



**2016 Annual Report of Staff,
Council and Ministries**

***"We are one in the Spirit.
We are one in the Lord."***

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2016 Pastor's Report to the Congregation

"We are one in the Spirit; we are one in the Lord."

My tradition in the past several years has been to read through all the reports in this document before writing my own reflection on the past year of our ministry together. This is not just a sneaky way of giving myself more time to write my own report (that's just a bonus), but rather a way for me to learn from the perspectives, experiences, and reflections of our staff and leadership teams. It's not unlike looking through a photo album, with each page evoking memories of various moments of ministry over the past 12 months.

One word that kept cropping up in my reading was the word "excitement." "Excitement" is a word that reflects not just the vitality of a congregation's ministries, but a deep sense of connection to those ministries. Most of all, to talk about "excitement" in faith terms is to talk about "spirit": the Holy Spirit among us, and our own spirit-filled participation in our ministries.

I give thanks for our Spirit-filled staff. The members of our staff are dedicated, talented, and gracious, all gifts of the Spirit! I continue to be inspired by the sense of God's Spirit among them in developing new ideas (such as the Hope Talent Show!) and finding innovative ways to improve upon on-going efforts of ministry.

I give thanks for our Spirit-filled lay leadership. What makes for a faithful Church Council is a group of church members who are committed to discerning and following where God's Spirit is leading our congregation, and we are blessed to continue to have such a Church Council. Furthermore, the ability of our congregation to engage in its many ministries is based upon our Spirit-filled lay leadership ministry teams, and I give thanks for all those who live out their discipleship in this much-needed way.

I give thanks for our Spirit-filled congregation. One of the joys of being a pastor is to witness the living faith of so many people. Whether around a table at a Bible Study, sitting by someone's hospital bed, or standing together in Spirit-filled singing to God in worship, I can go through the photo album of my mind's eye of this past year and reflect upon numerous moments in which I learned about faith, discipleship, and God's love through many of you.

Finally, I give thanks to the Spirit of God. In a society where commitment to faith communities is in decline, we here at Hope are not immune to these shifts. And yet, despite that reality, the word from this year's annual report is "excitement." That is, "spirit!" Every day, I give thanks for finding so many signs of God's Spirit here at Hope United Church of Christ.

*With grateful peace,
Pastor Sarah*

2016 Annual Report of the Hope UCC Church Council

Andy Karcher, Council President

To the Hope UCC Family:

This year has been another vibrant year for Hope UCC. As we look towards 2017, I would like to take some time to look at where we have been, the great things going on at Hope today and where God is calling us next.

Hope, through its ministry teams, continues to make many notable positive changes for our congregation and the world around us. Some of these items in no particular order include:

- The Outreach ministry continues to help make our community and our greater world a better places through international partnership and those close to home.
- The Special Events ministry continues to put together great opportunities to share fun and fellowship. New this year was the inaugural Hope Talent show which delighted all in attendance.
- The Building and Property ministry continues its efforts to ensure that our facilities are kept in top condition. Of particular note was their effort to get our kitchen up to date so we can continue to have food and fellowship.
- New and exciting opportunities for youth continue to be developed. Exciting things on the horizon include the effort to enhance the youth group.
- Hope hosted a concert featuring Vince Martin and Dawn Turlington in an effort to fund raise for vital missions of the Church.
- The Stewardship ministry completely revamped the stewardship campaign. This updated program will aide in keeping Hope UCC solvent and vibrant for years to come.
- Hope's web presence continues to be maintained and enhanced through the diligent efforts of Lonny Davis's upkeep of the website, and the Evangelism and Communications ministry's development of a Facebook presence.

I would like to thank the ministry teams, and the congregation as a whole for all of your hard work on these efforts, and others too numerous to mention here. Because of your efforts, Hope continues to make our church community and the world beyond, a better place to live, play, and worship God.

Hope would not be the community it is without its great pastoral and professional team. This year marked the first full year off full time pastoral duties for Rev. Dr. Sarah McCann. In this expanded role Pastor Sarah has continued to guide our congregation though her wealth of knowledge, passion of faith, and compassionate counsel. Using these gifts, she is constantly finding new and exciting ways to make Hope a vibrant and vital faith community. I think I speak for the entire congregation when I say that we could not be more excited about what Pastor Sarah's increased role has done for the church and what exciting directions she will lead us in next.

Assisting Pastor Sarah this year we have had pastoral care minister Josh Gibson and the most recent addition to Hope Student Pastor Andy Wilson. Both individuals bring a passion for ministry, fresh perspectives, and great enthusiasm to better our church community. We are grateful for the bench strength both add to an already talented team.

Music under the leadership of Jim Threlkeld and Susie Richmann, continues to add new and exciting dimensions to an already rich worship experience. Whether it is handbells, choir, or the recently formed Instruments of Hope, the breadth of musical talent at Hope is truly stunning.

Rounding out the team is Hope's amazing office staff. Joyce DeNeal and Jill Stoll convey warmth and welcome to those who visit or call, strive to facilitate solutions for any and all church members, and help to keep the business of the church running like a well-oiled machine.

In all this reflection I would be remiss if I forgot to thank those who have been the most influential on my church year - the Church Council. You will not find a more dedicated, passionate, or able group of leaders in any congregation. A particular thank you to those who will be going off of Council this year: Dave Kriegbaum and Susan Meyer. Your voices and leadership will be missed.

As I close out my report, I would like to thank you the congregation for your gifts of time, talent and treasure. Please keep up the good work and know that with your dedication Hope was, Hope is, and Hope will continue to be a place that embodies what it means to be a community of faith following the Lord.

*God Bless,
Andy Karchcer
2016 Church Council President*

Statistical Report for 2015/2016

Deaths

Martha Stanfill	December 17, 2015
Mary Jane Wallace	January 12, 2016
Pegge Helsher	January 31, 2016
Donna L. Karcher*	April 7, 2016
Warnishia Sleets*	April 7, 2016
Frank E. Gray, Sr.	April 8, 2016
Dorothy Martels	May 1, 2016
Irene Blake	June 21, 2016
Noni Conradi	August 15, 2016
Donald Gray *	August 24, 2016

