



2023 MID-YEAR REPORT



Statement of Purpose



UNION CONGREGATIONAL CHURCH
 176 Cooper Avenue, Montclair, NJ 07043
 973-744-7424

www.unioncong.org



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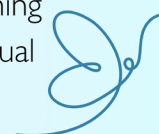
As Christians and as members of Union Congregational Church, United Church of Christ, we believe it is our purpose and calling to...

- **grow** in relationship with God and neighbor through communal worship, fellowship, mutual respect, prayer, and service;
- **empower** each other, across generations, to discern Christian truth and meaning using a variety of sources;
- **welcome** and celebrate God’s people, and affirm the many images of the Divine manifested in differing abilities and disabilities, ages, gender expressions, gender identities, sexual orientations, faith traditions, social and economic classes, ethnicities, colors, races, immigration statuses, and nationalities;
- **minister** to others using our spiritual gifts and financial resources ethically, mindfully, and creatively;
- **work** to recognize and relieve systemic oppression, individual suffering, poverty, and isolation, through dialogue, action, and partnership with other religious and secular organizations;
- **honor** the environment as God’s sacred creation, worthy of praise and protection;
- **reflect** the love and grace of God in all that we do, joyous in Christ and grateful in the Spirit.

Adopted by the members of Union Congregational Church in 2018.

Open and Affirming Statement

Union Congregational Church exists to provide opportunities for people to connect with God and neighbor through worship, service, education, and fellowship. All are invited to join us, ask questions, and most importantly, be yourself. Union Congregational Church has welcomed and celebrated LGBTQ+ people into the full life and ministry of the church since 2001. Our church community is committed to welcoming, celebrating, and affirming the many images of the Divine manifested in people of all sexual orientations, gender identities, and expressions.



CLERGY LETTER

Dear Members and Friends,

We used words like “bridge” and “transition” to describe the first six months of 2023. As we transitioned our fiscal year, this marked a technical change. But “bridge” and “transition” also describe the season of change we have been in as a church. As we moved from the visioning to the implementation phase of our work to reimagine Union Cong, this has been a season of transition to be sure.

As I look back, it can start to feel like we have been in a season of transition for far longer than just these six months. And indeed this season will extend into the '23-'24 year, and likely beyond.

While change can be hard, it is also holy. The writer Octavia Butler posited that “God is change.” The stories of our scripture remind us that following God often entails long seasons of transition – the 40 years in the wilderness, 40 days at sea in the flood, even the dark days between Good Friday and Easter.

Through it all, God is with God’s people. We have witnessed God with us, too, in our own seasons of change. I know I have felt the movement of the Spirit as we have worshipped together with joy and authenticity, the tugging of Truth as we have wrestled with difficult questions, the presence of God as we have prayed together, served together and grown in relationship.

We have accomplished a great deal together in the last six months, which you can read about here. Where God is leading us next will be the question on all of our hearts as we journey through this season of change together.

*In peace,
Rev. Katrina*

NOTE FROM OUTGOING PRESIDENT & VICE-PRESIDENT

Dear Members and Friends,

You can’t get rid of us! Tom and I have been pulled out of retirement for this last note to you. The six months of the “bridge” budget was constructed with a lens toward shaping our future, financially and structurally, in a way that made sense for these current times. And it followed through. Evidence of this was the change of church structure as well as coming in under budget for what was predicted. We all know the six months were not easy but, as leaders, our fondest memories were the connections we made with other leaders, each other, and the staff.

A budget holds us together on a financial level – spiritually and emotionally, community and relationship are the staying super powers. And we should continue to prioritize us, as members and friends, as what we mean to each other, and as in relationship to God, first and foremost.

*Much Love,
Marcie and Tom*

FROM THE MODERATOR

Dear Members and Friends,

We are doing new things.

We are implementing a new governance structure, our clergy are trying out new ways of exploring scripture and worshipping together, and for the first time July is the start of the church’s fiscal year. All this is possible because of the remarkable work of the Leadership Council as we emerged from the COVID pandemic, and the far-sighted strategic visioning process that we undertook as a congregation, including fresh looks at our campus, membership, and clergy structure.

It’s making a difference. As we worshipped in the Chapel during the summer, our community felt especially close and spirit-filled, lifted equally by sermon, song, and prayer. We greeted long-held friends and welcomed new folks to worship with us. Together, let’s extend those holy and inspiring moments into the coming year of congregational worship, study, and program activities.

The Governing Board looks forward to working with members and friends as together we implement the new governance structure, address matters related to our campus and clergy, and carry out our missional priorities. We will hold regular Congregational meetings and conversations to explore issues and gain from your input and advice. There will no doubt be challenges and perhaps some confusion along the way, and we may need to give each other the benefit of doubt as we seek consensus, but we will aim to earn and hold your trust.

I find this a hopeful time for the church. We are blessed with strong leadership from our clergy and effective administration by our executive director, and I think together we can find ways, guided by the Spirit, to release and harness the energy of the congregation to advance our church mission. My prayer is that this year will be a time for spiritual growth and a period of opportunity for our congregation as we discern how God is still speaking to us.

*May it be so!
Tim Crist, Moderator*



Peggy Hsiao Sendoff

Milestones, Membership & Staff Updates

NUMBER OF MEMBERS: 250

OUR IN-PERSON CHURCH ATTENDANCE: 79 during our program year, 50 during the summer.

LIVESTREAM ENGAGEMENT: We averaged 22 Sunday worship livestream views during service.

STAFF

In July, we brought Jeremy Whitener on board as a Co-Music Director. Jeremy will be directing the handbell choir. Christina Carter also started in the church office in July as our new office and facilities administrator, and will also



Christina Carter



Jeremy Whitener

be assisting with the new multi-church youth program. We welcomed Katie Spaar in our childcare room, and Alyce Daubenspeck has joined us as our new alto section leader.



Katie Spaar



Alyce Daubenspeck

We thank Claudia Caputo and Gisele Perez for their service to our children in the childcare room and Learning Centers. We are grateful to Perri di Christina and Mitchell Hernandez for sharing their incredible talents as section leaders in our adult choir. We are filled with gratitude for Suzanne Tuck filling in as our a part-time office administrator, and for Angie Leavens-Smith for her fourteen years in the church office at Union Cong.



