- SUB	0.00	0.00	800.00	0	800.00	300.00
5.100.135	Choir Director/Accompanist	1,412.50	16,950.00	16,950.00	100	0.00	15,400.00
5.100.138	Worship Tech Coordinator	247.88	2,975.00	2,975.00	100	0.00	2,775.00
5.100.140	Director Childcare 2 & under	640.42	5,650.00	5,650.00	100	0.00	5,375.00
5.100.141	Director Childcare 3 yrs - 5th	648.16	5,718.00	5,718.00	100	0.00	5,418.00
5.100.142	Coordinator Child Programs	3,606.08	31,253.00	31,253.00	100	0.00	28,787.00
5.100.144	Middle School Continuity	232.50	3,022.50	4,650.00	65	1,627.50	4,400.00
5.100.145	High School Continuity	229.15	2,750.00	2,750.00	100	0.00	2,450.00
5.100.146	Post-High Ministry	427.24	2,350.00	2,350.00	100	0.00	2,150.00
5.100.147	Childcare Aides Salaries	1,869.24	16,435.88	16,700.00	98	264.12	16,956.65
	<b>Total Wages and Salaries</b>	<b>\$44,261.46</b>	<b>\$442,278.88</b>	<b>\$446,062.00</b>	<b>99</b>	<b>\$3,783.12</b>	<b>\$422,397.37</b>
5.100.212	Annuity - Associate Minister - AB	0.00	7,689.56	7,690.00	100	0.44	7,465.79
5.100.214	Annuity - Associate Minister - VA	0.00	7,624.00	7,624.00	100	0.00	7,401.66
5.100.215	Annuity - Senior Pastor - SW	0.00	11,168.40	11,169.00	100	0.60	10,843.26
5.100.262	Health Insurance - Associate Minister - AB	1,143.17	13,445.50	13,297.00	101	(148.50)	14,507.04
5.100.263	Health Insurance - Associate Minister - VA	0.00	9,499.00	9,499.00	100	0.00	13,476.63
5.100.264	Health Insurance - Senior Pastor - SW	873.20	10,050.40	9,836.00	102	(214.40)	10,310.80
5.100.275	Health Insurance - Staff	2,796.65	32,559.04	32,041.00	102	(518.04)	26,118.68
5.100.290	FICA Match	2,017.09	18,315.82	17,733.00	103	(582.82)	18,629.59
5.100.295	Workers Comp	4,315.00	5,075.00	4,003.00	127	(1,072.00)	4,941.00
	<b>Other Payroll Expenses</b>	<b>\$11,145.11</b>	<b>\$115,426.72</b>	<b>\$112,892.00</b>	<b>102</b>	<b>(\$2,534.72)</b>	<b>\$113,694.45</b>



