



Hope Is Essential

2019 Annual Report of Staff,
Council and Ministries
Of Hope United Church of Christ

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2019 Pastor's Report to the Congregation

Happy Anniversary, Church!

This past June we officially marked 75 year as a congregation, with a church-wide Pancake Breakfast (thanks to the culinary talents of our Church Council) and a special Sunday worship service. It was the kick-off of a year of activities and plans to mark this milestone occasion, which will end with a culminating worship service and celebratory lunch next June.

As part of the celebration, the Evangelism and Communications Ministry Team created new Hope UCC t-shirts, complete with one of the UCC's mottos on the back. To me, this motto describes the whole purpose of what it means to be a person of faith as well as a faith community:

BE THE CHURCH

Protect the environment.

Care for the poor.

Forgive often.

Reject racism.

Fight for the powerless.

Share earthly and spiritual resources.

Embrace diversity.

Love God.

Enjoy this life.

As both a pastor and a church member, I find this bold and all-encompassing list reminding me of why the church is so important. As human beings, we do not always succeed in faithfully following the sacred guidance that this list expresses, but with God's grace and hope, we continue to strive and sometimes joyfully achieve the path set before us. For me, this list exactly describes that holy path.

In the reports that follow, from various staff and ministry team leaders, you will read accounts of the ways in which we have strived toward (and sometimes joyfully achieved) the ways God calls us to BE THE CHURCH. There has been much to celebrate with thanksgiving to both our dedicated members as well as to our gracious God. Some of what we celebrate has been tangible in our facility: a new roof, and a newly renovated Chapel. Some of what we celebrate has been less visible but no less significant: mutual care of each other in joy and sorrow, voices raised in song and prayer in weekly worship, hugs and handshakes with strangers seeking a welcoming God at Pridefest, evenings gathering around a big table with bibles and hearts open to learn more about the ancient stories that guide our modern lives, laughs shared around a Fellowship Hall table, aproned cooks preparing breakfast at Epiphany UCC for those living in chronic hunger, visits to fellow church members whose health keeps them from attending worship, smiles of children as they listen to stories of the faith from a dedicated teacher. And on and on...

All these inspiring moments and ministries happen because God is with us, loving us, guiding us to BE THE CHURCH, but the "us" part matters just as much as the "God" part. Yes, you are that important! It is no secret that churches of all denominations are declining in numbers, and more and more people are choosing not to be affiliated with any faith or faith community. Those that are still

part of faith communities often participate less and less often. Having been pastor here for nearly 18 years, I have witnessed those changes alongside many of you, and it is difficult at times not to be discouraged. But as I read through the reports of our staff and ministries, I see ministry happening with depth of spirit and breadth of commitment.

But now is a critical time to BE THE CHURCH. Along with the leadership team, I have been thrilled with the participation in our Hope is Essential series, where we have explored our faith to new depths of spirit, created new and increasingly dedicated relationships with each other in small groups, and now need to extend those relationships into the wider congregation and community, to share what it means to BE THE CHURCH, and commit ourselves to it, in a world where being the church is grows rarer, and yet no less needed.

I hope and pray that as we move into our 76th year, we will renew our commitment—as individual disciples and above all as Hope United Church of Christ—to BE THE CHURCH, in each and every line our t-shirt proclaims. Thanks be to God!

Peace,
Pastor Sarah

2019 Annual Report of the Hope UCC Church Council

Erik Hazel, Council President

Dear Hope UCC Family:

What a wonderful year this has been for Hope United Church of Christ! I am quite confident that 2019 will carry on the tradition of accomplishment that has been our church community. So with that in mind, let's pause to take a look back at what has transpired through 2018. A lot of great things have happened, and they wouldn't exist without you, our congregation. Hope, through its ministry teams, continues to make many notable positive changes for our congregation and the world around us. In no particular order some these accomplishments are:

- Our Chapel renovation project is finally completed, and what an amazing transformation it is! The new paint and flooring are fantastic. Now, we have a room that can be used in so many different situations. Those who have been blessed to have participated in the 8:15 service have witnessed an entirely different worship experience. The dividers are gone, which opens the room to explore multi-dimensional possibilities. I would encourage everyone to attend the early service in the near future. Special thanks to the Chapel Renovation Team, Building and Property Ministry and to Ethan Hale for this remarkable achievement.
- Our "Hope Is Essential" project is underway, with over 60 congregants participating. The number of members in mainline churches has fallen drastically in the past decade or more, and so we are exploring new and diverse ways to become closer to each other, reach out to people outside the Hope community, and yes – become closer to God.
- Our church ministries have played major roles in helping Hope maintain its high standards. Special thanks must be given to Robbie Van Nest, who, as treasurer, has gone above and beyond in assuring that the church financial books are in order. She has also found a new book keeper with whom she will work. Robbie is irreplaceable!
- The Building and Property ministry has finally completed the roofing project, and the results are wonderful. Special thanks to Randy Hall for this amazing achievement.

I would like to thank the church staff, the ministry teams, and the congregation as a whole for all of your hard work in keeping Hope the remarkable church that it is. Because of your efforts, Hope continues to make our church community and the world beyond, a better place to live and worship God.

Hope United Church of Christ is an exciting and growing church, thanks to the remarkable leadership of the Rev. Dr. Sarah McCann. Her passion, compassionate guidance and counsel, not to mention her wonderful intellectual gifts, have helped to make Hope what it is today. She strives to find new ways to make Hope a vibrant and holy community. Without Pastor Sarah's loving guidance, the new chapel, the Taizé services and the "Hope Is Essential" projects would still be a dream. Pastor Jody Clegg continues to be on hand and lead worship when Pastor Sarah is out of town.