HERITAGE MEMBERS

1941-1950:

Doris Brett, Marion Healy, Shirley Lovejoy, Shirley Osborn, Clifford Linholm II, Elizabeth Taliaferro, Robin Lobsitz

1951-1960:

Ingo Walter, Judith Nesbit, Donna Grieves, Alvin Richter, Joan Grevatt

1961-1970:

Larry Frick, Richard Saunders, Mattie Reed, Marilyn and Bruce Yutter, Pat Connell, Linda Cary, Elizabeth Pugh, Judy and Bill Lutz

1971-1980:

Allison Sargent, Robert Upton, Linda Wanat, Linda Dorf, Sandra Male, John Osborne, J. Martin Bailey, Clarissa Schoch, Carlee and John Bissell, Clifford Linholm III, Janet Hillman, Joyce and Robert Mims, Karen Ermler, Carl and Firth Fabend, Susan Awerdick, Amy Hohn Stover

1981-1990:

Charlene and Terrance Connolly, Susan Dale, Armen and Kate Khachaturian, Nancy Kobylarz, Polly Monsees, Diane Franciose, Dorothy McGann, Genie Temmler, Calvin and Michele Trevenen, Roger Cole, Nancy Lands, Ted O'Dell, Kim Reissig, Gale Eberhardt

MEMBERSHIP

REJOINED
Kim Reissig

NEW
Gerald and Laurie Walle

MILESTONES

BAPTISMS WE CELEBRATED
Reileyna Augusta Richardson
Silas William Richardson

THOSE WE MOURN
Dick Batchelder
Peter Lawrence
Jutta Walter
Helen Singh

Lenten Reflections and Outreach

BOB CHASE DISCUSSING OUR CONGREGATIONAL PRAYER FLAG PROJECT FOR LENT:

“The banners in our sanctuary for this Lenten season, are in the tradition of prayer flags. It looks a little different than the banners of past seasons. Prayer flags carry important messages for others to see. They acknowledge that we all are a part of the circle of life, and that each of us has something to share. In this Lenten season, what is God asking you to share? The theme for our Lenten journey is seeking thoughtful questions for a deeper faith. These prayer flags are reflective of this theme. Consider it a congregational interactive art experience...the idea is to create a congregational statement of faith that is both vibrant and deeply personal.”

LENTEN TESTIMONY EXCERPTS:

Every Sunday of Lent, a member of the congregation spoke during Sunday worship to give their Lenten Testimony. You can view the full videos of each testimony on the church's YouTube channel under the Presentations & Special Messages playlist.

STEVE OOSTING, FEB. 26, 2023

“I take nourishment and comfort as I navigate my experience in a world that sometimes seems unbearable and raw, experiences that sustain hope and joy, that come to us unexpected and uncontainable.”

JADE HOLMGREN, MARCH 5, 2023

“It's astonishingly simple, yet profound. The God that so captivates my imagination but yet remains so mysterious to me in so many ways. My journey to know the true great light is only beginning.”

SARA OLSON MARCH 12, 2020

“Never convince yourself that something is impossible without even trying...I felt the presence of the spirit.”

KAYLA JACKSON MARCH 19, 2023

“So interesting and so beautiful to me was the support I received from this church...the spirit of God can provide clarity.”

ARMEN KHACHATURIAN APRIL 2, 2023

As he describes a scene from our Tiffany stained glass Windows, Armen says that Jesus is, “the highest person under God, humbling himself the most.”

OUTREACH

Our 6-month Outreach giving was funded by allocations from the Operating Fund and the Christian Mission Fund as well as individual member giving to special offerings. To provide assistance to refugees and migrants, we made significant contributions to Church World Service and Team Brownsville, and Mike Spinella helped an Afghani refugee family navigate the challenges of settling in America.

Our other financial donations focused on hunger/food security organizations (as was our 2022 Christmas offering), housing insecurity, education, health, LGBTQ+ organizations, Syrian Earthquake relief, racial justice, and the wider church. We partnered with the local organization Friends Of The Howe House and UCC's “Join The Movement Towards Racial Justice” campaign for our Easter 2023 offering.

Circles of Essex continues to meet weekly at our church. After a lot of preparation, families have been paired with Allies (including Roxanne Kent) for the official start of their 18-month journey toward greater stability in both housing and their financial situation. The work of the Outreach team is now the responsibility of the Justice and Community Engagement team, as part of our new governance structure implemented in July. We were also happy to host Out Montclair's first-ever Trans Day Of Visibility Celebration at the church. The Assembly Room was full of resource tables and a number of impressive panel discussions took place in the sanctuary, including one with Rev. Katrina on affirming faith perspectives on gender diversity. Videos from the Trans Day Of Visibility are on our YouTube channel, including opening remarks from leaders from across the state of New Jersey.

Early in the spring, a survey was sent to the congregation to help determine Missional Priorities for '23 to '24, which were then voted on and approved by the congregation. Please find detail of those Missional Priorities later in this Annual Report. The Outreach team will now transition to the ministry teams as part of our new governance structure that launched in July. We so appreciate the efforts of the members of Outreach team who stepped up to coordinate efforts as last-minute needs presented themselves throughout the late winter and spring. We are grateful to everyone who contributed to our special offerings or contributed their time to help our congregation serve the wider community.

Matthew: 25:35-40: “I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.”

Children & Youth, Nursery School & Music Programs

LEARNING CENTER AND CHILDCARE

During the second half of the program year 2023 Learning Center was staffed by Molly Rosenak and Anthony Pineros. We moved from two rooms to one and averaged 7 children from ages five through 10 each Sunday. A JOYFUL PATH was the curriculum that we continued to use which led to abundant engagement, discussion and stimulating projects. Childcare was staffed by Claudia Caputo. Most weeks there were one or two children in Childcare, and some weeks, we had up to four children. They ranged in age from one to four. Each week, we read a story or did an activity that related to themes such as love, kindness, togetherness, or something else that paralleled the lesson themes in Learning Center. Patty Dow went where needed each week.

SIDE DOOR

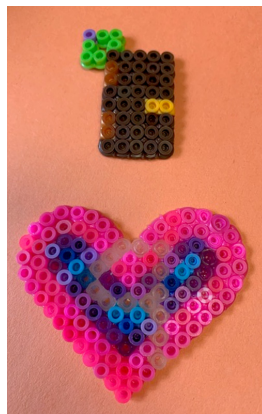
At Side Door, we hosted an average of 20 children each Friday afternoon. Side Door has become a desired site for volunteers from Montclair State University and Montclair High School, and some weeks we had almost a one-to-one ratio of volunteers to participants. This allowed for a greater variety of activities to be offered both inside and out. Regardless of what was offered, the activity of choice was fusible beads!

Tony's Kitchen continued to provide free sandwiches, fruit and chips in generous quantities. This ensured that even those who did not have the money to buy snacks at discounted rates would have something nutritious and delicious to eat.

The staff included Patty Dow, David Parra, Rahniel Simon, Jordan Staubach, and Lorraine Motta.

FALL LAUNCH OF MULTI-CHURCH YOUTH PROGRAM

We are excited to be taking part in the formation of a new, multi-church youth group beginning Fall 2023. The ecumenical youth ministry project will create a space for young people to experience a welcoming, supportive Christian community that affirms their full identities (including their race, ethnicity, gender identity, sexual orientation, and socio-economic background), that enables them to develop deep and meaningful relationships with their peers, and that encourages the development of a progressive Christian spirituality. It is a collaborative effort amongst multiple churches and provides meaningful opportunities



Fusible beads are very popular at Side Door.

for youth to lead and shape the program. The participating churches are First Lutheran Church, Glen Ridge Congregational Church, Grace Presbyterian Church, St. Luke's Episcopal Church and Union Congregational Church.

NURSERY SCHOOL

We had a wonderful end to the 2022-23 Union Cong Nursery School. With 98 families and 18 faculty members, we created a successful supportive community for all to grow. Our final fundraiser was our annual Union Cong Fun Run raising over 1,200 to benefit the Human Needs Pantry.



