

Annual Reports and Financial Statements
of the
First Congregational Church, United Church of Christ
Columbus, Ohio
For the Year 2023



Presented at the Annual Meeting of the Church
Sunday, January 28, 2024 at Eleven o'clock

The cover image is from First Congregational Church, United Church of Christ 1959 Stewardship Campaign.

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First Congregational Church 2023 Statistics

Births – 6

Astrid Winters	1/10
Daniel Luke Knochelmann	4/15
Henry Dempsey Hatch	5/18
Thompson Scott Bukach	6/21
Malcolm James Blanks	11/6
Adeline Jane (Ada) Swartz	11/20

Weddings – 6

Donnelly Ditzhazy and Preston Wright	1/21
Sydney Graham and Thomas Livingston	5/20
Samantha Troutman and Jaylen Bannerman Oden	7/8
Ali Lendon and Ben Monico	10/14
Sarah Cuppet and A. Sean Duesing	10/21

Baptisms – 7

Arbor Jean Buzzell	3/26
Elsie Lela Hillyard	4/23
Christopher Hopkins	5/28
Madeline Mary Bohnert	6/25
Malcolm Steven Bohnert	6/25
Evin Randall Hatch*	11/26
Henry Dempsey Hatch	11/26
<i>*adult</i>	

New Members – 30

Albert Adcock	4/30
Cynthia Adcock	4/30
Gary Hammond	4/30
Sue Johnson	4/30
Susie Loik	4/30
Michael Papsidero (Cory)	4/30
Austin Paul	4/30
Doug Taft	4/30
Haley Townsend (Astrid)	4/30
Noah Winters	4/30
Terri Young	4/30
Erin Dean*	5/21
Mala Ghose*	5/21
Dianne Frazer	9/10
Henry Gillies	9/10
Malcolm Gillies	9/10
Shane Gillies	9/10
Joanna Samuelson	9/10
Eddie Gomez	9/10
Chris Van Fossan	9/10
Jim Herndon	9/24
Leslie Huntington	9/24
Gail Ogle	9/24
Richard Ogle	9/24
Carol Hydingler	12/10
Susan Pond	12/10
Callie Mitchell	12/10
Tim Holt	12/10
Bridget Tharp	12/10
Tony Baker	12/10
<i>* Confirmand</i>	

Deaths – 12

Dorothy M. Horn	1/25
Betty W. Cobb	2/6
Beth Hunker	3/15
Glenn Bardus	4/25
Robert E. (Bob) Monahan	6/17
Joanne K. Morse	8/14
Jenkins Smith	9/6
Betsy Zahn	10/5
Patricia (Pat) Groseck	10/9
Richard H. (Rick) Henderson	10/20
Lola Ann Edwards	10/24
Rbert W. (Bob) Saari	12/8

Memorial Services / Funerals – 5

Jenkins Smith	9/16
Jenny Crites	10/28
Betsy Zahn	11/6
Lola Ann Edwards	11/18
Patricia (Pat) Groseck	11/12

Transfers – 4

Craig Clay	1/24
Bill Lange	2/17
Sarah Lange	2/17
Matt Goetz	6/27

Termination of Membership – 2

Susan Brooks	1/24
Tyler Rogers	6/27

Beginning Membership.....	1,173
Additions.....	+30
Transfers/Termination of Membership..	-6
Deaths.....	-12
Ending Membership	1,185

Staff Reports

Senior Minister 2023 Annual Report

Submitted by Rev. Dr. Tim Ahrens, Senior Minister

Dear Members and Friends of First Congregational Church, United Church of Christ, Columbus, Ohio,

Grace and peace to you in the name of our Savior Jesus Christ as we enter our 172nd year of life together in the heart of Ohio's Capital City.

This will be my last Senior Minister Report. I will make this short. By this time next year, I will be a memory. You will be led by an Interim Senior Minister who will bring new gifts and visions, new sermons and teachings, new prayers, and a new healing touch. It will be a blessing for you as a community of faith.