**Friend of Hope UCC*

New Members

Christopher Campbell	March 20, 2016	Rite of Confirmation
Jonathon Campbell	March 20, 2016	Rite of Confirmation
Elise Cuba	March 20, 2016	Rite of Confirmation
Annalise McCann	March 20, 2016	Rite of Confirmation
William Mennerick	March 20, 2016	Rite of Confirmation
James Nieswander	March 20, 2016	Rite of Confirmation
Megan Richmann	March 20, 2016	Rite of Confirmation
Joyce Edinger	March 31, 2016	Letter of Transfer
Diane Muehlenbeck	August 28, 2016	Letter of Transfer
Molly Murphy	August 28, 2016	Re-affirmation of Faith
Tyler Poe	August 28, 2016	Letter of Transfer
Jacob Sanderson	August 28, 2016	Re-affirmation of Faith
Rachel Trokey	August 28, 2016	Re-affirmation of Faith

Weddings

Jacob Sanderson and Rachel Trokey	September 23, 2016
Tyler Poe and Molly Murphy	September 24, 2016

Baptisms

Benjamin Karcher	July 3, 2016
Charles Karcher	July 3, 2016
Morgan Blyth	July 17, 2016
Breanna Meyer	September 25, 2016
Benjamin Cade McNamara	October 30, 2016

Statistics for the year October 2015-2016

Total Congregational	386	
This year's activity includes:	+6	New Members Added (<i>additionally 7 confirmands previously counted as children now full membership</i>)
	-6	Members Deceased
	-2	Members removed or transferred
	+4	New Pre-confirmation Age Children Added
Current Congregational Total	388	Includes pre-confirmation age children, inactive members and non-members attending regularly

Average Attendance

Average worship attendance, 2013	129
Average worship attendance, 2014	131*
Average worship attendance, 2015	125**
Average worship attendance, 2016	120***

**Average includes 4th week of October 2013 through 3rd week of October 2014*

*** Average includes 4th week of October 2014 through 3rd week of October 2015*

****Average includes 4th week of October 2015 through 4th week of October 2016*

Music Ministry Annual Report 2016

Jim Threlkeld

The year has given many opportunities for individuals to utilize their musical talents. The Chancel Choir continued to provide a choral anthem each week. The Chancel Handbell Choir led the worship music on the third Sunday of each month. The Handbell Ensemble offered additional music from time to time in the 8:15 service on various Sundays, and in other special services during the year.

New to Hope, is an instrumental group, The Instruments of Hope. This group is compiled of orchestral instrumentalists from our talented youth and adults. The group will play during the 10:30 service every couple of months. Several Sundays between each of their performances, you will hear different instrumentalists from the group play solos and duets for preludes and offertories.

A special thanks goes to several people who continue, with extra efforts, to keep our music program, “in tune.” Susie Richmann works to keep the children and youth singing as well as helping direct the Chancel Choir, when needed. We say a special thanks to Kay Thurman, Susie Richmann, Judy Owens and Sharon Rose for providing music in our 8:15 service. Much of the time they do double duty and come back to the 10:30 service to sing, play bells or direct. Thank you to Lonny Davis who handles all the “behind the scenes” details with the handbell choirs, which include the selection of music and making bell assignments for the ringers.

Looking forward into 2016/2017, the Chancel Choir will continue to sing a choral anthem during the 10:30 service each week. The Chancel Handbell Choir will play once each month...typically the third Sunday of the month. Christmas Music provided by the choirs of Hope Church will be presented on December 18, during the 10:30 service. The service will be in the form of a Christmas Carol Festival. All choirs will participate along with special instrumentalists. The congregation will have an opportunity to sing favorite carols along with scripture readings.

I want to extend an invitation to come join the music program in some way. We have many musical people sitting in the pews that can help enhance the music program and worship. Please talk to me about how you can become involved in this important ministry. There is a lot of music we can make to honor and worship God.

Jim Threlkeld

Annual Report of the Director of Children’s Music 2016

Susie Richmann

We may be few in number, but the members of our Youth Choir are a dedicated bunch! I thoroughly enjoy watching them learn and grow. I am especially thrilled to see them occasionally bring their gifts with musical instruments into service!

Working with the youth of Hope Church is so very rewarding. Their enthusiasm and excitement make every performance meaningful. Thank you for continuing to support this ministry for our young singers.

As a reminder, the youth (grade 3 and up) practice every Sunday in the Chapel at 10:00am.

Susie Richmann

Annual Report of the Coordinator of Youth and Children's Ministries 2016

Katie Mulhall

It has been an exciting and busy year for Youth and Children's Ministries here at Hope United Church of Christ!

To accomplish our core mission of imparting our faith to our youth, we continue our Sunday School Program here at Hope. In March of this year, the Youth and Children's Ministries Committee decided to move the 3-5 year old class and the K-2nd class to meet only during the service. We continue to use the "Shine" Curriculum for these students and with our 3-6th Grade class, and the feedback from both teachers and students is still very positive about this program. For our older 7-12th Grade class, we started a new curriculum called "Generation Why?" This is a thematic curriculum that focuses on tackling important issues of faith that relate to teens. The curriculum has proved to be both engaging and thought-provoking. We have continued to hold Sunday School from 9:15-10:00 each week for our 3rd-12th graders, and our classes have been going well. We are also working on adding a "Service Sunday" for all ages on every 4th Sunday at our regular Sunday School time. We will be completing service projects that help youth learn how to help and engage with our church and larger community. We have had wonderful teachers step up and volunteer to teach our youth throughout the year, and we look forward to another fun filled year of learning!

We also had some exciting events happening for our older youth here at Hope. Our older youth participated in events like Harvest Home Sunday, where we delivered food to Isaiah 58. We also held a bowling and lock-in event where fun was had by all, and we had several youth participate in a lock-in at First Congregational in Webster Groves where several churches combined youth groups and started to get to know each other. Our other big endeavor for the youth is that we are planning a mission trip for the summer of 2017. We have already had one very successful fundraiser – a car wash – and are working towards planning many more events this year!

We recently had our childcare workers, Lizzie McCarthy and Jake Lepak, leave for college. Though we will miss them, we are excited to have hired two new workers – Janie McCarthy (who happens to be Lizzie's sister) and Bridget Kelly. They are getting to know the children very quickly, and we are blessed to have them with us! Both come highly recommended and have been forming wonderful bonds with the children.

I look forward to another productive and fun year with the youth and appreciate all the help from Pastor Sarah, church staff, committee members and congregation members!

Katie Mulhall

Annual Report of the Building & Property Ministry 2016

Ronald Zimmer, Chair

“The goal of the Building and Property Ministry is to provide a suitable facility for the worship of God, Christian education, fellowship, and mission of the congregation, through the responsibilities of the care, operation, use and maintenance of the church facilities.”

The Building and Property Ministry is charged with the operation and maintenance of the physical plant that houses Hope United Church of Christ and HopeMark Pre-School. While lighting, heating and cooling can be our daily challenges, related concerns challenge us on a regular basis.