Nursery School Spring 2023

MUSIC PROGRAM

Union's music program has continued not only to rebuild in the wake of the COVID-19 pandemic; but also, to flourish with many exciting offerings. In addition to their regular Sunday offerings, the choir produced a successful spring concert, *The Heavens Are Telling: Songs of the Sky*, and excited the congregation with a joyful Easter morning service. The handbell choir resumed monthly performances under the direction of Jeremy Whitener, who was officially hired on as Co-Director of Music. Under Kristine Hart's direction, the children's choir gave several wonderful performances and the youth helped to lead a couple special services. On a bittersweet note, Perri di Christina sang her last service with Union on August 13th. We thank Perri for her time with us and wish her the best on her future musical endeavors. In summary, the music program had a stellar 22-23 program year and is gearing up and excited for a full 23-24 program year.



Spring 2023 Choir Concert

Thank you outgoing lay leadership who served Jan. to June 2023

thanks to those who extended their terms by four months to accommodate the bridge budget

OFFICERS

President	Marcie Wallace
Vice President	Tom Cherry
Treasurer	Bob Kent
Secretary	Michele Sionas

LEADERSHIP COUNCIL MEMBERS-AT-LARGE

	Linda Winther
	Vicki Paulson
	Seo Hee Koh
Youth Representative	Vacant

LEADERSHIP TEAMS MEMBERS (*CHAIR)

Building & Grounds	Nick Loudon *
	Gordon Keil
	Rob Middleton
	Scott Randel
	John Osborne
Christian Formation	Jade Holmgren*
	Jen Hand
	Lili Knutzen
	Roxanne Kent
	Rick Wright
	Emily Rozek
	Gerald Walle
Congregational Life	Elynn Minor *
	Larry Frick
	Laurie Walle
	Joy Mishkin
	Robin Keil
Deacons	Genie Temmler*
	Peggy Hsaio
	Ellen Smith
	Maggie Barbetta
	Jeanette Miller
	Janet Frick
	Melissa Moore
	Judy Nesbit
	Armen Khachaturian
	Kathleen Kelly
	Sandy Goodman
	Lisa Kauffman
	Laurie Walle

LEADERSHIP TEAMS

MEMBERS (*CHAIR)

Nominating	Catherine Spinella*
	Tawnya Switzer
	Emily Rozek
	Rob Middleton
	Ina Isobe
Outreach	Tim Crist*
	Michael Spinella*
	Janet Frick
	Dick Olson
	Annalie Fahlstedt
	Karen Whitehaus
	Carlos Valdes-Dapena
	Alison Beringer
	Ray Graj
Personnel	Christine Brown *
	Jen Houck
	Linda Wanat
	Catherine Spinella
	Lee Montgomery
	George Black
Stewardship	Rob Iracane*
	Darien Wilson
	Bill Amory
	David Oscar
	Paul Sionas
Nursery School	Walter Swett *
	Brian Pierson
	Laura Wilson
	Christina Kelly
	Sue Awerdick
Welcoming	Isabelle Genest *
	Dave Jouard
	Tawnya Switzer
	Stacy Wieringa
	Scott Randel
	Sally Iracane
	Janet Valdes DaPena
Worship	Bob Chase *
	Kayla Jackson
	Skye Amory
	Karen Ermler
	Barbara Ross
	Karen Daviou
	Steve Oosting
	Eric Knies

Thank you outgoing lay leadership who served Jan. to June 2023

thanks to those who extended their terms by four months to accommodate the bridge budget

TASK FORCE, COMMITTEE AND UNITED CHURCH OF CHRIST REPRESENTATIVES

CAC BOARD OF DIRECTORS AND BOARD REPRESENTATIVE TO THE NJ ASSOCIATION | Ellyn Minor

CAMPUS USE TASK FORCE | Paul Sionas (chair), Elizabeth Kaplan, Beth Shepherd, Genie Temmler, Suzanne Tuck, Rev. Katrina Forman, Executive Director Jon Thomsen

CENTRAL ATLANTIC CONFERENCE (CAC) REPRESENTATIVE | Ina Isobe

CLERGY DISCERNMENT TASK FORCE | Vicki L. Paulson (chair), Brian Pierson, Nancy Herron

FINANCE COMMITTEE | Ted O'Dell, Christine Brown, Nick Loudon, Brian Pierson, Karen Whitehaus, Bob Kent, Jon Thomsen, Marcie Wallace (ex officio)

FINANCIAL HEALTH TASK FORCE | Tom Cherry (Chair), Rev. Katrina Forman, Don Hill (external consultant), Jon Thomsen (Executive Director), Christine Brown, Robert Kent, Armen Khachaturian, Megan Pierson

GOVERNANCE TASK FORCE | Catherine Spinella (chair), Karen Ermler, Peggy Hsaio, Sally Iracane, Todd Landis, Executive Director Jon Thomsen, Rev. Katrina Forman

HARASSMENT RESPONSE TEAM | David Koschik, Sara Tamargo, Rose Oosting, Rusty Eidmann-Hicks

INSURANCE | Linda Cary

INVESTMENT ADVISORY COMMITTEE | Nick Prala (co-chair), Karen Whitehaus (co-chair), Eric Carlson, Bob Kent (non-voting)

MEMBERSHIP TASK FORCE | Michele Sionas (chair), Lindy Fisher, Jen Gabel, Sara Olson, Rev. Ron Verblaauw

PASTORAL RELATIONS COMMITTEE FOR REV. FORMAN | Steve Oosting, Lynn Carmichael

PRE-ORDINATION COMMISSION OF THE NJ ASSOCIATION | Amy Hohn, (term ended Sept. 2022), Rev. Katrina Forman

STRATEGIC PLANNING STEERING COMMITTEE | Don Hill (external consultant), Lynn Carmichael, Tom Cherry, Katrina Forman, Dave Shaw, Tawnya Switzer, Jon Thomsen, Carlos Valdes-Dapena, Marcie Wallace, Linda Winther

UNION'S NJ ASSOCIATION REPRESENTATIVE | Blythe Chase

WORSHIP SPACE TASK FORCE | Bob Chase (chair), Karen Daviou, Barbara Marin, Sara Tamargo, John David Whitener, Rev. Katrina Forman

LEADERSHIP COUNCIL REPRESENTATIVES

BUILDING & GROUNDS | Nick Loudon

CHRISTIAN FORMATION | Jade Holmgren

CONGREGATIONAL LIFE | Ellyn Minor

DEACONS | Genie Temmler

PERSONNEL | Christine Brown

OUTREACH | Michael Spinella

STEWARDSHIP | Rob Iracane

NURSERY SCHOOL | Walter Swett

WELCOMING | Isabelle Genest

WORSHIP | Bob Chase

**Please see page 11 for new and ongoing lay leadership, task forces, and standing committees*



Designated-Term Minister Rev. Ron Verblaauw

New Governance Model And Task Force Updates

NEW GOVERNANCE MODEL

Charged by the Congregation in April 2022 to propose a more nimble and sustainable congregational governance model that would allow Union's members and friends to devote their energy to mission and spiritual growth, the Governance Task Force began 2023 by publishing a series of weekly white papers, summarizing their research and incorporating congregational feedback, and outlining their proposal for a streamlined, mission-focused governance model. The entire proposal – including the philosophy of governance and the role of the Congregation, the proposed structure for the Governing Board, Standing Committees and Ministry Teams, as well as an explanation of the roles, responsibilities and authority for all parties – was presented to the Congregation at the Annual Meeting and subsequently approved by the Congregation at a special Congregational meeting in late February. At that meeting, the Task Force was authorized to begin work on an updated Constitution and Bylaws

From March through May, the Task Force, in consultation with a lawyer, drafted an updated Constitution and Bylaws to reflect the approved governance structure streamlining the functioning of the Governing Board to facilitate deeper and more strategic conversations, and providing members and friends with meaningful opportunities to engage directly in Union's ministry. In April and May, the Task Force met twice with the Leadership Council and twice with the Congregation via Zoom to review proposed changes. Incorporating feedback from those sessions, the Task Force circulated a final draft of the proposed Constitution and Bylaws in late May and presented the draft at the June Congregational Meeting. The proposed Constitution and Bylaws was adopted by the Congregation at the meeting, with implementation to commence on July 1. The Task Force is deeply grateful to the Congregation, the Leadership Council, and the Clergy and staff for the invaluable feedback at every stage of this process, as we embark on this new adventure together.