Under the leadership of Jim Threlkeld and Susie Richmann, our musical programs continue to add new and exciting dimensions to an already rich worship experience. The breadth of musical talent at Hope is truly stunning.

Ethan Hale continues to ensure that our facilities are kept in excellent working order. His work on the Chapel renovation was truly inspiring, and his accomplishments will be felt by Hope for decades beyond.

Sara Karcher is serving as the Coordinator of Youth and Children's Ministries, and her work in this endeavor bring joy and yes, smiles to our church community. It is a pleasure to see so many young smiling faces in our church.

Everything is kept running smoothly thanks to our wonderful office staff. Joyce DeNeal and Jill Stoll find answers and solutions for our congregation, and, in the words of previous Council President, Andy Karcher, "help to keep the business of the church running like a well-oiled machine."

In this, my final year as a member of the Church Council, I feel much sadness in leaving, but also much joy in knowing that the Council will not miss a beat in the upcoming year. So, a huge thanks to my Council brethren, and also thanks to the Hope UCC body as a whole, for all the support over these past years. I cannot thank God enough for blessing me with finding Hope United Church of Christ.

*With God's Blessings,
Erik Hazel
2019 Church Council President*

Statistical Report for 2018/2019

Deaths

Millie Haupt	December 26, 2018
Thomas Akers *	February 15, 2019
Vicki Heineman*	March 3, 2019 (memorial at Hope UCC)
Raymond L. Schainker, Jr	April 27, 2019
Dorris Schainker	September 12, 2019
<i>*not Hope UCC member</i>	

New Members

Alice Obenhaus	April 14, 2019	Affirmation
L. Joi Dawson	April 14, 2019	Affirmation
Mary A. Wagner	April 14, 2019	Letter of Transfer
Aaron Wagner	April 14, 2019	Letter of Transfer
James Beal	September 29, 2019	Affirmation
Lindsey Moore	September 29, 2019	Affirmation
Connie Bradshaw	September 29, 2019	Affirmation

Weddings

Lauren Soukup and Andrew Watson *	April 27, 2019
Hannah Wedemeyer and Matthew Braden*	May 18, 2019
<i>*not Hope UCC members</i>	

Baptisms

None

Statistics for the year October 2019-2020

Total Congregational	327	
This year's activity includes:	+7	New Members Added
	-3	Members Deceased (above)
	-1	Members removed
Current Congregational Total	329	Includes pre-confirmation age children, inactive members and non-members attending regularly

Annual Report of Music Ministry Annual Report 2019

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 one Sunday of each month. Individual instrumentalists continued to offer their talent by playing with the Chancel Choir, the Chancel Handbell Choir and solos 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. We say a special thanks to Kay Thurman, Judy Owens Sharon Rose and Kathy Ronquillio for providing music in our 8:15 service. Thank you to Lonny Davis who handles all the "behind the scenes" details with the handbell choir, which include the selection of the music and making bell assignments for the ringers. At the 8:15 service you can often hear Judy Owens' piano students play. Teaching our young people to play for church is a very important ministry.

Looking forward into 2019/2020, 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. All other choirs and ensembles will play on various Sundays. Christmas Music, provided by the choirs of Hope Church, will be presented on December 22, 2019, 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.

There is a standing invitation extended to you 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 2019

Susie Richmann

It's been another wonderful year of helping our youth bring beautiful music to worship! We are so blessed to have such talented young people in our congregation. From singing in the Youth Choir to singing with the adults to playing just about any instrument you can name to playing those awesome "boomwhackers" at the talent show... I am in awe of the pool of talent. And the pool continues to grow, as we watch the younger children play the piano at the 8:15 service, courtesy of Judy Owens, piano teacher extraordinaire. Let us continue to foster these gifts and give thanks to God for all that he has given us in our children.

Any youth singers 3rd grade and older are welcome to sing with us! We practice just about every Sunday at 10:00 in the Chapel. The more, the merrier!

Blessings to all, *Susie Richmann*

Annual Report of the Building and Property Ministry 2019

Ethan Hale, 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 oversees the operation, maintenance, and preservation of the building that is home to Hope United Church of Christ and HopeMark Pre-School.

Our active members include Ethan Hale, Randy Hall, Katherine Swaller, Terry Thuet, John Whitacre, and Ron Zimmer. Ethan Hale is the ministry leader and Kathy Swaller is our Scribe.

Last year we lost our dear friend Pete Weis. We are excited that Pete's memory will live on, not only in our hearts and minds, but with a commemorative brick on our paver sidewalk leading to the play ground. Pete's brick will be placed in the coming weeks when it arrives from the engraving company.

Last year we were researching companies to use for a major overhaul of our church's roof. After many meetings and emails, we chose Innovative Roofing and Construction. They got started in November of 2018 and wrapped up the work in January of this year. The job they did was fantastic and will keep us dry inside the church for a long time to come.

As many know, Ethan Hale takes care of the property in many capacities of upkeep and repair. His day job saw him take on a project out in Denver, Colorado for an extended period of time from December of 2018 through June of this year. We are are very glad to have him back full time!

In March we had a very successful painting workday in Fellowship Hall with over 20 people coming to help out. Fellowship Hall is still going to get some new trim work to update the space for a fresh look. We are also planning on fixing the broken floor tile once all of the work with the walls has been completed. As of writing this we are gearing up for another workday to paint our red doors and do some fall clean up around the property with another group of 20+. We have had great success over the past few years with our workdays and we are grateful for all of those individuals who have been able to help us! If you have not had a chance to join us for a work day, please consider it. It's much more than working as it is great fellowship and many laughs are usually had.