For several years this Ministry and many members of the congregation have expressed concern over speeding traffic on Eichelberger and the many accidents at the corner of Tamm and Eichelberger. Late last year the improvements recommended by traffic study were implemented on Eichelberger and this year Eichelberger was totally repaved. The new stop sign and added bike lanes have slowed traffic noticeably. Other study recommendations include 24/7 angle parking on Tamm. When implemented, we will no longer be faced with special parking notices for weddings and other events or the need to move cars for Sunday noontime events.

Fellowship Hall has had a heating problem for the last few years. After evaluation of several alternative options for heating this space, two electric wall heaters were installed and they seem to be very effective in keeping the space at a comfortable temperature.

The Ministry has had a variety of topics to deal with in 2016. These included kitchen changes and the health requirements for kitchen workers; loitering on the parking lot and the related trash; replacing the snow blower and a leaf vac/shredder; repairs to the dishwasher pump and motor; and aiding in the development of a building use calendar. Visitors from the University of Tennessee did a great job cleaning the pews and other surfaces of the sanctuary as a thank you for the use of our building as a base for their mission trip.

Several new efforts were initiated and will continue into next year. The parlor is due for a facelift. The rear entrance to the building is also in next of dressing up as this is the primary entrance for most weekday activities at Hope. Roof leaks are a recurring problem. As this is being written, a new leak has occurred over the former choir transept. It may be necessary to consider a total reroofing of the entire building with materials of a more current technology. An effort has begun to organize, inventory and record the contents of all storage closets. Unused, broken and obsolete items will be discarded and posters showing the stored position of the retained items will be posted to aid in keeping the contents stored in an organized manner. The ministry is currently working on developing a church wide “Job Jar”. Tasks that can be done by one person in an hour or two would be posted for voluntary sign-up. This allows many tasks to be completed without waiting for a scheduled all-church workday. Typical tasks would be replacing air filters on the AC air handlers, replacing batteries in smoke detectors, small paint jobs, etc.

As you might expect these issues involve substantial cost. Fortunately a Capital Improvements Fund was established many years ago, specifically to address these types of expenses. Once again this fund has allowed us to move forward without a “special” fund raising campaign prior to doing the necessary work. We mention this here because over the last few years, contributions to the Capital Improvements Fund have diminished significantly. A recent bequest has been very helpful in reestablishing a basic balance in this fund but the demand continues. For those who may not be aware, the Capital

Improvements Fund is intended to pool funds for periodic, high dollar capital projects such as heating system replacement, new roofs, carpeting replacement, building tuck pointing, cleaning and sealing or a large painting project such as the Sanctuary. These are all items that are not included in the annual operating budget and without a planned pool of funds to draw upon would require an emergency fund raising drive. The Ministry currently maintains a list of major cost items that we expect to face during the next five to ten years. The total cost of these projects exceeds \$500,000.00 in today's costs. Contributions received in the monthly "Maintenance Fund" envelope or by other contributions similarly marked, provide the funding for these occasional high ticket items needed to keep this property fully functional. This should not be confused with the regular maintenance, cleaning, painting, lawn care and snow removal that is included in the general budget and supported through our weekly giving.

The members of this ministry deeply appreciate the many members of the congregation who have given of their time and labor in the many tasks and planned workdays. Thanks to all who participated and consider this an invitation to all to participate in the future.

New ideas and new perspectives are always helpful in carrying out the responsibilities of the Building and Property Ministry. That means we are always open to members joining this Ministry. Become a regular member, or identify yourself as a "Friend" to respond to specific tasks facing this Ministry.

Ministry Team Members:, Eric Jennings, Ethan Hale, Randy Hall, Erik Hazel, Terry Thuet, John Whitacre, Pete Weis and Ron Zimmer - Chairman

Friends of Building and Property Ministry: Dan Emerson – Council Liaison, Andy Wilson, Andy Karcher, Drew Florian, Rachelle Gilham, Kay Maassen, Anna Mennerick, Ed Noud, Shawn Ryan, Ian Blyth and Robert Wagstaff

Annual Report of the Evangelism & Communication Ministry 2016 **Erik Hazel, Chair**

When the Evangelism and Communication Ministry was born in late 2014, we were in hopes of finding new ways to generate the growth of Hope UCC. Now that we are a standing ministry in the church, we can look back at what we have accomplished.

- We created a new Facebook page which has 161 likes at the time of this writing. At this time last year, we had 130 likes.
- The Ministry is heavily involved in the annual Art in the Park every September in Francis Park.
- A member of the Ministry writes an article for the Builder each month.
- In order to get Hope UCC's name out into the community, we created yard signs, which are now in the front lawns of many congregation members.
- We meet at the church once a month. In order to make sure we do not interfere with the other Ministry meetings that occur on the second Thursday of the month, the Evangelism Ministry meets on the first Thursday. So, if you are so inclined, you can be a part of us as well as any other Ministry!
- This Ministry created the new Hope logo which graces the Sunday bulletins and monthly Builders.

- Most importantly, we are developing ways to educate our members on the true meaning of evangelism: sharing the Good News of Jesus Christ! For us, that includes sharing the Good News of Hope United Church of Christ as a caring community of faith that welcomes all people!

This coming year, we hope to have available bumper stickers and new t-shirts.

Ministry Team Members: Gary Bogener, Jennifer Conrad, Andy Karcher, Amy Kavanaugh, Kathleen Mees, Tom Mennerick, and Erik Hazel

Annual Report of the Hospitality Ministry 2016

Carol Zimmer, Chair

The Hospitality Committee hosts the Fellowship Time immediately after the 8:15 a.m. service in the lounge area of the Chapel, and after the 10:30 a.m. service in the Sanctuary Narthex on Sunday mornings. We serve donuts, coffee, tea, and water. Coffee, tea, and cup expenses come out of the kitchen funds. Sometimes tea is donated. The committee buys the donuts and decorates the serving tables with a theme for each month. Donuts and napkins are purchased ahead of time, and then we are reimbursed at the end of each month. Our Donut Donation Fund helps to keep this Hospitality Treat possible. This Fellowship Time of donuts and beverages promotes conversation between the congregation and guests after each worship service.

Our committee also decorates the big Fellowship Hall Bulletin Boards. One board is decorated with a monthly theme which includes congregational members' birthdays and anniversaries. On half of the other bulletin board we post pictures and names of new members, activities of the church, and/or a monthly theme. (The other half of this bulletin board is used for Sunday School and youth activities.) We also decorate the Eichelberger Street Entrance Bulletin Board.