REPORTS FROM TASK FORCES THAT ARE CONTINUING IN THE FALL

BUILDING RENEWAL TASK FORCE

We are moving from the dreaming to the implementing phases of strategic visioning, and celebrating the congregational approval of a new governance structure. As we continue to gather information and discern who God is calling us to be as a church, we look forward to continuing the conversation.

CLERGY DISCERNMENT TASK FORCE

The Clergy Discernment Task Force was formed in April 2023 to make a recommendation to the congregation for a clergy structure to support Union's strategic priorities and the congregation's expectations. Our approach includes a survey of the congregation to identify your expectations and priorities for clergy leadership, review of the congregation's expectations reported from the 2016 Cottage meetings, and the 2018 Congregation Conversations, clarify clergy job functions, and what it takes to accomplish each job function.

We are focusing on clergy job functions by exploring different clergy structures at local UCC churches. Our first step was to learn about the current pastoral job functions at Union Cong from Rev. Katrina Forman, and Rev. Ron Verblaauw. With guidance from Rev. Craig Peterson, Associate Conference Minister for Congregation Development, Mid-Atlantic Conference we selected and interviewed the clergy at the following comparable UCC churches:

1. Co-Minister Model (not related): First Congregational Church, Montclair (Rev. Ann Ralosky and Rev. John Rogers)
2. Senior Minister/Associate Minister Model: Christ Church Summit (Dr. Charles Rush and Rev Julie Yarborough)
3. One Minister Model: Glen Ridge Congregational Church (Rev. Jeff Mansfield)

Thank you to the 90 members of Union Cong who completed the survey this summer. Your number one reason for attending the worship service is Feel part of a group with shared values – community. Followed very closely by Sermon and then Music. We look forward to presenting our findings and the alignment of clergy job functions with the congregation's expectations in October 2023.

Vicki L. Paulson, Brian Pierson, Nancy Herron

MEMBERSHIP TASK FORCE

The task force is comprised of Jen Gabel, Lindy Fisher, Sara Olson, Michele Sionas, and Rev. Ron Verblaauw. We have been gathering information from other churches on their membership requirements and policies, speaking to members and friends of Union, researching the history of Baptism, discussing our findings, and sharing stories.

'23-'24 Missional Priorities and Ministry Teams

MISSIONAL PRIORITIES FOR '23-'24

Approved by the Congregation on April 23, 2023

1. Begin to implement a plan to make our campus, especially the Main building and including the sanctuary, accessible, welcoming and more widely usable for the church and wider community.

BENCHMARKS:

- Approve conceptual design and launch fundraising effort
 - increase space use income
 - measure and increase the number of people who walk through our doors
 - measure the number of hours/people who use the space through mission-aligned organizations (such as: Circles, OutMontclair, AAPI Montclair) and evaluate the balance between missional and income-driven space use
 - develop concrete ideas for the future use of the Vincent Building and decide on a plan
2. Deepen our commitment to racial justice through developing a Racial Justice Ministry Team, building and deepening relationships with local organizations that share that goal, and engaging in education and spiritual growth through a lens of racial justice.

BENCHMARKS:

- Develop a Racial Justice Ministry Team that will
 - build on prior work done in the congregation to develop shared language around racial justice
 - identify a specific campaign(s) or issue(s) that we can focus on (such as: racial wealth gap, criminal justice reform, educational equity, reparations, ministry for/with interracial families)
 - connect congregants with opportunities for learning and direct work done by other organizations.
- Deepen our relationships with and understand our ongoing support for organizations that intersect with this issue such as:
 - CUMAC, Circles, NJ Together, Friends of the Howe House, AAPI Montclair, and others
 - Offer opportunities for education and spiritual growth around racial justice (for all ages)

3. Develop a clear sense of identity and share that with the wider community

BENCHMARKS:

- Integrate our distinctive identity into our physical and online presence (signs, website, media, etc)
- Increase our “visibility” in the wider community, in and beyond Montclair
- Improve our processes and culture around inviting and welcoming newcomers in

MINISTRY TEAMS FALL INTO FOUR CONCEPTUAL MINISTRY AREAS

MINISTRY AREA: WORSHIP & MUSIC

Ministry Teams: Greeters, Scripture Readers, Banners & Decoration, Paraments & Worship Supplies, Communion Servers, Welcoming Supplies, Coffee Hour Sponsors, Flowers, Union Sanctuary Choir, Handbell Choir

MINISTRY AREA: CONGREGATIONAL ENGAGEMENT & CARE

Ministry Teams: Newcomer Welcoming & Inclusion, Congregational Care (formerly Deacons), Fellowship (Breakfast, Pop-Up Dinners, Etc.), Coffee Hour Coordinators, Memorial Services Support, UCC Players, Generosity Team (formerly Stewardship)

MINISTRY AREA: CHRISTIAN EDUCATION

Ministry Teams: Bible Studies, Book Reads, Clergy Offerings, “Small Groups,” Learning Centers, Youth Groups

MINISTRY AREA: JUSTICE & COMMUNITY ENGAGEMENT

Ministry Teams: Food Justice, Refugee Resettlement/Immigration Support, Climate Justice, Racial Justice, Essex Together, Side Door

New & Ongoing Lay Leadership & Current Staff

NEW GOVERNING BOARD AS OF JULY 1, 2023

Moderator	Tim Crist
Vice-Moderator	Carlos Valdes-Dapena
Treasurer	Sally Iracane
Secretary	Michele Sionas
At-Large Member	Vicki Paulson
At-Large Member	Megan Pierson
At-Large Member	Catherine Spinella
At-Large Member	Gerald Walle
Youth Representative	Ambrose Amory

RETIRED TASK FORCES

Financial Health Task Force	
Governance Task Force	
Worship Space Task Force	
Campus Use/Outreach Task Force	

JULY '23 – '24 TASK FORCES

Building Renewal Task Force	Bob Chase, Paul Sionas, Sara Tamargo, Suzanne Tuck, Rev. Katrina Forman, Jon Thomsen
Clergy Discernment Task Force	Vicki Paulson (chair), Nancy Herron, Brian Pierson
Membership Task Force	Michele Sionas (chair), Jen Gabel, Lindy Fisher, Sara Olson, Rev. Ron Verblauw

STANDING COMMITTEES

Campus Care (formerly Buildings & Grounds)	Nick Loudon (chair), Rob Middleton, Scott Randel, John Osborne, Suzanne Tuck
Finance & Investment Policy Committee	Sally Iracane (chair), Christine Brown, Bob Kent, Brian Hand
Human Resources Committee	Christine Brown (chair), Jen Hand, George Black
Leadership Discernment Committee (formerly Nominating Committee)	Ina Isobe, Tawnya Switzer, Rob Middleton, Karen Ermler, Marcie Wallace, Armen Khachaturian
Nursery School Committee	Walter Swett (chair), Christina Kelly, Brian Pierson, Laura Wilson
Pastoral Relations Committee For Rev. Katrina Forman	Steve Oosting, Lynn Carmichael
Pastoral Relations Committee For Rev. Ron Verblauw	Amy Hohn Stover, Armando Tamargo, Marcie Wallace

STAFF

Staff As Of September 1, 2023.