The other large project that was completed this year was the renovation of the Chapel. A chapel renovation committee was in charge of all of the selections and design of the project. Building and Property consulted as requested. Ethan Hale was contracted to perform the work which saw the walls get repaired as needed and a completely new paint job applied. The decorative barriers were taken down and the wood has been saved for future projects around the building. The pews were also removed, with half of them staying and arranged in different layout.

Looking ahead to 2020, we are in the middle of our 75th anniversary year. We are still looking at a number of projects to rejuvenate some of the great spaces we have around the building. We are planning a new closet in the hall behind Fellowship Hall for storage of the HopeMark toys. With the roof project completed, we will be repairing and repainting all of the damaged plaster around the building.

Here are some other projects that are in the works for 2020.

- Installation of new and updated safety lighting
- Complete installing new LED spot light fixtures around the exterior
- Updating closet shelving for current storage needs
- Painting Fellowship Hall kitchen

The Building and Property committee is always appreciative of everyone's eyes in helping us see issues around the building. If you see something that needs attention, you can let one of the members know, let Joyce or Jill in the office know and they will pass it along to us, or you can fill out an "It's Broke" form in the office and put it in our mailbox. If anyone has any interest in helping with any of the responsibilities of our ministry, we would love to have you as a member or even a friend of the committee who is willing to help from time to time.

Annual Report of the Evangelism & Communication Ministry 2019

Erik Hazel, Chair

The Evangelism and Communication Ministry was founded in 2014, in hopes of finding new ways to generate the growth and connections of Hope UCC. Now we are a standing ministry in the church.

- 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!
- In keeping with that goal, we participated in the development of the "*Hope Is Essential*" program. This included the planning, preparation and implementation of a series of small-group gatherings that will focus on the topic of faith-sharing and relationship building. We are focused on three key relationships: with God through prayer; with other congregants through small gatherings; and with individuals in the wider community through invitation and inclusion in the life of Hope United Church of Christ.
- We created and now administer a new Facebook page which has **271 likes** (up from 198 last year) and **279 people following** at the time of this writing. Please visit us and share our posts to reach a wider audience.
- The Ministry is involved in Art in the Park each September in Francis Park.
- A member of the Ministry (Tom Mennerick) writes periodic articles for the Builder.
- We meet at the church approximately once a month or every other month. To make sure we do not interfere with the other Ministry groups that meet on the second Thursday of the month, the Evangelism Ministry usually meets on the first Sunday of the month between services. If you would be interested in joining our ministry, please contact any of us or the church office.
- This Ministry created the new Hope logo which graces the Sunday bulletins and monthly Builders.
- We created new t-shirts and hope to have available bumper stickers and bookmarks in the near future. These will complement the yard signs that we have already created and placed in the front lawns of many Hope members.
- We welcome anyone who would like to join us!

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

Annual Report of the Finance and Insurance Ministry 2019 Alice Galt, Chair

The Finance and Insurance Ministry was established in 1995 by the Church Council to advise Council on the investment of the church's endowment and insurance coverage. The ministry meets quarterly to review the progress of the investment program and to evaluate our insurance. Jim Richmann is currently serving as our Council liaison.

- **Investments:** Our portfolio with Stifel, Nicolaus & Company performed well in 2019 despite the market volatility, economic headline news, Chinese tariffs, and interest rates. The portfolio is made up of two accounts which are managed using a moderate growth asset allocation: a Fundamental EFT account and a Mutual Fund account. The model investment portfolios are well diversified and have been designed for lower risk/moderate growth. At the writing of this report, \$27,161 remains in our Stifel cash account. This money will be used when the monies that have been donated for the roof project are exhausted.

- **Insurance:** Our property, liability, and worker's comprehensive insurance continues to be purchased through the UCC Insurance Board. Our coverage includes general liability, as well as fire, storm, and earthquake damage. The installation of the new roof did not change the cost of our insurance for the building.

Finance and Insurance Ministry Team: Alice Galt - Chair, Dan Emerson, Bryan Erwin, Sue Rainer, Jim Richmann, Council Liaison, and Kay Thurman.

Annual Report of the Hospitality Ministry 2019 Carol Zimmer, Chair

The Hospitality Committee hosts the Fellowship Time immediately following the 8:15 a.m. service in the lounge area of the Chapel and following 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 promote conversations between the congregation and guests after each worship service.

Our donuts come from the St. Louis Hills Donut Shop at 6917 Hampton Ave. at Loughborough which is a family owned business. However, when this facility isn't there a few Sundays a year we use Donut Drive-In at Chippewa & Donovan. As I write this report (Oct. 1st), the baker at St Louis Hills Donut Shop is in the hospital with a slight stroke, but hopefully plans to be back the end of October. We pray for a fast recovery for Larry.

Our committee also decorates the big Fellowship Hall bulletin board. It is decorated each month with a theme. We include the congregational members' birthdays and anniversaries. We also decorate the Eichelberger Street Entrance Bulletin Board with a monthly theme.

We welcome any suggestions for improvement. This committee really needs more members, so 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, Ron Zimmer, Kathy Swaller, Lori Knight and Andrea Aughinbaugh

Annual Report of the Open and Affirming Ministry 2019

Ed Noud, Chairman

The Hope Church Council recognized the ONA Team as a full ministry of Hope United Church of Christ in 2017. This is our third year as being a ministry.

The past several years the ONA Team has attended the annual Convocation sponsored by Gateway ONA (a group of UCC St. Louis metropolitan areas churches that have voted to be an Open & Affirming congregation.) The Convocation's agenda includes an opening worship service plus the opportunity to attend numerous breakout sessions on a variety of subjects affecting the LGTB community.