We welcome any suggestions for improvement. This committee really needs more members, because Donna Heinemann and Joyce Schubert had to resign as they no longer are able to help on this committee. We thank them so very much for their energy, creativeness, humor, and love that they put into this committee. Kay Thurman helps when the Zimmers are away, so we automatically added her to this committee. So thank you, Kay for your help. Anyone wishing to be a part of this committee should contact Carol Zimmer. We would love to have you join us.

Ministry Team Members: Carol Zimmer, Chair, Kay Thurman and Ron Zimmer

Annual Report of the Outreach Ministry 2016

Clint McCann, Chair

The Outreach Ministry is responsible for administering, supporting and developing the mission work of Hope UCC. This is made possible by the generous gifts of time and the financial support of our members. The following agencies, events and programs were (or will be) supported by Hope UCC in 2016.

As a **Global Mission Church**, Hope UCC continues our local ministries and “journeys beyond our national boundaries to engage in God’s transforming missions.”

Global Mission speaker, Judy Chan visited Hope UCC and gave an interesting and informative presentation in August of 2016 about her experiences as a Global Ministries worker for the past 22 years in Hong Kong. She has worked all this time with the Hong Kong Christian Council, most recently as Communications Specialist and Editor of English Publications.

The Church exists by and for God’s mission in the world...to claim the church’s core identity as a global mission church in all of its expressions, and calls on the church to live out this commitment in all current and future mission priorities.

A Global Mission Church:

1. prays regularly for partners, missionaries and the world.
2. educates its members about global issues from preschool age to adult.
3. seeks justice for the “least of these” in the international community.
4. receives the gifts of the global church.
5. gives to the work of global mission.
6. sends its members into the world to share the Good News of Jesus.
7. and grows in sharing the story of God’s mission with others.

Source: www.globalministries.org

OCWM (Our Church’s Wider Mission) The United Church of Christ’s regional, national and global missions were assisted monetarily by our congregation. Denomination-wide offerings supported by Hope UCC included: **Basic OCWM** changes lives by strengthening our ecumenical relationships and global partnerships, by imagining and embodying a better world through prophetic witness and work, and by providing resources and programs to nurture the vitality of our United Church of Christ congregations; OCWM Special Support appeals: **One Great Hour of Sharing** (Working in more than 80 countries, the offering provides hope to people in more than eighty countries); **Strengthen the Church** (sometimes known as Share the Love) grows the UCC’s future by funding new church starts and invigorating existing congregations, nurturing lay and pastoral leadership, building youth and young adult ministries, supporting the God is Still Speaking Ministry and its extravagant welcome for all within the United Church of Christ); **Neighbors in Need** (supports ministries of justice and compassion throughout the United States); and **The Christmas Fund** (sometimes called Veterans of the Cross); helps provide supplemental monies for pension and health insurance premiums to low-income retirees. At Christmas, the offering provides gift checks to hundreds of annuitants, but it also provides emergency assistance to clergy and lay employees and their families throughout the year.

For 2016, Hope UCC was again designated as “5 for 5 Congregation.” This designation specifies congregations that contribute to OCWM-both Basic Support and Special Support including all four of the special mission offerings listed above.

The Missouri Mid-South Conference of the United Church of Christ (or simply, the “Conference”). [It serves 149 congregations in Missouri, Arkansas and Memphis, TN.]

The Conference is the regional segment of our denomination; our Conference supports three different UCC associations, including the St. Louis Association. Our support of the Missouri Mid-South Conference which is listed below, also helps provide for our Conference staff, who diligently work on our behalf.

Shannondale - This is a mission project of the UCC Missouri Mid-South Conference; the Shannondale Community Center serves the spiritual, educational and economic needs of Shannon and the surrounding counties.

The St. Louis Association of the United Church of Christ, or sometimes called the “Association” serves 50 congregations.

Hope’s contributions to the Association help fund three main prongs. The first is program costs. The second is administrative costs; including the spring and fall meetings which Hope’s pastors and delegates attend; travel for Memphis/Little Rock delegates; contingencies; and administrative expenses. The third, (and largest), is the Outreach prong of the St. Louis Association budget, which in 2016 supported numerous local programs including Neighborhood Houses, Isaiah 58, Joint Neighborhood Ministry, St. John’s Community Services Ministry, Lydia’s House, Union Communion Ministries, St. Louis Peace Tree Spirituality Center and Holy Trinity Food Pantry and 2nd Congregational UCC, Memphis, TN programs. The Outreach Committee of the Association reviews applications for support, conducts site visits, and makes recommendations to the Association Council; the outreach budget for the coming calendar year is approved during the business meeting of the fall meeting of the St. Louis Association.

The St. Louis Association is one of only two in the nation that feature an outreach portion.

All Among Us

The mission of All Among Us, is to build relationships with the poor in order to reduce social isolation. To build meaningful friendships with the chronically homeless, single moms, and their children by gathering, purchasing, and distributing food, clothing, household needs, and personal items. Hope UCC supported this mission with a monetary donation of approximately \$200.

Blanket Sunday

Hope supports Church World Service which provides blankets to people around the world during a crisis situation. CWS also provides materials and resources to poverty stricken communities. Hope’s 2016 Blanket Sunday raised \$720.

Christmas Stockings

40 Christmas stockings were filled and donated to Neighborhood Houses. Neighborhood Houses is a local UCC-related non-profit organization that, as it states on its website, “has supported low-income children and families of the inner core of St. Louis City since 1913. Though our community has changed over the years, our mission remains the same—Neighborhood Houses inspires children and families to reach their magnificent potential through transformative, educational and empowering experiences anchored in faith, hope and love.”

Epiphany Breakfast Ministry

Epiphany United Church of Christ in the Benton Park Neighborhood of South City serves a free breakfast to low income families every Wednesday morning. The first Wednesday of every month Hope UCC supplies the volunteers and covers the cost of food.

Families in Need Fund

This mission supports local emergency based needs, such as food or gasoline to people who come to Hope UCC in need of help. Gift cards are given to them as needed. Numerous families have been helped through this mission.

Habitat House

Hope will assist the St. Louis UCC Habitat group as they rehab an existing home on October 15, 2016. Hope UCC provides not only monetary contributions, but also much needed expert labor.

Heifer International

Through the Alternative Gift Fair during Advent, Hope supported the work of Heifer International and raised \$1,425. Heifer's mission is to end world hunger and poverty.

Isaiah 58

This is a long standing commitment and mission at Hope UCC - to provide food and monetary donations to this local agency which serves many people in need. In addition to our regular offerings throughout the year, our special campaigns again included the Buy-a-Bird campaign; (Hope raised \$755), and the Thanksgiving Harvest food offerings, both in November. Hope also began a toiletry item giving drive for Isaiah 58. Toiletry items are collected and sent to Isaiah 58 on the fourth Sunday of each month.