Minister	Rev. Katrina Forman
Designated Term Minister	Rev. Ron Verblauw
Executive Director	Jon Thomsen
Office and Facilities Administrator / Multi-Church Youth Group Coordinator	Christina Carter
Communications Coordinator	Kim Crabtree
Children's Programs Coordinator	Patty Dow
Learning Center Teacher	Anthony Pineros
Child Care Provider	Katie Spaar
Co-Music Director	John David Whitener
Co-Music Director	Jeremy Whitener
Church Accompanist	Charl Louw
Children's and Youth Choirs and Section Leader	Kristine Hart
Section Leader	Bill Amory
Section Leader	Alyce Daubenpeck
Side Door Assistant Director	Rahniel Simon
Side Door Assistant Director	David Parra
Nursery School Director	Lynn Kulik
Nursery School Office Administrator	Susanne Cantalupo



Financials 2022

TREASURER'S REPORT 2022

Highlights: The year 2022 was challenging, both operationally and financially, for Union. During the year, we launched a new financial software application, Aplos, replacing our long-standing, but outdated, PowerChurch+ application. The new software integrates several features that the prior application lacked, provides us with enhanced reporting, and facilitates our change in fiscal year from a calendar basis to a program-based July-to-June fiscal year. It also has helped provide us with a functional reporting format that we debuted for the interim budget in January 2023. By year-end, we resolved the initial issues associated with the change-over.

Income: Total operating income of \$609 thousand was \$26 thousand over budget, primarily due to Other Income and Buckley Kobler Trust Income. Members' pledges and contributions were flat to budget at \$462 thousand.

Expenses: Total expenses were \$20 thousand below budget, due to lower Personnel costs, partially offset by higher expenses in Administration and B&G.

Transfers: Transfers into the Operating Fund were flat to the budget at \$186 thousand. The total operating deficit of \$61 thousand resulted in a \$46 thousand favorable variance vs budget.

Full-year expenses, including fund transfers paid from other Union funds, totaled \$1,035 thousand, \$81 thousand under budget.

Balance Sheet On a consolidated basis (church and nursery school) total assets were \$8,718 thousand and our Net Fund Balance (equity) was \$8,658 thousand, \$1,336 thousand below prior year, primarily due to a drop of \$1,694 thousand in investment balances and ongoing operating losses, partially offset by PPP loan income. While the -14% investment return was substantially below recent years, it was above benchmark returns for similarly allocated portfolios. During the year, the Investment Advisory Committee shifted more of our assets to short-term debt and money market assets, which mitigated market losses in both equities and fixed income.

Robert Kent, Treasurer

Financials 2022

UNION CONGREGATIONAL CHURCH

2022 Budget to Actual

YEAR ENDING December 31 OPERATING FUND	2022 Actuals	2022 Budget	Variance
Pledge	\$ 401,860	\$ 409,700	\$ (7,840)
Non pledge	\$ 59,713	\$ 51,000	\$ 8,713
Contributions	\$ 461,573	\$ 460,700	\$ 873
Other income	\$ 34,718	\$ 20,000	\$ 14,718
Buckley Kobler Trust Income	\$ 112,437	\$ 102,500	\$ 9,937
TOTAL INCOME	\$ 608,728	\$ 583,200	\$ 25,528
Personnel	\$ 582,427	\$ 619,351	\$ 36,924
Building & Grounds	\$ 112,801	\$ 96,073	\$ (16,728)
OCWM	\$ 40,370	\$ 40,370	\$ -
Admin & Leadership	\$ 64,660	\$ 59,371	\$ (5,289)
Outreach	\$ 30,662	\$ 31,000	\$ 338
Worship & Music	\$ 10,271	\$ 10,200	\$ (71)
Christian Formation	\$ 2,534	\$ 9,000	\$ 6,466
Welcoming & Diaconate	\$ 1,588	\$ 4,050	\$ 2,462
Congregational Life	\$ 5,838	\$ 3,350	\$ (2,488)
Stewardship	\$ 4,243	\$ 2,500	\$ (1,743)
TOTAL EXPENSES	\$ 855,394	\$ 875,265	\$ 19,871
Nursery School	\$ 24,262	\$ 23,505	\$ (757)
Foundation Fund 5%	\$ 56,146	\$ 56,145	\$ (1)
Kuhnis Fund 5% & Med Expense	\$ 105,496	\$ 105,496	\$ -
TOTAL TRANSFERS	\$ 185,904	\$ 185,146	\$ (758)
Excess (Deficit)	\$ (60,762)	\$ (106,919)	\$ (46,157)
OTHER UCC FUNDS – Expenses			
Building Maintenance Funds 5% – net of income (Solar Credits)	\$ 69,101	\$ 82,372	\$ 13,271
Christian Mission Fund - net	\$ 50,189	\$ 46,565	\$ (3,624)
Special Offerings Fund	\$ 32,001	\$ 34,000	\$ 1,999
MINUS Special Offering Contributions	\$ (32,001)	\$ (34,000)	\$ (1,999)
Side Door – net of income	\$ 6,007	\$ 16,484	\$ 10,477
Other Funds – net	\$ 11,428	\$ 46,000	\$ 34,572
Building Maintenance Fund projects	\$ 43,387	\$ 50,000	\$ 6,613
TOTAL OTHER UCC FUNDS	\$ 180,112	\$ 241,421	\$ 61,309
TOTAL EXPENSES – CHURCH	\$ 1,035,506	\$ 1,116,686	\$ 81,180

Financials 2022

UNION CONGREGATIONAL CHURCH

Balance Sheet as of 12/31/2022

	TOTAL	CHURCH	NURSERY SCHOOL
ASSETS			
Checking Accounts	\$ 310,050.65	\$ 47,597.17	\$ 262,453.48
Investment Cash Accounts	\$ 68,115.48	\$ -	\$ 68,115.48
Fixed Assets	\$ 2,946,845.62	\$ 2,946,845.62	\$ -
Investment Accounts	\$ 5,393,119.99	\$ 4,908,941.22	\$ 484,178.77
Total Assets	\$ 8,718,131.74	\$ 7,903,384.01	\$ 814,747.73
LIABILITIES			
Current Liabilities	\$ 42,953.20	\$ 42,953.20	\$ -
Accounts Payable	\$ 7,978.92	\$ (4,461.56)	\$ 12,440.48
Credit Cards	\$ 9,262.36	\$ 4,324.09	\$ 4,938.27
Total Liabilities	\$ 60,194.48	\$ 42,815.73	\$ 17,378.75
EQUITY			
UCC Operating Funds	\$ 169,565.58	\$ 169,565.58	\$ -
UCC General Funds	\$ 3,269,592.10	\$ 3,269,592.10	\$ -
UCC Building Funds	\$ 1,286,702.53	\$ 1,286,702.53	\$ -
UCC Program Funds – Cash	\$ 52,933.83	\$ 52,933.83	\$ -
UCC Program Funds – Donor Designated	\$ 134,928.62	\$ 134,928.62	\$ -
UCWNS Funds	\$ 797,368.98	\$ -	\$ 797,368.98
Fixed Assets	\$ 2,946,845.62	\$ 2,946,845.62	\$ -
Total Equity	\$ 8,657,937.26	\$ 7,860,568.28	\$ 797,368.98
Total Liabilities + Total Equity	\$ 8,718,131.74	\$ 7,903,384.01	\$ 814,747.73