The ONA Team also promotes the Gateway ONA involvement in the annual Pride St. Louis weekend in June. Gateway ONA has a booth at Pride St. Louis and volunteers from the ONA congregations man the booth which is heavily visited during the two-day event. Gateway ONA also marches in the parade. As part of Pride Month, the ONA Team has also coordinated a collection for Gateway ONA as each ONA congregation is asked to contribute \$300 annually, with this past year sending \$721 to the group so it can continue to be financially healthy to sponsor both the Convocation and Pride involvement.

The Hope ONA Ministry has begun discussing plans for 2020 which will include educational opportunities for the congregation to learn more about issues facing the LGBTQIA+ community.

The ministry hopes to continue to promote Hope as a welcoming place for the LGBTQIA+ community who have often been ostracized in their places of worship for being gay, bisexual or transgender, etc while also presenting opportunities for all of us to be more informed.

Ministry Team Members: Gary Bogener, Judy Owens, Carolyn Mulhall, Anna Mennerick, Ed Noud, Drew Florian, Annalise McCann

Ministry Friend: Joyce DeNeal

Annual Report of the Outreach Ministry 2019

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 the members and friends. The following agencies, events and programs were (or will be) supported by Hope UCC in 2019.

As a Global Mission Church, Hope UCC continues our local ministries and "journeys beyond our

national boundaries to engage in God’s transforming missions.”

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 2017, 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 about 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 about 50 congregations.

Hope’s contributions to the Association help fund three main areas. The first is program costs. The second is administrative costs; including the spring and fall meetings which Hope’s pastor and delegates attend; travel for Memphis/Little Rock delegates; contingencies; and administrative

expenses. The third, (and largest), is the Outreach ministry of the St. Louis Association budget, which in 2019 supported numerous local programs including Unleashing Potential, (formerly Neighborhood Houses), Isaiah 58, St. John's Community Services Ministry, Lydia's House, Union Communion Ministries, 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. At different times throughout 2019, Hope UCC supported this mission with individual monetary donations.

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 2019 Blanket Sunday raised \$543.

Christmas Gift Bags

Many Christmas bags, formerly Christmas stockings were filled and donated to Unleashing Potential. Unleashing Potential 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—Unleashing Potential 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 each month Hope UCC supplies the volunteers and covers the cost of food.

Families in Need Fund

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

Habitat House

Hope assisted the St. Louis UCC Habitat group in 2019. We were able to send a monetary gift from Hope UCC congregation due to the generosity of members and friends. 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 \$1,139. Heifer's mission is to end world hunger and poverty.

Isaiah 58

It 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 \$900.00 in November/December of 2018 to help Isaiah 58 provide turkeys, hams and sides for 150+ people in need, and contributed the Thanksgiving Harvest fresh food offerings. The people of Hope also gave lovingly and generously to Isaiah 58's personal hygiene drive, school supply/backpack drive, coat drive, spice drive, and money towards the 'Showers for People' campaign.

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. The sales of Lydia's House pins, cash donations and 42 gift cards totaled \$1,182 in December, 2018.

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." The 2019 St. Louis Metro Crop Hunger Walk raised approximately \$14,000.00 for local and international food banks. Hope UCC members and friends generously and compassionately donated \$1880.00.

Summer Food Drive, 2019

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 343.1 pounds of food, 87.2 pounds of personal hygiene products and \$805 in cash were collected for Isaiah 58 Ministries.

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

Ministry Team: Clint McCann (chair), Carolyn Mulhall, Joyce DeNeal, Randee Lodes (Council liaison), Erik Hazel, Shawn Ryan, Ron Zimmer, Andrea Aughinbaugh, and *supporting friends:* Lonny Davis, Ken DeNeal, Ric Diesel, Ed Noud, Drew Florian, Bethel Hale, Sue Rainer, Judy Owens, Terry Thuet.

Annual Report of the One Body Ministry 2019

Paul Conner, Chair

The mission of the One Body Ministry (OBM) at Hope UCC is to...

**Maintain a personal "family" connection with Hope's members and friends
who need or ask to be contacted away from the church.**

Furthermore...

1. Our activities include personal visits, phone calls, emails, letters, or any other means of interaction or communication.

2. The spirit of our activities is primarily to provide a personal, connecting interaction of some kind, which means that the activities do not include any sort of professional services (e.g., no psychological counseling, no professional maintenance, etc.). If such professional services are needed, we will consult with pastoral care and aid in their provision.

As of this writing (submitted October 1, 2019), the OBM Team consisted of 14 “advocates” (i.e., Team Members) serving 18 “family members” (i.e., the people we serve, whom we lovingly call “Aunts” and “Uncles” per Terry Thuet).

Our primary activities, events, and accomplishments in 2019 were as follows:

- We welcomed Amy Ryan as an advocate to our Team.
- We bid good-bye to Martha Whitacre as a long-standing faithful member of our Team.
- We added Dick & Betty Jean Grady as family members.
- We sadly lost family members Millie Haupt, Ray Schainker, and Dorris Schainker. May they rest in peace under God’s care.
- As is human nature, some of our family members experienced changes to their physical and/or mental conditions. Others also experienced changes to their living situations (e.g., moved to different facilities or rooms).
- Periodically we shared our experiences with Hope UCC as Ministry Moments during our worship services. One special Ministry Moment activity was to have the larger congregation write short notes to our family members, indicating that they were thinking of them and praying for them.
- In October 2019, we sought testimonials from our family members about their strongest memory of Hope United Church of Christ. Still in progress at this writing, these testimonials will be shared with the congregation as part of Hope UCC’s 75th Anniversary Celebration.
- Most importantly, we continued to serve our family members with our consistent visits, emails, calls, and letters. This activity brought connection and joy to those we serve, touched us deeply, and brought us all closer together as a family.

One Body Ministry Team: [MEMBERS] Paul Conner (Chair), Judy Owens, Terry Thuet, Lynn Bodicky, Carol Zimmer, Bob Praprotnik, Barb Ludwig, Dale Ludwig, Lori Knight, Amy Ryan and Gail Geisel; **Friends:** Penny Steffen, Dolores Milligan, and Judy Huff.