Each year for the past 24 Januarys I have issued a lengthy Annual Report. I have attempted to capture the spirit and vision of First Church for the year just ending and fire you up for the year unfolding. I thank everyone by name for all the wonderful work each has done in the year ending and welcome the new leaders stepping into the new year unfolding. I will not do that line by line and name by name this year. Instead...

...Thank you to all the staff who joined us in 2023 and ALL those who stayed and stepped up to serve First Church. Thank you to all the variety of elected and appointed lay leaders and volunteers who gave their time, talents, and treasure last year to our children, youth, adults, mission, music, ministry, and facilities management. Thank you to all our mission partners locally, nationally, and internationally with whom we do important justice and mercy ministry. Thank you to all the new ministries started in 2023 and especially for the return of Stephen Ministry this past year. Thank you for new bells and bell ringers; new choir members and singers; new babies, new families; new members and all our saints who headed to Heaven and into the arms of our loving God. Thank you for your gifts and investments in First Church. Thank you for abiding joy and presence in our community – for giving and receiving God's love – so freely. Thank you. Thank you. Thank you all! You are all awesome.

As I finish this last report, I return to my beginnings with you. On January 30, 2000, I preached my first sermon as your Senior Minister. Since then, I have preached more than 2750 times at First Church – in weddings and funerals/memorial services and twice most Sundays in worship. My first sermon was entitled "Unpacking." In the sermon, I "unpacked" three boxes. They were: "Who am I?," "My views on Ministry," and the Four Rock Box of "Worship, Evangelism, Stewardship and Mission."

From my box on Ministry, 24 years ago, here are some of the first words I ever spoke to you.

"All of us are ministers! I happen to hold an office of ordained ministry, but like you, God has claimed me through baptism and called me to ordination because God seeks to use me as an Instrument of Grace and Healing.

Each of you is a pearl in God's eyes. You may need some polishing around the edges, and you may need to be placed in the right setting to really shine, but I have seen already glimpses of the beautiful gift that each of you is and each of you bring to First Church. I hope that as we begin in ministry together, you continue to heal and begin to trust me and open yourselves to grow in faith with me. Just as you know you are not perfect; I also know I am not perfect either. I will do some things exceptionally well and I will do other things far from exceptionally. As God forgives me and each of us

every day, I hope you forgive me when I make mistakes and just as importantly - or maybe more so - I hope and pray that each one of you forgives yourself and forgives one another for mistakes made, grievances still lingering, and troubles created from past sinfulness.

Today, we must begin to move forward in faith. We must breathe deeply and live into the amazing grace of God. I feel that the healing touch of God's grace is still needed in this community. If we have felt wounded, we need to seek God's healing touch. If we feel resentful for having carried too much for too long, we need to unburden ourselves and turn resentments over to God! Otherwise, they will eat us up and eventually kill us. We need to turn to each other and make peace. We need to return to God and seek God's peace as well.

To be in ministry together, each of us must prayerfully answer these three questions.

1. What spiritual gifts has God given me to serve Christ?
2. How will I share my time, talent, and treasure with First Congregational UCC?
3. How soon can I begin? Christianity is not a spectator sport and never has been. Christ calls us to be disciples - to open ourselves to ways of loving, healing and serving that we didn't even imagine possible. So come and follow him in the ministry he has set before us.

Use the Four Rocks in the Rock Box of "Worship, Evangelism, Stewardship and Mission." It will not be a heavy box to carry – because fueled by the power of the Spirit, all four rocks will seem light as you carry them. May these foundation stones guide your future just as they have guided our past. Wrapped in the arms of love in Christ and guided by the power of the Holy Spirit – they will not fail you – because God has never failed us yet.

As I preach my last sermon on October 20, 2024, and complete my 25 years among you on November 21, 2024, I pray that this will be a year which blesses all of our lives.

As we step forward in faith, please remember what I have ALWAYS said to you:

- YOU are the best hope for the future of First Church.
- YOU are the best statistic for growth we have.
- YOU – the members and friends of First Church will have to bring your children, grandchildren, friends, neighbors, co-workers, Facebook friends, Instagram friends, colleagues, and anyone seeking to grow in faith to our church if we are to grow.