Financials 2022

UNION CONGREGATIONAL CHURCH

Fund Activity Summary for the period of 01/01/2022 to 12/31/2022

Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
UCC Operating Funds							
01 – Operating Fund	210,520.38	207,322.53	293,124.95	-85,802.42	4,309.80	-81,492.62	129,027.76
10 – Pledge Accounting	27,481.47	386,920.64	373,864.29	13,056.35	0.00	13,056.35	40,537.82
Total UCC Operating Funds	238,001.85	594,243.17	666,989.24	-72,746.07	4,309.80	-68,436.27	169,565.58
UCC General Funds							
21 – Foundation Fund	1,317,241.50	-236,685.64	91,061.05	-327,746.69	0.00	-327,746.69	989,494.81
22 – Jean Kuhn Fund	1,903,270.19	-346,020.94	105,496.08	-451,517.02	0.00	-451,517.02	1,451,753.17
56 – Christian Mission Fund	1,073,013.85	-196,731.01	50,338.72	-247,069.73	2,400.00	-244,669.73	828,344.12
Total UCC General Funds	4,293,525.54	-779,437.59	246,895.85	-1,026,333.44	2,400.00	-1,023,933.44	3,269,592.10
UCC Building Funds							
74 – Vincent Fund	312,932.20	-56,785.74	15,647.00	-72,432.74	0.00	-72,432.74	240,499.46
76 – Building Maintenance Fund	1,300,910.96	-236,585.81	102,689.34	-339,275.15	0.00	-339,275.15	961,635.81
80 – Centennial Garden Fund	62,055.76	-10,759.26	2,801.00	-13,560.26	0.00	-13,560.26	48,495.50
84 – Knowles Garden Fund	19,149.86	-8,556.10	1,132.00	-9,688.10	26,610.00	16,921.90	36,071.76
84.1 – Inactive Knowles Garden Fund	26,610.00	0.00	0.00	0.00	-26,610.00	-26,610.00	0.00
Total UCC Building Funds	1,721,658.78	-312,686.91	122,269.34	-434,956.25	0.00	-434,956.25	1,286,702.53
UCC Program Funds - Cash							
40 – Music Fund	12,967.68	3,912.00	1,893.04	2,018.96	0.00	2,018.96	14,986.64
54 – Special Offerings Fund	3,243.49	41,581.00	47,985.90	-6,404.90	0.00	-6,404.90	-3,161.41
39 – Women of Union Fund	1,842.86	5,598.17	2,836.62	2,761.55	2,673.00	5,434.55	7,277.41
42 – Musical Instruments Fund	5,032.43	25.00	3,023.31	-2,998.31	0.00	-2,998.31	2,034.12
45 – Drama Fund	5,755.37	1,144.00	1,000.00	144.00	0.00	144.00	5,899.37
52 – Samaritan Fund	13,530.43	150.00	3,308.00	-3,158.00	0.00	-3,158.00	10,372.43
62 – Side Door	16,497.09	9,161.31	15,167.92	-6,006.61	5,034.79	-971.82	15,525.27
63 – Inactive Smart	5,034.79	0.00	0.00	0.00	-5,034.79	-5,034.79	0.00
Total UCC Program Funds – Cash	63,904.14	61,571.48	75,214.79	-13,643.31	2,673.00	-10,970.31	52,933.83
UCC Program Funds – Donor Designated							
31 – Schneidewind Fund	25,732.92	-4,778.27	2,209.89	-6,988.16	0.00	-6,988.16	18,744.76
32 – Upton Scholarship Fund	9,859.61	-3,343.31	0.00	-3,343.31	8,066.00	4,722.69	14,582.30
32.1 – Inactive Upton Scholarship Fund	8,066.00	0.00	0.00	0.00	-8,066.00	-8,066.00	0.00
41 – Knowles Music Fund	22,249.02	-10,387.08	3,620.00	-14,007.08	34,188.00	20,180.92	42,429.94
41.1 – Inactive Knowles Music Fund	34,188.00	0.00	0.00	0.00	-34,188.00	-34,188.00	0.00
60 – Whittenburg Memorial Fund	38,664.71	-7,293.34	1,733.00	-9,026.34	0.00	-9,026.34	29,638.37
82 – Sulzberger Fund	36,304.36	-6,771.11	0.00	-6,771.11	0.00	-6,771.11	29,533.25
Total UCC Program Funds – Donor Designated	175,064.62	-32,573.11	7,562.89	-40,136.00	0.00	-40,136.00	134,928.62
UCWNS Funds							
95 – UCWNS Operating Fund	144,228.28	1,150,160.23	832,175.61	317,984.62	-174,326.55	143,658.07	287,886.35
96 – UCWNS Reserve Fund	410,830.80	-43,093.28	23,198.64	-66,291.92	164,943.75	98,651.83	509,482.63
Total UCWNS Funds	555,059.08	1,107,066.95	855,374.25	251,692.70	-9,382.80	242,309.90	797,368.98
Fixed Assets							
77 – Land & Buildings	2,946,845.62	0.00	0.00	0.00	0.00	0.00	2,946,845.62
Total Fixed Assets	2,946,845.62	0.00	0.00	0.00	0.00	0.00	2,946,845.62
Total	9,994,059.63	638,183.99	1,974,306.36	-1,336,122.37	0.00	-1,336,122.37	8,657,937.26

Financials January 1 – June 30, 2023

TREASURER'S REPORT FISCAL YEAR 2023 (JANUARY THROUGH JUNE)

Highlights: In January 2023, the Congregation approved a change in the church's fiscal year from a calendar year basis to a program year basis. As a result, the Congregation was presented with and passed an interim budget in January 2023 that covered the period from January 2023 through June 2023. The following presentation reflects results for the 6-month period ending June 30, 2023 and Balance Sheet as of June 30, 2023. In addition, as noted above, we are now presenting financial statements on a fully consolidated basis. As a result, the current year presentation is not directly comparable to prior years. Break-outs between the church and nursery school are available in detailed financial statements on subsequent pages.

Income: Total income of \$335 thousand exceeded budgeted income of \$308.5 thousand reflecting a favorable variance in Members' non-pledge contributions and higher other income.