Lydia's House

Throughout the Alternative Gift Fair in Advent, Hope supports the work of Lydia's House. Lydia's House provides transitional housing, locally for abused women and their children while working in faith to end domestic violence. Hope's congregation has long supported the good work done through Lydia's House, and this will certainly continue in the future.

Along with the sales of Lydia's House pins, which was just under \$500 in 2016. Hope's congregation pledged to provide gift cards to be used by Lydia's House families for Christmas gifts and meals. There were many gift cards given by members and friends of Hope totaling \$570.

Ronald McDonald Family Room

A group of volunteers known as the "Hope McCliques" staff two three-hour shifts each week in the family room at Cardinal Glennon Hospital. They assist family members of sick children by providing a listening ear, and/or helping them find what they need to be as comfortable and focused as they support their child in the hospital.

St. Louis Metro CROP (Communities Responding to Overcome Poverty) Hunger Walk

Operation Food Search and Church World Service sponsor this local effort to keep up the fight against hunger and poverty. Members of our congregation provide both funds and walk! "We Walk Because They Walk."

Summer Food Drive, 2016

The Outreach Committee sponsored Hope UCC's Summer Food Drive which ran from Memorial Day through Labor Day. Through the tremendous generosity of the congregation, a total of 740 pounds of food, (equaling approximately 604 meals), were collected for The St. Louis Area Foodbank which then distributes the food to 26 nearby county pantries in Missouri and Illinois.

Outreach will happily work with members of the congregation in support of efforts that are proposed for continued or new support.

Leadership Team: Clint McCann (chair), Carolyn Mulhall, Sue Rainer (council liaison), Andrea Aughinbaugh, Shawn Ryan, and **supporting friends:**, Zoe Aughinbaugh, Gus Buck, Lonny Davis, Joyce and Ken DeNeal, Dan Fagnani, Drew Florian, Katie Mulhall, Randi Lodes and Ed Noud.

Annual Report of the Pastoral and Staff Relations Committee 2016

P.J. Wentzien, Chair

This committee's primary mission is to provide support and guidance for the pastors, church staff, any Eden intern (Contextual Education student), and any student in discernment towards ordination. We serve as liaison between those persons and the church membership. We meet monthly, and are on-call to address issues that may arise.

This calendar year included meeting formally and informally with Pastor Sarah and we held our regular annual conversations with most of the staff. These conversations focus on job descriptions, duties and job satisfaction.

Philip Barbier, a member of Hope United Church of Christ since 2012, is seeking to be a Member in Discernment with the St. Louis Association of the Missouri Mid-South Conference, United Church of Christ.

This February Phil met with us, the members of the Pastoral and Staff Relations committee. He shared with us his biography and statement of Christian Pilgrimage. We discussed his Eden Seminary classes and his current contextual education placement as well as his work with the children and young adults here at Hope UCC and Camp Mo Val.

Phil exhibits a strong sense of call. He is an active member of our church family and is always honest and trustworthy.

As a committee, we will meet with Philip Barbier at least once a year to support him as he follows his call.

Finally we are excited to be working with our new student from Eden Seminary, Andy Wilson.

Ministry Members: Lynne McCall, Kay Thurman and PJ Wentzien. Susan Meyer has joined us as a friend from the Council.

Annual Report of the Special Events Ministry 2016

Susie Richmann, Chair

The special events committee is a hard-working group of men and women of the church who love bringing people together. From our annual spaghetti dinner to pancake breakfast to soup and salad dinners, we love to see all of you enjoying each other's company. And evidently, we love feeding you!

When we decide on an event, we will invite all to join us as we think of new and better ways to serve the congregation. Any and all people and ideas are welcome.

We look forward to upcoming events, and we hope to see many of you join us in planning, working, or attending in whatever manner you can.

Annual Report of the Stewardship Ministry 2016

David Kreighbaum, Interim Chairperson

The Stewardship Ministry is responsible for education and interpretation of stewardship issues throughout each year. The ministry had few meetings after the Fall of 2014, but was rejuvenated in September of 2015 with help from Pastor Sarah. The revived ministry is energetic met most months in 2016 to discuss the meaning of stewardship, and how we can grow the mission of Hope UCC by increasing giving all year.

No volunteer stepped forward to be the Chairperson, so Dave Kreighbaum stayed on as Interim Chairperson. The group started from the basics, meeting in January to learn what stewardship really means. The group then worked on how to incorporate that into a campaign. Judging by the number of pledges turned in as of 01 October, this has been a success.

The theme for our 2016 Stewardship Campaign is "The Joy of Giving: Keep Hope Alive." The group moved up Stewardship Sunday to 11 September to better serve those needing current financial budgeting numbers. At the time of this publishing, 80 families have pledged – a large increase from 2015. The team sent out a reminder letter for those who have not pledged, and has started sending handwritten thank you notes to those whose pledges we have received.

We are grateful to the members of Hope UCC for their response to last year's (2015) campaign efforts. Because of the changeover in personnel, the group mainly used stewardship materials furnished by the UCC. The increased awareness of all that Hope does is leading to increased giving, allowing Hope UCC to have a vibrant mission. 18 new households pledged during this campaign, and 32 households increased their pledging.

The 2016 campaign has included speakers highlighting scripture related to giving, scientific studies relating to the joy of giving, and personal experiences that are only possible through the generosity of giving that keeps Hope alive. The Stewardship Ministry points out that Hope UCC is not near death, but that the use of the word 'alive' in the tagline to our theme relates to all that is happening at Hope that is made possible through our giving. This year's campaign also highlighted giving of talents and time along with 'treasure.' A lot of people have talents that can be put to use at Hope UCC. Pledge cards for those were sent along with the monetary pledge cards, to be turned in on Stewardship Sunday.

Our goals in 2016 are:

- Develop understanding of stewardship within the ministry
- Developing Planned Giving and Alternative Giving program and education.
- Work with Building and Property Ministry to ‘fundraise’ for the building and grounds.
- Get the word out that stewardship is year ‘round, not just in a certain season.
- Grow the Stewardship Ministry through the addition of motivated church members.

Leadership Team: Dave Kreighbaum (Interim Chair), Ed Noud, Drew Florian, Judy Owens, Jennifer Taylor (Hope Council Liaison to the Ministry) Paul Conner (Friend of the Ministry).