Respectfully submitted, *Paul Conner*

Annual Report of the Special Events Ministry 2019

Susie Richmann

The Special Events Ministry’s main goal is to bring people together. We have hosted events such as the annual Spaghetti Dinner, cookie sales, trivia nights, soup ‘n salad lunches and dinners, and barbecues.

We always post sign up sheets for additional volunteers, but if anyone wants to be part of the planning group, please see Susie Richmann.

We look forward to continuing the tradition, and if you have any ideas for events for the congregation to enjoy, let us know!

Annual Report of The Stewardship Ministry 2019

Paul Conner, Chair

To start 2019 on a good foot, the Stewardship Ministry Team was expanded to 6 Members (Paul Conner, Judy Owens, Dave Kreighbaum, Max Ryan, Aaron Wagner, and Ron Zimmer). In addition, the Team committed to meeting monthly in 2019.

One of our first tasks was to define our mission. We established it as follows:

Optimize the degree to which Hope UCC Members and Friends generously share God's gracious gifts – which include gifts of who they are (their "talent") and what they have (their "time" and "treasure").

In addition to this mission statement (which was characterized as **"WHY"** we do what we do), we created statements of **"WHAT"** we proposed to accomplish (goals & objectives) and some ways of **"HOW"** we intended to accomplish our goals (strategies & tactics).

Primary **"WHATs"** included:

- 50% of Hope UCC Members & Friends will pledge a financial "share" in 2020.
- 25% of Hope UCC Members & Friends will pledge a services "share" in 2020.
- 65% of Hope UCC Members & Friends will provide a financial "share," pledged or not.

Primary **"HOWs"** included:

1. Conduct a Share Givers Appreciation event.
2. Develop and execute a formal Stewardship Campaign.
3. Consistently present Stewardship Mission Moments during worship services.
4. Publicly communicate our Goals & Objectives and how we're doing as a congregation in meeting them.
5. Develop a booklet that outlines Stewardship opportunities & logistics which is coordinated with Outreach.
6. Conduct an analysis of share giving among Hope UCC's current viable giving units.

As of this writing (submitted October 1, 2019), here is what the Team primarily accomplished and still intends to accomplish in 2019:

- We conducted a Share Givers Appreciation Dinner in April 2019.
- We developed and executed our Annual Campaign entitled Share Gods Gifts, Follow God's Vision.
- We consistently delivered announcements, Ministry Moments, and Builder articles supporting our overall mission as well as the Annual Stewardship Campaign.
- We initiated a Stewardship Survey with plans to administer it later in 2019 or early in 2020. Results from the survey will guide stewardship communications and activities in 2020.

- We met with Outreach Ministry members to begin discussion of a booklet that helps Hope UCC Members & Friends understand the various ways they can give of their time, talent, and treasure at Hope UCC.

In 2020 we look forward to the Stewardship Ministry Team continuing to follow what we established and initiated in 2019, as well as developing new ways to promote generosity and responsible Christian stewardship at Hope UCC.

Respectfully submitted, *Paul Conner*

Annual Report of the Worship Ministry 2019

Jim Threlkeld, Chair

Over the course of the year, the members of the Worship Ministry have concentrated on ways to support and enhance the worship experience of 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.

Totenfest was observed the first Sunday of November. It has been a long standing tradition to remember, recognize and honor Hope members that have passed away the past year. Family members of the departed are invited to come and worship with us during this service of recognition. Ringers from our Handbell Choir rang bells as each name was read and a candle was lighted in their remembrance.

The annual Harvest Home service was observed the Sunday before Thanksgiving. 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 coordination the Hanging of the Greens-decorating our worship spaces in anticipation of the birthday of Jesus. Of course, that meant coordination of Unhanging of the Greens, when Hope friends and members, took down and put away the decorations.

Baptism Renewal was celebrated in January with a special baptismal display. The congregation was invited to come forward and take a “glass stone” from the water to carry with them, reminding them of their Baptism in Christ.

The Lenten Season featured a special Lenten display on the communion table. The Maundy Thursday Service included the scripture passage of “The Last Supper.” The service concluded with congregation members coming forward to light candles and offer a prayer at the cross.

On Easter the tradition of the flowering cross on the front lawn was continued. The congregation was offered the opportunity to purchase Easter lilies in memory of, or in honor of individuals. As an alternative to purchasing a lily, members could make a donation to “Isaiah 58.”

For Pentecost, the sanctuary was decorated with colors of fire and the congregation was invited to wear colors of fire to celebrate the day. In June there was a special service for Open and Affirming (ONA) Renewal.

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. Various organizations of Hope volunteered to provide ushers different months throughout the year.

Annual Report of the Youth and Children's Ministries Ministry 2019

Sara Karcher, Chair

I am very excited to say that it has been a very wonderful year. Here are some updates as to what we have been doing since 2018.

The elementary aged group (grades K-5th) continues to meet during the 10:30 service. We are continuing to use the "Shine" Curriculum but are now using the mixed age format which is geared towards all elementary aged students. The children are enjoying the lessons and the mixed age lessons allows them to work on the same lesson but also gives them differentiated activities to do that are geared to the different age levels. We are continuing to use a teacher rotation model in which 4 families are rotating teaching each week. Typically, the Mees family is the first week of the month, the Karcher family takes the 2nd and 5th weeks of the month, the Poe Family takes the 3rd week and the Erwin family takes the 4th week of the month.