5.100.510	Mortgage (P & I)	2,529.71	26,950.45	27,420.00	98	469.55	27,420.00
5.100.511	Insurance - General	5,280.25	20,964.25	21,000.00	100	35.75	21,137.25
5.100.512	Utilities	1,385.37	16,405.57	17,000.00	97	594.43	16,350.05
5.100.513	Telephone/Internet	319.51	3,819.45	3,600.00	106	(219.45)	3,573.24
5.100.514	Church Windows and Web Support	57.99	1,341.35	1,800.00	75	458.65	1,205.35
5.100.515	Bank & Direct Deposit Fees	285.66	3,214.92	2,500.00	129	(714.92)	2,521.42
5.100.520	Yard Maintenance	454.00	6,234.68	7,000.00	89	765.32	6,870.39
5.100.522	Building Maintenance	73.09	4,690.19	4,500.00	104	(190.19)	3,851.75
5.100.524	Equipment Maintenance & Repair	446.89	5,424.15	6,500.00	83	1,075.85	5,714.14
5.100.525	Technology Replacement & Repair	576.74	3,976.74	3,000.00	133	(976.74)	1,580.12
5.100.530	Copy Machine	1,314.69	10,632.20	10,500.00	101	(132.20)	10,669.12
5.100.531	Office Supplies	302.95	3,805.94	5,000.00	76	1,194.06	5,370.42
5.100.532	Other Supplies	529.33	3,658.80	3,200.00	114	(458.80)	3,467.37
5.100.533	Worship Supplies	0.00	980.35	1,000.00	98	19.65	1,098.26
5.100.534	Coffee Time Supplies	86.41	1,713.60	2,700.00	63	986.40	2,448.15
5.100.535	Postage	(8.37)	2,471.74	1,750.00	141	(721.74)	3,899.17
5.100.536	Printing	0.00	332.71	800.00	42	467.29	1,166.23
5.100.537	Publicity	186.00	5,600.00	1,850.00	303	(3,750.00)	6,280.76
5.100.538	Help Wanted Advertising	0.00	0.00	250.00	0	250.00	5.00
5.100.552	Continuing Education AB	0.00	1,100.00	1,100.00	100	0.00	1,100.00
5.100.553	Continuing Education VA	0.00	1,100.00	1,100.00	100	0.00	1,100.00
5.100.554	Other Continuing Education	0.00	250.00	250.00	100	0.00	285.00
5.100.555	Continuing Education SW	1,995.00	1,995.00	1,100.00	181	(895.00)	1,100.00
5.100.556	Staff Training	839.93	3,000.00	3,000.00	100	0.00	2,109.85
5.100.562	Books & Publications - AB	311.05	397.11	400.00	99	2.89	392.00
5.100.563	Books & Publications - VA	0.00	400.00	400.00	100	0.00	381.23
5.100.564	Books & Publications - SW	173.09	236.56	400.00	59	163.44	20.00
5.100.572	Business Expense Reimbursement - AB	619.48	1,871.47	2,334.00	80	462.53	2,334.00
5.100.573	Business Expense Reimbursement - VA	0.00	2,833.00	2,833.00	100	0.00	3,012.00
5.100.574	Business Expense Reimbursement - SW	2,833.00	2,833.00	2,833.00	100	0.00	762.37
5.100.580	Denominational Expense	1,180.00	2,000.00	2,000.00	100	0.00	2,729.72
5.100.585	Photography	0.00	0.00	50.00	0	50.00	0.00
5.100.590	Fire Assessment	0.00	0.00	1,800.00	0	1,800.00	0.00
5.100.595	Unrelated Business Income Tax	0.00	2,848.96	2,850.00	100	1.04	2,560.89
	<b>Total Operating Expenses</b>	<b>\$21,771.77</b>	<b>\$143,082.19</b>	<b>\$143,820.00</b>	<b>99</b>	<b>\$737.81</b>	<b>\$142,515.25</b>
5.100.610	Activity & Nursery Programs	1,620.60	3,350.00	3,350.00	100	0.00	2,996.44
5.100.615	Adult Program	0.00	47.50	100.00	48	52.50	15.00
5.100.618	ONA	0.00	250.00	250.00	100	0.00	249.53
5.100.620	Confirmation	0.00	62.00	250.00	25	188.00	0.00
5.100.625	Board of Membership	0.00	278.95	765.00	36	486.05	784.54
5.100.630	Board of Outreach	0.00	0.00	120.00	0	120.00	0.00
5.100.635	BPM Program	0.00	538.32	1,400.00	38	861.68	588.22
5.100.640	Church School Program	1,594.75	4,000.00	4,000.00	100	0.00	3,994.91
5.100.645	Copyright License	0.00	388.00	350.00	111	(38.00)	366.00
5.100.650	Fellowship Committee Expense	0.00	1,300.00	1,300.00	100	0.00	1,145.59
5.100.655	Friendship Group Expense	0.00	27.66	100.00	28	72.34	0.00
5.100.660	High School Program	481.12	774.20	1,000.00	77	225.80	389.43
5.100.670	Library Expense	0.00	79.88	100.00	80	20.12	100.00
5.100.675	Middle School Program	195.22	226.94	800.00	28	573.06	107.99
5.100.680	Music Related	84.49	490.65	500.00	98	9.35	1,081.65
5.100.690	Post-High Program	0.00	509.35	1,000.00	51	490.65	796.40
5.100.692	Retreat Staffing	0.00	1,200.00	1,200.00	100	0.00	1,200.00
5.100.696	Congregational Review Board	0.00	82.00	250.00	33	168.00	208.30
5.100.720	Local & Christmas Mini-Grants	2,000.00	2,000.00	2,000.00	100	0.00	2,000.00
5.100.725	New Outreach	3,000.00	3,000.00	3,000.00	100	0.00	3,000.00
5.100.730	Action Network	1,500.00	1,500.00	1,500.00	100	0.00	1,500.00
5.100.735	Social Justice Initiatives	1,200.00	2,200.00	2,200.00	100	0.00	2,200.00
5.100.740	Family Promise (IHN)	519.92	600.00	600.00	100	0.00	468.67
	<b>Total Program Expenses</b>	<b>\$12,196.10</b>	<b>\$22,905.45</b>	<b>\$26,135.00</b>	<b>88</b>	<b>\$3,229.55</b>	<b>\$23,192.67</b>
5.300.110	Endowment Projects	0.00	13,272.00				0.00
	<b>Total Expenses</b>	<b>\$92,119.81</b>	<b>\$766,677.38</b>	<b>\$758,771.00</b>	<b>101</b>	<b>(\$7,906.38)</b>	<b>\$730,702.48</b>
	<b>Difference</b>	<b>(\$21,272.41)</b>	<b>\$11,558.28</b>	<b>\$0.00</b>			<b>\$1,236.04</b>