This city and this world need the beauty, love, and grace that I have witnessed at First Church. The justice vision of this congregation needs to spread its message even further in 2024. We need to spread the good news that the Love of Jesus Christ is Alive and Well at First Congregational Church, UCC, downtown Columbus!

Together, we CAN do this with God by our side, the Holy Spirit prodding us forward, and the love of Christ guiding our hearts and minds. Let us step into 2024 with hope, love, peace, and joy.

Now, I sign off – the last words I will leave for you and posterity in the Annual Reports of this congregation. Thank you for everything and goodbye for now...

Yours in God's love,

Rev. Dr. Timothy C. Ahrens, Senior Minister

Designated Minister 2023 Annual Report

Submitted by Rev. Joanna Samuelson, Designated Minister

For as in one body we have many members and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another.

Romans 12:4-5

As I look back on this past year of shared ministry with all of you, I'm encouraged by the deep commitment, creativity, adaptability, and faithfulness of our congregation as we journey together through these times of transition and change.

In my role as Designated Minister, I've provided pastoral leadership and support to a number of commissions and initiatives in which our members are inspired to use their collective gifts in order to engage the congregation and serve the wider community:

- It was an especially active year for our **New Members planning team** as we hosted three classes this past year and welcomed 30 new members into the life of the church.
- Our **Church Growth Commission** thought "outside the box" and launched a creative marketing approach to invite our neighbors and friends to our Christmas Eve services.
- Our **Church Vitality Commission** continues to create meaningful opportunities for our congregation to connect and build community. Its mission is vital to deepening our relationships with one another as well as welcoming newcomers into the life of the church.
- Our **Faith Formation Commission** remains passionate about engaging our families with children and youth. This fall, we introduced a tried-and-true Montessori-inspired curriculum, *Godly Play*, which has been well-received. With the support of volunteer readers, we're also able to offer *Sunday Stories* for children during the sermon time at both services. We continue to be blessed by the deep commitment of our middle/high school teachers who create a sacred and safe space for our youth each week. This past summer, 14 teens participated in our "Justice Begins at Home" Mission Week which was co-led by Melissa Kulwicki and me. Thanks to Rev. Margot Connor and Rev. Larry Miller, we're also able to offer Bible study during the Adult Education hour on Sunday mornings.
- Our **Justice & Mercy Commission** inspires our congregation to support and participate in the mission of worthwhile organizations and initiatives that align with the core values of our congregation. J & M continues to collaborate with Faith Formation by coordinating monthly intergenerational "First Serves" activities that benefit the wider community.
- Our team of deeply dedicated and intentionally trained **Stephen Ministers** were commissioned this past fall and are available to provide emotional and spiritual care to our members and friends who are navigating challenging times in their personal lives.
- Our **Healthy Congregations** leadership team has now hosted two workshops, led by Rev. Dr. Emlyn Ott, which have been specifically designed for our congregation as we move through these times of change, transition, and anxiety.
- This past fall, I accepted the invitation to serve the B.R.E.A.D. Organization as a co-president for a one-year term. It is truly an honor to represent First Church throughout the wider community in this way.

It is through the grace of God that we are inspired and equipped to do the work of the church—within our congregation—and in the world today. I give thanks for each one of you and the ministry that all of us share – together!

Grace & peace,
Rev. Joanna Samuelson

Minister of Music 2023 Annual Report

Submitted by Joshua Stafford, Minister of Music

It has been a year of transition and new beginnings for the music program here at First Church. The first quarter of the year was guided by the incredible interim team of Jim Gallagher, Barry Moenter, Marti Rideout, and Sandy Mathias. I began work as Minister of Music a week before Palm Sunday, and was delighted to find everything well-organized and ready to go. We are all grateful for the work of this team!