Annual Report of the Worship Ministry 2016

No Chair Named for 2016

Over the course of the year, the members of the Worship Ministry have concentrated on ways to support and to enhance the worship experience at Hope United Church of Christ. We have focused on décor, delivery, and delegation. Décor is the look and feel of our worship space. Delivery relates to worship content and how the liturgy is presented. And delegation is the coordination of décor and delivery -- who will do what.

In late 2015, the Ministry offered an invitation to Eden Seminary students from around the globe to join us in worship for World Communion Sunday. Several shared, in their native tongue, the scripture reading.

The annual Harvest Home service was observed. Fresh produce was collected from Hope friends and members and taken by Hope youth and children (and adults) to Isaiah 58 Ministries food pantry.

The Advent/Christmas season meant coordinating the Hanging of the Greens—decorating our worship spaces in anticipation of the birthday of Jesus. Not quite as exciting, but necessary, was the Unhanging of the Greens, when Hope friends and members took down and put away the decorations. Baptismal Renewal Sunday was recognized soon after the new year began, on January 10.

The Lenten Season was highlighted by a very special meal-based worship service in the fellowship hall on Maundy Thursday, palms on Palm Sunday, and a flowering cross in Hope’s lawn on Easter Sunday (special thanks to Carol Sullivan Weis).

Spring scriptures were approached in a new way with a modern reading of the prodigal son story and a tableau-enhanced interpretation of the Martha and Mary scripture. On April 24, Hope recognized Earth Day through worship decor, and worshippers were treated to a distribution of seeds and encouraged to plant them.

The sanctuary was adorned in colors of flame for Pentecost Sunday, observed this year on May 15th. The sanctuary was graced with the colors of the rainbow in recognition of Open and Affirming (O & A) Renewal Sunday (June 12) and for several weeks thereafter.

In addition, the Worship Ministry has been responsible for the coordination of monthly communion preparation and clean-up (made simple by Hope’s dedicated Communion Deacons!) and ushers.

Ministry Members: Jim Threlkeld, Joyce DeNeal, Martha Whitacre, Tom Mennerick, Valerie Blyth, Dave Kreighbaum (Council Liaison)

Friends: Robbie Van Nest, Judy Owens, Carol Sullivan Weis, Sue Casey, and Alice Galt

Annual Report of the Youth and Children's Ministries Ministry 2016 **Katie Zimmer, Co-Chair and Sarah Erwin, Co-Chair**

It has been a joy, continuing to work with Katie Mulhall, as our Coordinator of Children's Ministries. We are so thankful for her dedication and leadership! Bravo and Thank You, Katie !!

As we continue to educate our children with Bible lessons and learning activities, we feel very blessed and thankful to have excellent teachers and helpers who give of their time, talents and love. We continue to divide the church school year into 4 units, so the leadership responsibilities can be shared by many. We support and appreciate our pastor, as she plans for adult education and Confirmation classes. We are thankful to be able to provide childcare for our youngest members on Sundays, as well as during various activities of the week.

We continue to appreciate the wonderful work of Susie Richmann, our Director of Children's Music. We appreciate her talents and creativity as she leads our children in singing praises to God!

Easter Sunday 2016 brought the 1st visit of Gus, the Easter Bunny. He greeted children in the Chapel, led everyone to the park for our Easter egg festivities, and he even helped in the hunt! Thanks be to God, for the breezy, glorious weather, and for this opportunity to celebrate new life and Jesus' Resurrection.

We were excited to have yet another excellent and successful Vacation Bible School Program this summer. We are grateful to the leaders and helpers for offering this program to the community. Thanks most especially to Sara Karcher for once again, coordinating this fantastic week!

We were happy to support our young people who attended Camp MoVal in Union, MO during the summer.

During this entire year, we coordinated the children's offering to support clean water wells through Heifer Project. Our thanks to the whole congregation, for contributing their coins to help meet and exceed our goal!

In August, Katie Mulhall, our youth, and adult assistants sponsored a car wash and worked very hard on a hot Sunday. Over \$500 was raised to help with expenses for their mission trip being planned for next year. Thanks so much to the congregation and church neighbors, for their generosity!

At this writing, our committee is getting ready to support the planning of a Hope Trunk or Treat Halloween event. Then, we look toward the Advent season and helping to coordinate the Christmas Pageant.

Ministry Members: Katie Mulhall, Staff, Bethel Hale, Council Liaison, Jennifer Conrad, Kathy Hall, Sarah Erwin, Katie Zimmer, Sara Karcher

Annual Congregational 2015 Meeting Minutes

November 15, 2015

At 11:42 am a quorum was established with 69 members present.

At 11:43 am, Pastor Sarah led the congregation in opening prayer.

Congregational hymn

Opening of Meeting

Andy Karcher asked Ron Zimmer to serve as parliamentarian. Ron explained the brief rules of Robert's Rules. Majority vote is over 50% with the exception of vote from presiding officer unless there is a tie.

Proposals submitted by committees do not need a second as it is assumed they are submitted by more than one person.

Andy asked that the congregation use the microphone to communicate during the meeting.

Approval of Minutes of 2014 Congregational Meeting

Ron Z motioned to approve, second by Paul C

No discussion on floor. Vote was made and minutes were approved.

Nominating Committee Report

Randy Hall presented the nominating report. One addition was made after printing.

Amy Kavanaugh added for church council.

New ministry also being added – Evangelism and Communications ministry.

Ministries represent about 25% of active membership and invited all who are interested in joining a ministry, to let council know.

Motion made to accept the slate of the nominating committee by acclamation.

No second required. No discussion. Vote was made and motion was approved.

By-Law Change

It was discovered that not enough notice was given for the proposed by-law change.

These items will be presented at a later time.

Pledge for OCWM and St Louis Association

Sue Rainer presented pledges for Hope as follows:

2016 Pledge for OCWM \$6,829.

2016 Pledge for St Louis Association \$4,136.

No Action Required.

2016 Ministry Celebration

Pastor Sarah presented via photos the celebration of all ministries and the narrative budget that makes our ministries possible.

Outreach Budget

After review, it was determined that a vote was needed to approve the OCWM and St Louis Association pledges for 2016. Sue R made motion for Hope's pledge. No second needed. No discussion. A vote was made and the motion was approved.

2015 Stewardship Report

Alice Galt reported on pledges to General Fund. 68 households have pledged to date at \$208,817. Total amount with Outreach and Building/Property pledges is \$227,082. Alice encouraged those who had not yet pledged that there is time to still do so.