If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.



# Statement of Designated Funds December 2016 – Final

## United Church of Gainesville - Gainesville FL Balance Sheet as of December 31, 2016 (Designated Funds)

Friday, May 12, 2017

Account #	Account Name	Previous Period Balance	Period Activity	YTD Balance
<b>Liabilities</b>				
2.200.100	ADULT PROGRAMS	0.00	0.00	0.00
2.200.105	Adult Board	1,072.33	215.00	1,287.33
2.200.110	Women's Overnight	1,001.03	(79.63)	921.40
2.200.111	Men's Overnight	27.79	0.00	27.79
2.200.120	O&A Ministry	2,161.46	(16.32)	2,145.14
2.200.125	Men's Lunch Group	77.22	0.00	77.22
2.200.130	Post High Group	1,421.24	0.00	1,421.24
2.200.136	Retreat	9,054.81	(4,362.80)	4,692.01
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	900.00	8,854.81
2.200.161	Wagner Educational Fund	15,000.00	(15,000.00)	0.00
2.200.162	Johnny Appleseed Fund	5,856.06	(3,945.00)	1,911.06
2.200.165	Peterson - Currie Retreat Scholarship Fund	2,401.48	(600.00)	1,801.48
2.200.200	CHILDREN'S PROGRAMS	0.00	0.00	0.00
2.200.205	Board of Children's Ministry (BOCM)	(578.77)	347.37	(231.40)
2.200.210	Parent's Night Out (PNO)	(759.74)	759.74	0.00
2.200.220	Playground	1,990.56	0.00	1,990.56
2.200.222	Rummage Sale	519.05	(198.84)	320.21
2.200.230	Summer Programs	2,849.54	(1,973.07)	876.47
2.200.250	FACILITIES/EQUIPMENT	0.00	0.00	0.00
2.200.255	Building Improvements - Painting	1,200.00	0.00	1,200.00
2.200.265	Library	2,440.85	515.20	2,956.05
2.200.270	Memory Garden Maintenance	328.54	0.00	328.54
2.200.275	New Furnishings	0.01	(0.01)	0.00
2.200.276	Youth Room Improvement	363.61	(363.61)	0.00
2.200.277	Church School Renovation	468.23	(468.23)	0.00
2.200.280	Photo Directory	0.00	0.00	0.00
2.200.300	FELLOWSHIP	0.00	0.00	0.00
2.200.305	Fellowship Committee	3,227.26	(2,308.20)	919.06
2.200.315	Council Meals	(320.55)	320.55	0.00
2.200.350	LIVELY ARTS PROGRAM	0.00	0.00	0.00
2.200.355	Visual Arts	764.29	0.00	764.29
2.200.365	Lively Arts	3,701.75	(2,915.87)	785.88
2.200.370	Performance Troupe	990.82	(990.82)	0.00
2.200.400	MEMORIAL FUNDS	34.00	(34.00)	0.00
2.200.401	Kathy Cantwell Unrestricted Memorial Fund	802.00	(776.75)	25.25
2.200.411	Dave Reiser Youth Music Fund	10.00	0.00	10.00
2.200.415	Helen Aller - Oster Fund	0.00	210.76	210.76
2.200.428	Madeline Chance Memorial Fund	160.00	0.00	160.00
2.200.450	MISCELLANEOUS	0.00	0.00	0.00
2.200.455	Football Parking Designated	0.00	0.00	0.00
2.200.465	Miscellaneous Payable	330.91	354.86	685.77
2.200.475	Prepaid Pledges	23,234.51	9,445.49	32,680.00
2.200.520	50th Anniversary Book	1,064.39	(385.00)	679.39