Expenses: 6-month operating expenses of \$511 thousand were \$12 thousand, or 2%, under budget primarily due to lower B&G and program expenses, partially offset by the accrual of costs associated with completing the current phase of the Strategic Visioning project in FY 2023-24. Including the benefit of the planned 2.5% fund transfers totaling \$85 thousand, the FY 2023 operating deficit was \$92 thousand, which was \$33 thousand less than approved by the Congregation and covered by additional fund withdrawals. Total 6-month expenses, including fund transfers paid from other Union funds, totaled \$580 thousand, \$32 thousand under budget.

Balance Sheet as of June 30, 2023: We ended the fiscal year with Total Assets of \$9,166 thousand, up \$448 thousand from year-end 2022, primarily due to investment gains of \$179 thousand, partially offset by planned withdrawals. Net Assets (equity) of \$8,560 thousand was down \$98 thousand from Dec 31, 2022 primarily due to ongoing operating losses.

Investments: As of June 30 consolidated investment funds totaled \$5,572 thousand including UCWNS reserves of \$519 thousand. We maintained the church's fully ESG invested portfolio mandate and an investment mix that is approximately 60% equity, 35% fixed income, and 5% cash/money market funds.

Gratitude: As of June 30th the church's new leadership convened under a revised constitution and governing structure. The finance function will now be overseen by the Governing Board, and most of the Treasury operating functions will be managed by our Executive Director. As Treasurer during these last few years of roller coaster markets and internal change, I have been privileged to work with some of the most dedicated officers, board members, and staff that anyone could ask to be associated with, so I am confident that we are at a great place to start.

Robert Kent, Treasurer

Financials January 1 – June 30, 2023

UNION CONGREGATIONAL CHURCH

2023 6-Month Bridge Budget to Actual

YEAR ENDING June 30 OPERATING FUND	2023 Actuals	2023 Budget	Variance
Pledge	\$ 227,592	\$ 225,000	\$ 2,592
Non pledge	\$ 38,998	\$ 25,000	\$ 13,998
Contributions	\$ 266,590	\$ 250,000	\$ 16,590
Other income	\$ 8,761	\$ 8,000	\$ 761
Buckley Kobler Trust Income	\$ 59,651	\$ 50,500	\$ 9,151
TOTAL INCOME	\$ 335,002	\$ 308,500	\$ 26,502
Personnel	\$ 288,980	\$ 287,051	\$ (1,929)
Building & Grounds	\$ 69,845	\$ 78,930	\$ 9,085
OCWM	\$ 24,967	\$ 20,185	\$ (4,782)
Admin & Leadership	\$ 38,187	\$ 50,852	\$ 12,665
Strategic Visioning	\$ 59,972	\$ 37,000	\$ (22,972)
Outreach	\$ 13,714	\$ 15,500	\$ 1,786
Worship & Music	\$ 8,553	\$ 16,700	\$ 8,147
Christian Formation	\$ 2,285	\$ 5,000	\$ 2,715
Welcoming & Diaconate	\$ 1,965	\$ 2,500	\$ 535
Congregational Life	\$ 2,783	\$ 4,500	\$ 1,717
Stewardship	\$ 225	\$ 5,000	\$ 4,775
TOTAL EXPENSES	\$ 511,476	\$ 523,218	\$ 11,742
Nursery School	\$ 10,760	\$ 10,760	\$ –
Foundation Fund 5%	\$ 32,633	\$ 28,401	\$ 4,232
Kuhnis Fund 5% & Med Expense	\$ 41,231	\$ 50,726	\$ (9,495)
TOTAL TRANSFERS	\$ 84,624	\$ 89,887	\$ (5,263)
Excess (Deficit)	\$ (91,850)	\$ (124,831)	\$ 32,981
OTHER UCC FUNDS – Expenses			
Building Maintenance Funds 5% – net of income (Solar Credits)	\$ 24,966	\$ 35,564	\$ 10,598
Christian Mission Fund – net of income	\$ 26,831	\$ 23,479	\$ (3,352)
Special Offerings Fund	\$ 10,552	\$ 17,000	\$ 6,448
MINUS Special Offerings Contributions	\$ (10,552)	\$ (17,000)	\$ (6,448)
Side Door - net of income	\$ 1,883	\$ 8,500	\$ 6,617
Other Funds – net	\$ 15,256	\$ 22,000	\$ 6,744
Building Maintenance Fund projects	\$ –	\$ –	\$ –
TOTAL OTHER UCC FUNDS	\$ 68,936	\$ 89,543	\$ 20,607
TOTAL EXPENSES – CHURCH	\$ 580,412	\$ 612,761	\$ 32,349

Financials January 1 – June 30, 2023

UNION CONGREGATIONAL CHURCH

Balance Sheet as of 06/30/2023

	TOTAL	CHURCH	NURSERY SCHOOL
ASSETS			
Checking Accounts	\$ 645,793.18	\$ 164,080.57	\$ 481,712.61
Fixed Assets	\$ 2,946,845.62	\$ 2,946,845.62	\$ –
Pre-Paid Assets	\$ 1,341.56	\$ –	\$ 1,341.56
Investment Accounts	\$ 5,571,962.35	\$ 4,951,593.27	\$ 620,369.08
Total Assets	\$ 9,165,942.71	\$ 8,062,519.46	\$ 1,103,423.25
LIABILITIES			
Current Liabilities	\$ 1,500.00	\$ 1,500.00	\$ –
UCWNS Deferred Income	\$ 471,537.11	\$ –	\$ 471,537.11
Accounts Payable	\$ 122,786.12	\$ 26,360.81	\$ 96,425.31
Credit Cards	\$ 9,723.69	\$ 5,652.93	\$ 4,070.76
Total Liabilities	\$ 605,546.92	\$ 33,513.74	\$ 572,033.18
Equity			
UCC Operating Funds	\$ 66,865.76	\$ 66,865.76	\$ –
UCC General Funds	\$ 3,454,397.48	\$ 3,454,397.48	\$ –
UCC Building Funds	\$ 1,368,020.71	\$ 1,368,020.71	\$ –
UCC Program Funds – Cash	\$ 51,814.43	\$ 51,814.43	\$ –
UCC Program Funds – Donor Designated	\$ 141,061.72	\$ 141,061.72	\$ –
UCWNS Funds	\$ 531,390.07	\$ –	\$ 531,390.07
Fixed Assets	\$ 2,946,845.62	\$ 2,946,845.62	\$ –
Total Equity	\$ 8,560,395.79	\$ 8,029,005.72	\$ 531,390.07
Total Liabilities + Total Equity	\$ 9,165,942.71	\$ 8,062,519.46	\$ 1,103,423.25