For our older 6-12th Grade class, we are meeting at 9:15. We are testing out a new curriculum entitled Caffeine and Christ, which was created by the UCC. Like with the elementary aged students, we are also using a teacher rotation model. Jess Hale takes the 1st week, Lori Knight takes the 2nd and 4th weeks, the Poe family takes the 3rd week and Andy Karcher takes the 5th weeks.

This year a new confirmation class of 8 youth started with Pastor Sarah, meeting weekly at 9:15 a.m. In addition, each confirmand has been paired with an adult mentor to help guide them as they explore their faith.

This year in childcare we have employed two new childcare workers. Claire Johns and Brooklyn Woodmansee are our full-time childcare workers. Both are in their early 20's and are excellent with the children. Bethany Bruce is our current backup childcare worker and will begin to work more after confirmation classes end in the spring. Mrs. Zimmer continues to teach preschool Sunday school and the children love the fun things she does with them each week.

Vacation Bible School this summer was held June 24-28th. We continued to use the Cokesbury curriculum and the theme was to Mars and Beyond. We had approximately 50 children and 50 youth participate. While it was smaller than previous years, it was much more manageable, and the children had a wonderful time. We returned to a traditional station model, as requested by previous year participants. The children rotated between bible/craft, music, science, and recreation. Snack was held as a group and the children enjoyed getting to build their own snacks each day. Next year VBS will be July 6-10 and the theme will be the Knights of North Castle. It is a cross between Frozen and Dragons!

Finally, we have continued to raise money through the children's offering, VBS offering and with the generous change donations of the congregation to Heifer International. We will soon be transitioning to adopting a child from India and will be sending a quarterly contribution to help that child go to school, pay for food, etc. More information will be forthcoming. Any leftover funds will be donated to a charity of the children's choice at the end of the year.

It has been a wonderful year and I look forward to continuing to see what the future hold for the Youth and Children of Hope. Thank you for you continued support and guidance.

Sincerely, Sara Karcher and the Youth and Children's Ministry Team

Annual Congregational 2018 Annual Meeting Minutes

Hope UCC Annual Congregational Meeting Minutes

November 11th, 2018

11:30am

A quorum of 70 members was established.

Pastor Sarah lead us in an opening pray and a hymn.

The Chair of the meeting was Andy Karcher, Council President. Andy appointed the officers of the meeting. Emma Aughinbaugh as Secretary and Ron Zimmer as Parliamentarian.

Ron Zimmer explained the parliamentary procedure and rules of the congregational meeting.

The minutes of the 2017 Annual Congregational Meeting were approved.

Randy Lodes, the Outreach liaison, reported the 2019 pledges. We pledged \$10,794 to OCWM. We pledged \$6,084 to the St. Louis Association.

Judy Owens, on behalf of the Stewardship Ministry, reported on the 2019 stewardship pledges. Last year we pledged \$214,258, representing 61 giving units. As of November 4th, 2018, we had pledged \$190,591, representing 48 giving units for 2019. The Stewardship campaign is not over. There is still opportunity to turn in Stewardship pledges by putting them in the offering plates or mailing them into the church office.

Council Vice President, Erik Hazel, proposed the 2019 Council and ministry team new member nominations. The ONA ministry was accidently left off in the annual report. ONA is included in the written report.

Introduced new members of the Church Council and Ministry teams:

- Church Council: Shawn Ryan, Ed Noud, Bob Praprotnik, and Jim Richman
- Finance and Insurance: Sue Rainer
- Hospitality: Lori Knight, Kathy Swaller, and Andrea Aughinbaugh
- Outreach: Ron Zimmer
- ONA: Anna Mennerick and Annalise McCann
- Stewardship: Paul Conner, Max Ryan, and Ron Zimmer
- Worship and Liturgical Arts: Sue Casey, Denise Buck, Joyce Edinger, and Don Hanson
- Youth and Children's Ministries: Lori Knight
- Delegate for St. Louis Association and Missouri Mid-South Conference: Tom Haller

Nominating slate was approved.

Robbie Van Nest, the Council Treasurer, proposed the 2019 budget.

2019 Operating Fund is \$278,304 which is a 2.4 % increase from the 2018 budget.

We are allowed to draw up to \$12,900 each year from the endowment earnings. We did not draw any endowment earnings in 2016 or 2017. We drew \$10,300 so far this year and we still plan to take \$23,200 before the end of this year. For 2019, we will draw the regular \$12,900 plus the untapped remaining \$2,600 which will equal \$15,500 for 2019. The 2019 Operating Fund plus the endowment earning transfers will total \$293,834 which is pretty similar compared to last year.

This year to date, we are at about 90% from what we budgeted for 2018. We are at 95-96% of giving compared to 2017. When this is net out and endowment earnings are included, we are about \$7,961 in the red as of October 31, 2018. Not too alarmed as some giving has been diverted to the roof and November and December tend to be our biggest months of giving.

For the expense side of the budget, Council wishes to raise our Pastor's budget to the minimum pastoral salary recommended by the Missouri Mid-South Conference. Our church music director's salary did not meet the minimum standard, so we increased the salary by \$500. There was a 2.5% cost of living rate increase for all our staff. Pastoral needs will be less than last year. The total personal expenses for the 2019 budget is \$185,306 pretty close to the 2018 budget of \$164,445.

Program and operating expenses were trimmed slightly to help us accommodate the salary increases. Total income minus total expenses as projected in 2019 proposed budget yields us a surplus budget.

Motion to approve 2019 operating budget approved.

Thank you to the budget committee for all their hard work on 2019 budget.

Big thank you to council members and ministry team members going off this year.

Randy Hall gave us a roof update. All is going well, We are a little behind due to weather. Construction company is very transparent and accommodating to the church. Still moving forward with insurance claim. We are \$500 short of turning our \$10,000 of roof donations into \$20,000. Goal is to reach \$10,000 by the first Sunday of Advent.