2.200.600	OUTREACH PROGRAMS	5.00	(5.00)	0.00
2.200.605	Compassion in Action	5,802.80	(397.86)	5,404.94
2.200.606	KAIROS	0.00	202.00	202.00
2.200.608	Food 4 Kids	13,810.61	1,989.51	15,800.12
2.200.613	Miscellaneous Outreach Fund	1,407.30	(193.95)	1,213.35
2.200.620	Racial Justice Task Force	0.00	(329.50)	(329.50)
2.200.625	Adult Mission Trip	2,242.03	0.00	2,242.03
2.200.630	Interfaith Hospitality Network	4,266.55	610.00	4,876.55
2.200.635	International Mission Fund	314.66	0.00	314.66
2.200.637	Mommy Reads	15,793.67	(2,964.59)	12,829.08
2.200.638	Lowell Prison Ministry	1,537.48	500.00	2,037.48
2.200.640	Operation Hope	14,963.08	(11,643.95)	3,319.13
2.200.645	Ray Meeks Gifts	3,888.56	468.33	4,356.89
2.200.650	Ray Meeks Legal Defense	2,380.12	0.00	2,380.12
2.200.655	Social Justice Committee	6,572.15	252.50	6,824.65
2.200.696	CMRB	(78.27)	78.27	0.00
2.200.700	PERSONNEL RELATED	0.00	0.00	0.00
2.200.710	Associate Minister Search	0.00	20,336.45	20,336.45
2.200.711	Continuing Education - SW	0.00	1,100.00	1,100.00
2.200.712	Continuing Education - LR	1,885.03	(500.00)	1,385.03
2.200.713	Continuing Education - SR	927.50	(500.00)	427.50
2.200.714	Continuing Education - AB	2,450.00	(931.35)	1,518.65
2.200.715	Continuing Education - VA	1,366.26	(1,366.26)	0.00
2.200.718	Discretionary Funds - SW	641.68	(343.06)	298.62
2.200.720	Discretionary Fund - AB	330.47	129.55	460.02
2.200.722	Discretionary Fund - VA	316.66	300.00	616.66
2.200.723	Continuing Staff Training	0.00	839.93	839.93
2.200.724	Technology Fund	649.26	(649.26)	0.00
2.200.800	YOUTH PROGRAMS	0.00	0.00	0.00
2.200.805	High School Group	5,899.32	(210.98)	5,688.34
2.200.815	High School Trips	351.00	(351.00)	0.00
2.200.840	Middle School Group	4,590.12	(132.07)	4,458.05
2.200.845	Youth Group Scholarship	208.59	0.00	208.59
2.200.900	WORSHIP	0.00	0.00	0.00
2.200.905	Special Services	972.91	378.05	1,350.96
2.200.910	Worship Enhancement	427.46	0.00	427.46
	<b>Total Designated Funds</b>	<b>\$188,153.03</b>	<b>(\$14,683.42)</b>	<b>\$173,469.61</b>
2.300.200	SPECIAL FUNDS-INTEREST EARNING	0.00	0.00	0.00
2.300.205	Capital Reserve	50,000.64	(14,239.38)	35,761.26
	<b>Total Special Funds</b>	<b>\$50,000.64</b>	<b>(\$14,239.38)</b>	<b>\$35,761.26</b>
2.300.300	SPECIAL OFFERINGS	0.00	0.00	0.00
2.300.305	Disaster Relief Fund	190.00	0.00	190.00
2.300.310	Emergency Loan Fund	3,800.49	(446.96)	3,353.53
2.300.325	Neighbors in Need	0.00	0.00	0.00
2.300.335	One Great Hour of Sharing	0.00	0.00	0.00
2.300.340	Oxfam World Hunger	250.00	(250.00)	0.00
	<b>Total Special Accounts</b>	<b>\$4,240.49</b>	<b>(\$696.96)</b>	<b>\$3,543.53</b>
	<b>Total Liabilities</b>	<b>\$242,394.16</b>	<b>(\$29,619.76)</b>	<b>\$212,774.40</b>
	<b>Total Liabilities and Fund Balances</b>	<b>\$242,394.16</b>	<b>(\$29,619.76)</b>	<b>\$212,774.40</b>