Financials January 1 – June 30, 2023

UNION CONGREGATIONAL CHURCH

Fund Activity Summary for the period of 01/01/2023 to 06/30/2023

Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
UCC Operating Funds							
01 – Operating Fund	128,936.61	107,409.36	435,983.90	-328,574.54	0.00	-328,574.54	-199,637.93
10 – Pledge Accounting	40,537.82	227,592.07	1,626.20	225,965.87	0.00	225,965.87	266,503.69
Total UCC Operating Funds	169,474.43	335,001.43	437,610.10	-102,608.67	0.00	-102,608.67	66,865.76
UCC General Funds							
21 – Foundation Fund	989,494.81	82,724.67	32,632.91	50,091.76	-30,521.05	19,570.71	1,009,065.52
Foundation Fund – IRA	0.00	2,850.43	0.00	2,850.43	30,521.05	33,371.48	33,371.48
22 – Jean Kuhnis Fund	1,451,753.17	127,797.66	41,230.88	86,566.78	0.00	86,566.78	1,538,319.95
56 – Christian Mission Fund	828,068.54	72,503.31	26,931.32	45,571.99	0.00	45,571.99	873,640.53
Total UCC General Funds	3,269,316.52	285,876.07	100,795.11	185,080.96	0.00	185,080.96	3,454,397.48
UCC Building Funds							
74 – Vincent Fund	240,499.46	21,442.60	0.00	21,442.60	0.00	21,442.60	261,942.06
76 – Building Maintenance Fund	961,635.81	87,296.74	27,398.17	59,898.57	0.00	59,898.57	1,021,534.38
80 – Centennial Garden Fund	48,495.50	6,257.28	2,946.00	3,311.28	0.00	3,311.28	51,806.78
84 – Knowles Garden Fund	36,071.76	2,965.73	6,300.00	-3,334.27	0.00	-3,334.27	32,737.49
Total UCC Building Funds	1,286,702.53	117,962.35	36,644.17	81,318.18	0.00	81,318.18	1,368,020.71
UCC Program Funds – Cash							
37 – Retreats and Trips	0.00	910.00	15.58	894.42	0.00	894.42	894.42
40 – Music Fund	14,986.64	1,759.50	315.32	1,444.18	0.00	1,444.18	16,430.82
54 – Special Offerings Fund	-3,161.41	13,713.50	10,552.09	3,161.41	0.00	3,161.41	0.00
39 – Women of Union Fund	7,277.41	3,236.00	6,292.00	-3,056.00	0.00	-3,056.00	4,221.41
42 – Musical Instruments Fund	2,034.12	0.00	1,330.55	-1,330.55	0.00	-1,330.55	703.57
45 – Drama Fund	5,899.37	1,060.00	1,000.00	60.00	0.00	60.00	5,959.37
52 – Samaritan Fund	10,372.43	90.00	500.00	-410.00	0.00	-410.00	9,962.43
62 – Side Door	15,525.27	5,586.06	7,468.92	-1,882.86	0.00	-1,882.86	13,642.41
Total UCC Program Funds – Cash	52,933.83	26,355.06	27,474.46	-1,119.40	0.00	-1,119.40	51,814.43
UCC Program Funds – Donor Designated							
31 – Schneidewind Fund	18,744.76	1,634.55	505.64	1,128.91	0.00	1,128.91	19,873.67
32 – Upton Scholarship Fund	14,582.30	1,300.14	0.00	1,300.14	0.00	1,300.14	15,882.44
41 – Knowles Music Fund	42,429.94	3,534.37	5,105.97	-1,571.60	0.00	-1,571.60	40,858.34
60 – Whittenburg Memorial Fund	29,638.37	2,642.51	0.00	2,642.51	0.00	2,642.51	32,280.88
82 – Sulzberger Fund	29,533.25	2,633.14	0.00	2,633.14	0.00	2,633.14	32,166.39
Total UCC Program Funds – Donor Designated	134,928.62	11,744.71	5,611.61	6,133.10	0.00	6,133.10	141,061.72
UCWNS Funds							
95 – UCWNS Operating Fund	287,886.35	189,607.38	476,419.70	-286,812.32	11,535.00	-275,277.32	12,609.03
96 – UCWNS Reserve Fund	509,482.63	45,334.08	24,500.67	20,833.41	-11,535.00	9,298.41	518,781.04
Total UCWNS Funds	797,368.98	234,941.46	500,920.37	-265,978.91	0.00	-265,978.91	531,390.07
Fixed Assets							
77 – Land & Buildings	2,946,845.62	0.00	0.00	0.00	0.00	0.00	2,946,845.62
Total Fixed Assets	2,946,845.62	0.00	0.00	0.00	0.00	0.00	2,946,845.62
Total	8,657,570.53	1,011,881.08	1,109,055.82	-97,174.74	0.00	-97,174.74	8,560,395.79

From The Financial Health Task Force

With the long-term financial sustainability of the church in mind, a financial health task force was convened in late 2022. They were asked to take a bigger-picture look beyond the budget cycle and make some recommendations to the Leadership Council. The following values and principles are intended to be guideposts for the next 3 to 5 years.

VALUES

- Operate from the belief that money enables mission. Our financial resources are gifts to use towards the mission of the church in following Christ.
- Minimize barriers to participation and offer hospitality by prioritizing financial accessibility for our events.
- Encourage creativity and experimentation through designation of “innovation funds”.
- Consistently make decisions that honor sustainability as a worthy goal, worth investing in, even when it may mean spending more money in the short term.

PRINCIPLES OF FINANCIAL HEALTH AND SUSTAINABILITY

These are intended to be guidelines, not rules. If at any point they are not working to help support financial health and sustainability, changes should be made.

1. Review these principles annually. We recommend the new Financial Policy Standing Committee review these principles in collaboration with the Treasurer and Executive Director and report back to the Governing Board.
2. Grow space use income with a goal that by the 2025/2026 budget, income from space use should cover at least 75% of operating costs for the Main Building and 125% of operating costs for the Vincent Building. This principle does not include one-time capital expenses.
 - a. If income is less than the recommended percentage of operating expenses, perform a space use review and audit to develop a plan to bring income back in compliance with this guideline.
 - b. If income exceeds recommended percentage of operating expenses, additional income should flow to the Building & Maintenance fund
3. The annual budget should be presented in terms of program costs (Worship, Music, etc.). This will facilitate discussion about what it costs to run a specific program and will help the congregation understand the financial impact of adding to, editing or removing a church program.
4. Budgets for various funding sources for missional goals must include the cost of staff. Our research shows that as of 2022, guidelines and best practices recommend staffing costs represent 45% to 55% of the total budget. Changes to staffing should be made over a multi-year period to reach this goal.
5. Outreach is the expenditure of the church’s resources that do not directly support the church and its members but are closely aligned with our mission. This includes direct expenditures of financial resources, as well as members’ support of church-sponsored activities and organizations, and the use of our spaces. The three primary sources of funding for Outreach are direct allocation from the operating budget, direct grants from the Christian Mission Fund, and special Offerings. In 2022, Outreach totaled approximately \$152,000, or about 13% of total expenses. We recommend the church distribute at least 10% of total expenses to Outreach and as a goal, strive to reach 25%.
6. Endowment percentage spend and updated guidelines. While we acknowledge the importance of intergenerational fairness, limiting our expenditures to ensure funds will be available in perpetuity is constraining our ability to explore options for a sustainable future. We recommend developing a budget each year for the use of the four major congregational designated funds (Foundation, Kuhnis, Christian Mission, Building Maintenance) that supports missional goals and invests in moving towards sustainability with a goal of limiting expenses from the funds to 4-7% of the total funds in 5 years. Over the next 5 years, we recommend limiting draw from the funds to 10- 12% of the total funds to allow for investment in strategic visioning as well as community and campus development.

Task Force Members: Megan Pierson, Armen Khachaturian, Bob Kent, Christine Brown, Rev. Katrina Forman, Rev. Ron Verblaauw, Jon Thomsen, Tom Cherry (Chair)

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Approved by Leadership Council in advance of the June 2023 Congregational Meeting.