2016 Proposed Budget

Alice Galt recognized the budget committee for their hard work and commitment on the budget process. She then presented the budget proposal. She explained the 2 footnotes regarding transfers from the endowment fund under the income section. Expenses changes were explained regarding Pastor Sarah's salary change to full time position. Other staffing salaries were explained and mileage reimbursement of Josh G who is helping with visits. Decrease in Youth and Children's ministry is due to exclusion of Vacation Bible School which will now be considered a revolving account. In summary, projection of income of 293,200; expenses 291,496 with a surplus difference of \$1,704. In translation, on a weekly basis income should be \$5,638/wk; expenses \$5,606/wk.

Alice motioned adoption of 2016 Proposed Budget by the Budget Committee. No second needed. No questions. A vote was made and the budget was approved.

Closing Hymn

Closing Prayer by Pastor Sarah at 12:11 pm.

Hope United Church of Christ By-Law Change Proposal

By unanimous vote, the Church Council recommends to the congregation the following changes in Article V of our By-Laws, noted below in bold italicized print. This change would remove the specific names and descriptions of standing ministry teams, and replace with a more generalized statement, with reference to each year's Annual Report for the specific list. This alteration allows for any changes in ministry teams (change of name, addition of new team, removal of team) to occur without needing to alter the By-Laws in each instance.

Article V The Church Council and Ministries

Section 2) Ministries: Standing Ministries shall submit monthly reports (or as they meet) of all activities and decisions to the Church Council, prepare an annual written report for the Congregational Annual Report, and submit an annual budget proposal to the Budget Ministry. In order to preserve the church's 501(C) 3 tax exempt status, all Ministry budgets shall be accounted within the congregation's operating budget.

Members of standing Ministries are nominated for three-year terms (renewable without limitation), and elected at the Annual Meeting of the Congregation each November. Standing Ministries shall seek Council approval when requiring funds beyond approved budgets or adding members during the year.

New standing Ministries may be formed by church members in conjunction with appropriate staff and with the approval of Council. Existing standing Ministries can be dissolved as deemed appropriate by Ministry itself in conjunction with appropriate staff and Council.

Each ministry will be divided into two parts. First part is the Leadership Team, who are nominated for three years and a Support Team, which includes interested individuals who serve at will.

(deletion of Standing Ministries description)

Current Standing Ministries and their missions are listed in the Annual Report to the Congregation. Time-limited Ministries or task forces can be established by church members in conjunction with staff and with the approval of the Church Council.

2016 Report of the Nominating Committee

Nominating Committee: Erik Hazel, Andy Karcher

(Names in ***Bold Italics*** represent proposed changes to the Ministry)

Church Council:

Alice Galt	2017
Sue Rainer	2017
Robbie Van Nest	2017
Bethel Hale	2017
Tiffany Beardslee	2018
Dan Emerson	2018
Andy Karcher	2018
Amy Kavanaugh	2018
<i>Erik Hazel</i>	<i>2019</i>
<i>Jennifer Taylor</i>	<i>2019</i>
<i>Emma Aughinbaugh</i>	<i>2019</i>
<i>Randee Lodes</i>	<i>2019</i>

Ministries

Building & Property:

	Shawn Ryan- Friend
Ron Zimmer	Rachelle Gilham - Friend
Pete Weis	Ed Noud - Friend
John Whitacre	Drew Florian - Friend
Ethan Hale	Kay Maassen - Friend
Terry Thuet	<i>Erik Hazel - Friend</i>
Randy Hall	Ian Blythe - Friend
Eric Jennings	
Dan Emerson – Council Liaison	

Evangelism and Communications:

Gary Bogener	Tom Mennerick
Kathleen Mees	Andy Karcher
Jennifer Conrad	Amy Kavanaugh – Council Liaison
Erik Hazel	

Finance & Insurance:

Alice Galt
Kay Thurman
Bryan Erwin
Dan Emerson

Hospitality:

Carol Zimmer	Kay Thurman- Friend
Joyce Schubert	Robin Brannam- Friend
Donna Heinemann	Robbie Van Nest- Council Liaison
Ron Zimmer	

Outreach:

Clint McCann	Katie Mulhall – Friend
Shawn Ryan	Ken DeNeal- Friend
Carolyn Mulhall	Dan Fagnani- Friend
Andrea Aughinbaugh	Randee Lodes- Friend
Sue Rainer – Council Liaison	
<i>Joyce DeNeal</i>	
<i>Erik Hazel</i>	

Pastoral and Staff Relations:

Kay Thurman
P.J. Wentzien
Lynne McCall
Jennifer Taylor- Council Liaison

Special Events:

Nicky Mangus	Susie Richmann
<i>Dan Mangus</i>	Katie Richmann
Carol Brueggjenjohann	Jim Richmann
Dan Fagnani	Carol Zimmer
Mary Ann Mikusch	<i>Joyce DeNeal</i>
Charlie Mikusch	

Stewardship:

David Kreighbaum	Judy Owens
Ed Noud	Kristine Wentzien - Friend
Drew Florian	Paul Conner - Friend

Youth & Children's Ministry:

Katie Mulhall	Sarah Karcher
Kathy Hall	Kristine Wentzien
Bethel Hale-Council Liaison	Phil Barbier- Friend
Sarah Erwin	
Jennifer Conrad	
<i>Molly Poe</i>	

Worship:

David Kreighbaum	Alice Galt- Friend
Jim Threlkeld	Sue Casey- Friend
Tom Mennerick	Judy Owens- Friend
Martha Whitacre	Carol Sullivan Weis- Friend
<i>Robbie Van Nest</i>	Lynn Bodicky – Friend

Delegates to the St. Louis Association, Missouri Mid-South UCC:

Carolyn Mulhall
Ron Zimmer

Delegates to the Missouri Mid-South Conference UCC:

TBD
TBD

Operating Fund Budget Plan for 2017 and Actuals through September 30, 2016

Account Name	2017 Proposed	2016 Budget	% Change	2016 YTD Budget	2016 YTD Actual	2016 Budget vs. Actual
INCOME AND TRANSFERS						
Weekly Operating Fund Offering	\$266,000.00	\$268,000.00	-0.7%	\$200,997.00	\$181,098.00	(\$19,889.00)
Holiday Offering	\$4,000.00	\$4,500.00	-0.1%	\$747.00	\$1,224.00	\$477.00
Contribution to Building Use (1)	\$8,575.00	\$7,200.00	19%	5,400.00	4,370.00	(\$1,030.00)
Scrip Income	\$600.00	\$600.00	0%	\$450.00	\$487.00	\$37.00
TOTAL Operating Fund INCOME	\$279,175.00	\$280,300.00	-0.4%	\$207,594.00	\$187,179.00	(\$20,405.00)
TRANSFERS						
Endowment Fund Earnings Operating Fund Support (2) &(3)	\$12,900.00	\$12,900.00	0%	\$12,900.00	0.00	(\$12,900.00)
TOTAL INCOME AND TRANSFERS	\$292,075.00	\$293,200.00	-0.3%	\$220,494.00	\$187,179.00	(\$33,305.00)
PERSONNEL EXPENSES						
Pastor McCann's Compensation	\$76,441.00	\$76,304.00	0.1%	\$57,231.00	\$56,022.00	(\$1,209.00)
Pastoral Care Minister (4)	\$6,000.00	\$7,200.00	-16%	\$5,400.00	\$1,500.00	(\$ 3,900.00)
Coordinator of Youth and Children's Ministry Compensation (5)	\$7,576.00	\$7,426.00	2%	\$5,571.00	\$5,426.00	(\$145.00)
Director of Music Compensation (5)	\$26,916.00	\$26,388.00	2%	\$19,791.00	\$19,282.00	(\$509.00)
Director of Children's Music Compensation (5)	\$2,770.00	\$2,716.00	2%	\$2,034.00	\$1,985.00	(\$49.00)
Office Administrators Compensation (5) & (6)	\$29,328.00	\$28,822.00	1.7%	\$21,627.00	\$20,479.00	(\$1,148.00)
Building Care (Ethan Hale) Compensation (5)	\$1,891.00	\$1,854.00	2%	\$1,395.00	\$1,223.00	(\$172.00)
Eden Intern Stipend (7)	\$3,300.00	\$2,000.00	65%	\$1,503.00	517.00	(\$986.00)
Employee Benefits	\$12,743.00	\$12,067.00	5%	\$9,063.00	8,471.00	(\$592.00)
Employer's Portion of Benefits	\$7,700.00	\$7,520.00	2%	\$6,993.00	\$5741.00	(\$1,252.00)
Pastor McCann's Pastoral Expenses Reimbursement (8)	\$7,573.00	\$7,112.00	6%	\$5,586.00	\$4390.00	(\$1,196.00)
TOTAL PERSONNEL EXPENSES	\$182,238.00	\$179,409.00	16%	\$136,194.00	\$125,036.00	(\$11,158.00)

General Fund Budget Plan for 2017 and Actuals through September 30, 2016

Account Name	2017 Proposed	2016 Budget	% Change	2016 YTD Budget	2016 YTD Actual	2016 Budget vs. Actual
MINISTRY, PROGRAM AND DELEGATE EXPENSES						
Church Council	\$600.00	\$400.00	5%	\$297.00	\$16.00	(\$281.00)
Hospitality Ministry	\$150.00	\$150.00	0%	\$150.00	\$0.00	(\$150.00)
Pastoral and Staff Relations Ministry	\$100.00	\$100.00	0%	\$100.00	\$0.00	(\$100.00)
Stewardship Ministry	\$500.00	\$550.00	-1%	\$225.00	\$512.00	\$287.00
Worship and Liturgical Arts Ministry	\$6,200.00	\$6,100.00	2%	\$4,128.00	\$3,342.00	(\$786.00)
Youth and Children's Ministry	\$9,425.00	\$9,325.00	1%	\$7,530.00	\$7,506.00	(\$24.00)
Adult Education Program	\$300.00	\$300.00	0%	\$225.00	\$100.00	(\$125.00)
Conference and Association Delegates	\$400.00	\$400.00	0%	\$297.00	\$55.00	(\$242.00)
Evangelism & Communications Ministry	\$1,000.00	\$1,000.00	0%	1000.00	0.0	(\$1,000.00)
TOTAL MINISTRY, PROGRAM AND DELEGATE EXPENSES	\$18,475.00	\$17,025.00	8%	\$13,952.00	\$11,531.00	(\$2,421.00)
OFFICE AND BUILDING OPERATIONS EXPENSES						
Office Operations	\$8,750.00	\$9,322.00	-6%	\$5,775.00	\$5,206.00	(\$569.00)
Building Operations	\$24,450.00	\$24,400.00	0%	\$18,303.00	\$17,052.00	(\$1,251.00)
Repairs and Maintenance	\$8,800.00	\$10,200.00	-14%	\$7,650.00	\$4,943.00	(\$2,707.00)
Utilities (9)	\$25,125.00	\$24,500.00	3%	\$19,478.00	\$17,207.00	(\$2,271.00)
Insurance (10)	\$23,690.00	\$23,000.00	3%	\$17,250.00	\$22,024.00	\$4,774.00
TOTAL OFFICE AND BUILDING OPERATIONS EXPENSES	\$90,815.00	\$91,422.00	-1%	\$68,456.00	\$66,432.00	(\$2,024.00)
TOTAL EXPENSES	\$291,528.00	\$291,496.00	0%	\$218,602.00	\$202,999.00	(\$15,603.00)
Expenses vs. Income	\$547.00	\$1704.00				

NOTES

1. Monthly income from food truck began mid-year
2. The Endowment Fund Earnings amount transferred to the General Fund is determined by the formula approved by the congregation on October 9, 2011.
3. Actual Endowment Earnings transferred as of October 2016
4. Position has changed from salary to hourly, functioning as vacation substitute for Pastor Sarah
5. 2% raise for staff
6. Includes pay for PT Bookkeeper
7. Budget for both spring and fall intern
8. Includes mileage, education and health insurance
9. Internet service added to Utilities budget
10. Payment for 4th Qtr of 2015 paid in 2106

Outreach Ministry Actuals Through September 30, 2016

Account Name	2016 YTD Actual
OCWM (OUR CHURCH'S WIDER MISSION)	5,354.00
ST. LOUIS ASSOCIATION	4,179.00
UNITED CHURCH OF CHRIST LOCAL MINISTRIES	
Eden Seminary	525.00
Emmaus Homes	105.00
Every Child's Hope	3.00
Neighborhood Houses	187.00
Shannondale	30.00
UCC Habitat for Humanity	25.00
TOTAL LOCAL MINISTRIES	875.00
UNITED CHURCH OF CHRIST NATIONAL MINISTRIES	
One Great Hour of Sharing	826.00
Strengthen the Church	271.00
Neighbors in Need	10.00
Christmas Fund (Veterans of the Cross)	300.00
TOTAL NATIONAL MINISTRIES	1,407.00
OTHER MINISTRIES	
Church World Service Blanket Sunday	725.00
Doorways	52.00
Epiphany Breakfast Ministry	1,045.00
Gateway ONA	404.00
Heifer International	1,456.00
Isaiah 58 Ministries	511.00
Lydia's House	35.00
Special Ministries	200.00
TOTAL OTHER MINISTRIES	4,428.00
TOTAL OUTREACH	15,368.00