## 2017 Budget

<b>INCOME</b>		
Pledge Income: ACTUAL	\$	701,891
Plate Funds	\$	26,500
Late Prior Year Pledges	\$	6,667
Grants	\$	1,000
Rental Income	\$	20,000
Football Parking Income	\$	19,000
Interest Income	\$	250
Transfer from 2016 Budget Surplus	\$	2,129
<b>Total Income</b>	<b>\$</b>	<b>777,437</b>
<b>EXPENSES</b>		
<b>Total Salaries/Wages</b>	<b>\$</b>	<b>435,570</b>
<b>Total Benefits</b>	<b>\$</b>	<b>110,916</b>
<b>Total Other Ministerial</b>	<b>\$</b>	<b>16,372</b>
<b>Total Operations</b>	<b>\$</b>	<b>188,954</b>
<b>Total Church Programs</b>	<b>\$</b>	<b>25,625</b>
<b>Total Expenses</b>	<b>\$</b>	<b>777,437</b>

## Nominations - Officers and Boards – 2017 to 2018 May 14, 2017

### OFFICERS

Moderator	-	Liz Harvey
Moderator- Elect	-	Dick Elkins
Clerk	-	Nancy Ryan
Council Members-at-Large	-	Lisa Ingram
	-	Doug Whalen
Treasurer	-	Bob Sammel
Librarian	-	Becky Johnson

## **BOARDS**

### **BOARD OF ADULT PROGRAMS – Seminar Committee**

**Chair – Carolyn Ashby**

**Co-chair -**

**Staff Resource – Andy Bachmann**

#### **Through 2019**

Sal Pancorbo

Tony Miller

Carolyn Ashby

Dar Mikula

Mary Anne Wagner

Leveda Brown

#### **Through 2020**

Taylor Durant

Bill Zegel

Tom Summers

John Harvey

Ryan Ivines

### **BOARD OF ADULT PROGRAMS – Small Groups Committee**

**Chair – Karen Hegland**

**Staff Resource – Andy Bachmann**

#### **Through 2019**

Kathryn McGill

Susan Austin

Karen Hegland

Erick Smith

Renata Serra

#### **Through 2020**

Jeff Shapiro

Dorothy Burnham

Sam Harris

Vick Baker

### **BOARD OF BUSINESS**

**Co - Chairs – Bob Sammel & Marianne Schmink**

**Staff Resource- Shelly Wilson**

#### **Through 2018**

Marianne Schmink

Karen Neiderkahr

Lola Yousey

#### **Through 2019**

Roger Robar

Bob Sammel

#### **Through 2020**

Leveda Brown

Peter Prugh

Nancy Bell

Roger Robar

Tom Stevens

Pilar Useche

Clark Durant

Jim White

Maria Vera

### **ENDOWMENT FUND COMMITTEE**

**Chair – Allan March**

**Staff Resource Person – Shelly Wilson**

#### **Through 2018**

Kaydie Vistelle

#### **Through 2019**

John Lybas

Brent Segal

Marjorie Abrams

#### **Through 2020**

Allan March

Finnette Fabrick

Sally Chesrown

Kitty Williams

Tom Dana

Jane Day

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

**Chair – Beth Hinrichs**

**Staff Resource –**

### **Through 2018**

Melissa Hawthorne  
Kelly Perez  
Alexis Delisle  
Sunshine Moss  
Ashley Pennypacker  
Karen Hegland  
Jenny Land  
Beth Hinrichs

### **Through 2019**

Damian Adams

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

**Chair –Andrew Ragsdale**

**Staff Resource Person – Shelly Wilson**

### **Through 2018**

Andrew Ragsdale  
Cheryl Poe  
Will Dougherty

### **Through 2019**

Liz Harvey  
Jennifer Stuart  
Ramon Littell

### **Through 2020**

Gary Kirkland  
Pam Smith  
Alice Robar

## **BOARD OF MEMBERSHIP**

**Co-Chairs – Donn Smith & Amy Vollmer**

**Staff Resource Person – Shelly Wilson**

### **Through 2018**

Amy Vollmer  
Anne Longley  
Karen Polifko  
Nettie Maguire  
Gary Kirkland  
Jerry Steinberg

### **Through 2019**

Donn Smith  
Melvin Lopez  
Ann Pursell  
Mary Fukuyama  
Diane Lasley  
Laura Maxwell

### **Through 2020**

Colleen Goodwin  
Bill Munselle  
Kay Kiner James

## **BOARD OF PARISH MINISTRY**

**Chair – Jane Emmeree**

**Staff Resource Person – Shelly Wilson**

### **Through 2018**

Christoph Seubert  
Elizabeth Franco  
Sally Simonis  
Ruth Segal  
Kristin Larsen  
Keith Kelly  
Jane Emmeree