Thank you, Randy Hall, for spearheading and managing roof construction.

Thank you, Andy Karcher, for giving us your service and time as our council president.

Closing hymn and Pastor Sarah ended with a closing prayer.

2019 Report of the Nominating Committee

Nominating Chairperson: Kathy Swaller

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

Church Council:

Robbie Van Nest	2020
Bethel Hale	2020
Ronald Zimmer	2020
Kathy Swaller	2020
Shawn Ryan	2021
Bob Praprotnik	2021
Ed Noud	2021
Jim Richmann	2021
<i>Emma Aughinbaugh</i>	2022
<i>Lonny Davis</i>	2022
<i>Phil Barbier</i>	2022
<i>Joyce Edinger</i>	2022

Ministries

Building & Property:

Ron Zimmer	Rachelle Gilham - Friend
Kathy Swaller	Ed Noud - Friend
John Whitacre	Drew Florian - Friend
Ethan Hale	Shawn Ryan – Friend
Terry Thuet	<i>Joyce Edinger--Friend</i>
Randy Hall	
Eric Jennings	

Evangelism and Communications:

Tom Mennerick	
Kathleen Mees	Andy Karcher
Jennifer Conrad	Amy Kavanaugh - Friend
Erik Hazel	Gary Bogener - Friend

Finance & Insurance:

Alice Galt
Kay Thurman
Bryan Erwin
Dan Emerson
Sue Rainer

Hospitality:

Carol Zimmer
Lori Knight
Donna Heinemann
Ron Zimmer
Kathy Swaller

Andrea Aughinbaugh
Robin Brannam- Friend
Robbie Van Nest
Kay Thurman- Friend

One Body Ministry:

Paul Conner
Judy Owens
Terry Thuet
Lynn Bodicky
Barb Ludwig
Amy Ryan

Lori Knight
Carol Zimmer
Bob Praprotnik
Gail Giesel
Dale Ludwig
Penny Steffen--Friend
Dolores Milligan--Friend
Judy Huff--Friend

Open and Affirming:

Ed Noud
Judy Owens
Carolyn Mulhall
Gary Bogener

Drew Florian
Annalise McCann
Anna Mennerick

Outreach:

Clint McCann
Ranee Lodes
Carolyn Mulhall
Andrea Aughinbaugh
Ron Zimmer
Erik Hazel
Ken DeNeal

Dan Fagnani- Friend
Shawn Ryan - Friend
Katie Mulhall – Friend
Joyce DeNeal- Friend

Pastoral and Staff Relations:

Kay Thurman
P.J. Wentzien
Lynne McCall
Jennifer Taylor
Tom Haller

Special Events:

Susie Richmann
Katie Richmann
Carol Brueggjenjohann
Dan Fagnani
Joyce DeNeal

Jim Richmann
Carol Zimmer
Autum Jennings

Stewardship:

Ron Zimmer
Aaron Wagner
Kristine Wentzien - Friend

Youth & Children's Ministry:

Sara Karcher	Molly Poe
Kathy Hall	Lori Knight
Bethel Hale	Phil Barbier- Friend
Sarah Erwin	Kristine Wentzien--Friend

Worship:

Sue Casey	
Jim Threlkeld	
Denise Buck	Alice Galt--Friend
Don Hanson	Judy Owens--Friend
Joyce Edinger	
Tyler Poe	

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

Carolyn Mulhall
Ron Zimmer
Tom Haller

Delegates to the Missouri Mid-South Conference UCC:

Tom Haller
Carolyn Mulhall

Outreach Ministry Actuals through September 30, 2019

Account Name	Total Received YTD
OCWM (OUR CHURCH'S WIDER MISSION)	5774.00
ST. LOUIS ASSOCIATION	3636.00
UNITED CHURCH OF CHRIST LOCAL MINISTRIES	
Eden Seminary	565.00
Emmaus Homes	0.0
Every Child's Hope	0.0
Neighborhood Houses	0.0
Shannondale	0.0
UCC Habitat for Humanity	160.00
TOTAL LOCAL MINISTRIES	725.00
UNITED CHURCH OF CHRIST NATIONAL MINISTRIES	
One Great Hour of Sharing	510.00
Strengthen the Church	185.00
Neighbors in Need	0.0
Christmas Fund (Veterans of the Cross)	0.0
TOTAL NATIONAL MINISTRIES	695.00
OTHER MINISTRIES	
Children's Ministry	651.51
Church World Service Blanket Sunday	626.00
Doorways	0.0
Epiphany Breakfast Ministry	666.00
Gateway ONA	969.00
Heifer International	20.00
Isaiah 58 Ministries	3,863.25
Lydia's House	43.00
All Among Us	550.00
Special Ministries	2,127.00
TOTAL OTHER MINISTRIES	9515.76
TOTAL OUTREACH	\$20,345.76