### **Through 2019**

Erick Smith  
Doris Harvey  
Darrell Hartman  
Patsy Frenchman  
Jean Cunningham  
Cynthia Christianson

### **Through 2020**

Maureen Cox

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

**Chairs – Jenna White**

**Staff Resource – Andy Bachmann**

### **Through 2018**

Christa Ochoa  
Irma McLaughlin  
Jenny Seltzer  
Megan Culligan  
Shanna Johnson  
Jenna White  
Joanne LaFramenta  
Tony Delisle  
Hannah Norton  
Don Fitzpatrick  
Nurallah Briseno  
Flo Turcotte  
Judy Broward

### **Through 2019**

Alice Robar  
Betsy Dodd  
Cheryl Poe

### **Through 2020**

Kimberly McCullough  
Carol Barron  
Nancy Day  
Heather Dewar  
Jim Wagner  
Zannah Marsh  
Gretchen Casey

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

**Chair – Jackie Trudeau**

**Staff Resource Person- Andy Bachmann**

### **Through 2018**

Mary Crummer  
Jack Nettles  
Jessica Elkins  
Dotty Faibisy  
Margaret Johnston  
Jill Ragsdale  
Jackie Trudeau  
Doug Whalen

### **Through 2019**

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

### **Through 2020**

Priscilla Arinson  
Scott Anderson  
Cherie Anderson  
Abby Hogan  
Stephanie Wohlgemuth  
Anne Casella  
Heather Gavigan  
Heather Cloutier  
Coleen DeGroff

## **BOARD OF OUTREACH - Family Promise Committee**

**Chair – Dawn Beachy**

**Staff Resource Person- Andy Bachmann**

### **Continuing Members**

Dawn Beachy  
Rebecca Beachy  
Colleen Goodwin  
Jean Epling  
Kitty Williams  
Yvette Silvey  
Phoebe Papadi

### **New Members**

Sarah Ingley  
Lisa Ingram

## **BOARD OF YOUTH MINISTRY**

**Staff Resource –**

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

## COMMITTEES

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

**Chair** – Arwynn Collins

**Staff Resource** –

#### **Through 2018**

Arwynn Collins  
Holly Collins  
Tim Martin  
Elizabeth Husband  
Melissa Varady  
Melvin Lopez  
Donn Smith  
Taylor Stein

#### **Through 2019**

Sally Kimberly  
Martina Murphy  
Natalie Andrews

#### **Through 2020**

Adriane Isenberg  
Sara Ivines  
Ryan Ivines  
Anja Julian

### **KAIROS TEAM**

**Coordinator** – Lois McNamara

**Staff Resource Person** – Shelly Wilson

#### **Members**

Glenn Acomb  
Pricilla Arinson  
Barbara Beynon  
Charlie Williams  
Susan Eichner  
Ann Gill  
Paul George  
Colleen Goodwin  
Jenny Hill  
Jane Houston  
Margaret Reynolds  
Barbara Rienzo  
Rose Ann Walker  
Joanna Camper  
Dorothy Stroman

Judy Munselle  
Catherine Berg  
Mary Crummer  
Mary Clark  
Keith Kelly  
John Frachiseur  
Nelson Griffiths  
Scott Goodwin  
Sally Kimberly  
Lois McNamara  
Nancy Ryan  
Charlotte Seubert  
Susan Austin  
Celia Chapman

Jane Day  
Joyce Griffiths  
Dottie Dreyer  
Fonda Davis Eyler  
Janet March  
Susan Cary  
Linda Galloway  
Sam Harris  
David Hackett  
Luis Pedreira  
Joan Stevens  
Beth Sugalski  
Isabel Coutts  
Jeanne Moberly

### **RACIAL JUSTICE COMMITTEE**

**Co-Chairs** – Jackie Davis and Lance Gravlee

**Staff Resource** – Andy Bachmann

#### **Continuing Members**

Betsy Dodd Sanders	Mary Fukuyama
Florence Turcotte	Pat Morse
Isabel Coutts	Phoebe Papadi
Jackie Davis	Sue Hartman
Joanne LaFrumenta	Sue Hatch
Lance Gravlee	Suzanne Stapleton

#### **New Members**

Becky Johnson  
Kristin Larsen  
Dawn Beachy  
Tony Miller  
Jean Sperbeck  
Judy Broward  
Fonda Davis Eyler

### **LIVELY ARTS**

**Staff Resource Person** –