Operating Fund Budget Plan for 2020 and Actuals through September 30, 2019

Account Name	2020 Proposed	2019 Budget	% Change	2019 YTD Budget	2019 YTD Actual	2019 Budget vs. Actual
INCOME AND TRANSFERS						
Weekly Operating Fund Offering	\$267,759.00	\$267,759.00	0%	\$200,819.25	\$251,932.73*	(\$51,113.48)
Holiday Offering	\$1,850.00	\$2,500.00	-26%	\$1,875.00	\$850.00	\$1,025.00
Contribution to Building Use	\$7,075.00	\$7,675.00	-8%	\$5,756.25	\$3,950.00	\$1,806.25
Scrip Income	\$100.00	\$400.00	-75%	\$300.00	\$66.80	\$233.20
TOTAL Operating Fund INCOME	\$276,784.00	\$278,334.00	-1%	\$208,750.50	\$256,799.53	(\$48,049.03)
TRANSFERS						
Endowment Fund Earnings Operating Fund Support (1)	\$12,900.00	\$15,500.00	-17%	\$11,625.00		
Insurance Settlement (2)	\$11,824.90	\$0.00				
TOTAL INCOME AND TRANSFERS	\$301,508.90	\$293,834.00	3%			
PERSONNEL EXPENSES						
Pastor McCann's Compensation (3)	\$82,775.00	\$82,775.00	0%	\$62,081.25	\$57,136.12	\$4,945.13
Pastoral Care Minister	\$2,750.00	\$3,000.00	-8%	\$2,250.00	\$0.00	\$2,250.00
Coordinator of Youth and Children's Ministry Compensation	\$7,687.00	\$7,687.00	0%	\$5,765.25	\$5,314.51	\$450.74
Director of Music Compensation	\$30,000.00	\$30,000.00	0%	\$22,500.00	\$21,825.04	\$674.96
Director of Children's Music Compensation	\$2,900.00	\$2,900.00	0%	\$2,175.00	\$2,004.66	\$170.34
Office Administrators Compensation (4)	\$30,992.00	\$27,704.00	12%	\$20,778.00	\$18,313.91	\$2,464.09
Building Care (Ethan Hale) Compensation	\$1,965.00	\$1,965.00	0%	\$1,473.75	\$1,466.25	\$7.50
Eden Intern Stipend	\$1,650.00	\$3,300.00	-50%	\$2,475.00	\$2,256.00	\$219.00
Employer Paid taxes/insurance/benefits (7)	\$9,525.00	\$9,795.00	-3%	\$7,346.25	\$8,579.27	(\$1,233.02)
Pastor McCann's Benefits (5)	\$12,725.00	\$12,725.00	0%	\$9,543.75	\$9,872.81	(\$329.06)
Pastor McCann's Pastoral Expenses Reimbursement (6)	\$7,500.00	\$7,000.00	0%	\$5,250.00	\$6,641.91	(\$1,391.91)
TOTAL PERSONNEL EXPENSES	\$190,469.00	\$188,851.00	1%	\$141,638.25	\$133,410.48	\$8,227.77

Operating Fund Budget Plan for 2020 and Actuals through September 30, 2019

Account Name	2020 Proposed	2019 Budget	% Change	2019 YTD Budget	2019 YTD Actual	2019 Budget vs. Actual
MINISTRY, PROGRAM AND DELEGATE EXPENSES						
Church Council	\$500.00	\$500.00	0%	\$375.00	\$168.08	\$206.92
Hospitality Ministry	\$150.00	\$150.00	0%	\$112.50	\$180.00	(\$67.50)
Pastoral and Staff Relations Ministry	\$150.00	\$150.00	0%	\$112.50	\$0.00	\$112.50
Stewardship Ministry	\$500.00	\$500.00	0%	\$375.00	\$1,514.26	(\$1,139.26)
Worship and Liturgical Arts Ministry	\$6,825.00	\$5,900.00	16%	\$4,425.00	\$3,140.86	\$1,284.14
Youth and Children's Ministry	\$7,825.00	\$8,425.00	-7%	\$6,318.75	\$5,898.11	\$420.64
Adult Education Program	\$200.00	\$200.00	0%	\$150.00	\$51.66	\$98.34
Conference and Association Delegates	\$150.00	\$150.00	0%	\$112.50	\$631.56	(\$519.06)
Evangelism & Communications Ministry	\$700.00	\$700.00	0%	\$525.00	\$0.00	\$525.00
Gateway ONA	\$300.00	\$350.00	-14%	\$262.50	\$0.00	\$262.50
Outreach Miscellaneous	\$250.00	\$250.00	0%	\$187.50	\$0.00	\$187.50
One Body	\$300.00	\$300.00	0%	\$225.00	\$0.00	\$225.00
TOTAL MINISTRY, PROGRAM AND DELEGATE EXPENSES	\$17,850.00	\$17,575.00	2%	\$13,181.25	\$11,584.53	\$1,596.72
OFFICE AND BUILDING OPERATIONS EXPENSES						
Office Operations	\$8,070.00	\$8,270.00	-2%	\$6,202.50	\$4,844.47	\$1,358.03
Building Operations	\$25,450.00	\$25,450.00	0%	\$19,087.50	\$18,024.65	\$1,062.85
Repairs and Maintenance	\$9,000.00	\$8,200.00	10%	\$6,150.00	\$7,746.57	(\$1,596.57)
Utilities	\$25,850.00	\$24,850.00	4%	\$18,637.50	\$17,263.18	\$1,374.32
Insurance	\$24,819.90	\$23,638.00	5%	\$17,728.50	\$24,296.00	(\$6,567.50)
TOTAL OFFICE AND BUILDING OPERATIONS EXPENSES	\$93,189.90	\$90,408.00	3%	\$67,806.00	\$72,174.87	(\$4,368.87)
TOTAL EXPENSES	\$301,508.90	\$296,834.00	2%	\$222,625.50	\$217,169.88	\$5,455.62
Expenses vs. Income	\$0.00	(\$3,000.00)				

NOTES

- * This number includes a one-time insurance settlement for damage to the old roof in the amount of \$84,635.00.
- 1. The Endowment Fund Earnings amount transferred to the General Fund is determined by the formula approved by the congregation on October 9, 2011.
- 2. Funds reallocated from Capital Improvements Fund only as needed
- 3. No increase from 2019
- 4. Increase hourly rate of admin 2 to \$17/hr, and contract bookkeeper to \$23
- 5. Includes pension, life insurance, dental insurance and vision insurance
- 6. Includes mileage, education and health insurance
- 7. Includes FICA, WC insurance, and music continuing ed stipend