The **First Church Choir** continues to do exceptional work leading worship each Sunday, as well as singing monthly Evensong. We have welcomed (and in some cases, welcomed back!) a number of new singers this year. We look forward to continued growth of the choir, and invite you to consider joining us. **First Church Ringers** are thriving under the direction of Jennifer Fry with sixteen ringers and growing. The group has shifted from using our well-worn set of Whitechapel bells to using a rented set of Malmark handbells. We look forward to acquiring a new, permanent set of Malmark bells in the coming year. **First Church Choristers** launched in October with a small, but committed group of young singers. This program of free music education is open to any children in grades 2-8, rehearsing on Thursday afternoons and singing for worship once or twice per month. Ann Eliot and David Hogrefe have continued to share the piano with me at our 9 a.m. service. This summer, while I was away serving at Chautauqua, music in worship was led by Cynthia Adcock, Jamie Bobb, David Hogrefe, and Barry Moenter. We are fortunate to have many wonderful musicians here at First Church!

This fall, we received somewhat distressing news that the much-beloved Steinway piano in the Sanctuary, which had been housed here for roughly twenty years, was being sold by Chamber Music Columbus. Much to my surprise, an anonymous donor stepped forward and offered a significant gift that allowed us to purchase the piano. Alongside our Kimball and Beckerath organs, and the Bechtel harpsichord, we now have a world-class piano to cherish for generations to come.

Concerts at First Church has rebranded with a new website and social media accounts under the umbrella of **First Church Arts**. This new branding allows us to more broadly encompass all the work we do for music and art here at First Church. We have hosted many great concerts and events this year, including recitals by Janet Yieh, Eric Plutz, Thomas Ospital, and others. Of particular note, in October we hosted a sold-out fundraiser in cooperation with the Ukrainian Cultural Association of Ohio, CAPA, Columbus Children's Choir, Magpie Consort, Opera Columbus, the Ukrainian Opera Ensemble, and others. We raised more than \$25,000 to support Frontline Medical Ukraine. Our concerts would not be possible without the incredible generosity of our parishioners and friends. Thank you for your continued support!

My partner Stefan and I have been warmly welcomed by everyone here at First Church and knew this was home for us even before we arrived. It is a delight to serve this congregation as Minister of Music alongside our staff, council, and deacons, and I look forward to all that is to come in 2024.

Administrative Manager 2023 Annual Report

Submitted by Amy Wagner, Administrative Manager

In my reflections for last year's Annual Report, I wrote: "My hope is that we, as a community of faith, can look at 2023 as a time of hopeful transition and possibility, and focus on cultivating and maintaining healthy relationships and positive communication."

2023 offered many opportunities for staff, church leaders, and the congregation to come together and work together to restore and renew relationships and connections. I saw this positive energy in many places throughout the year, and I am hopeful we will continue to join together to worship and serve.

Some Highlights of 2023

- Participated in *Healthy Congregations* as a team member, attending monthly meetings and participated in planning and facilitating our two workshops (October 2023 and January 2024)
- Led First Church Care Ministry monthly meetings and utilized Realm to record First Church Care Ministry monthly activities and generate monthly reports for the Senior Deacon
- Served on the Stewardship Committee, coordinating the initial mailing and thank you note writing sessions
- Participated in weekly Worship Planning meetings, preparing bulletins for both 9 and 11 a.m. worship services and arranging for Sunday Stories readers, crucifers, liturgists, and sponsors for flowers

Thank you to volunteers Bev Cook, Barb Clapham, Mary Day Fewlass, Carol Gallagher, and Pat Liebchen for their unwavering willingness to support staff and the congregation. Thank you to Ruth Decker, Ron Jenkins, and Margaret Cipriani who review the various worship materials each week. I am grateful to all of you and all those who have said "yes!" to volunteering for leadership, committees, and other volunteer activities.

In 2024, I hope to establish new volunteer opportunities so that members can continue to engage in the life of First Church. A few initial initiatives may include:

- Replenishing the supplies in the various First Aid kits located throughout the building
- Identifying possibilities for new baby gifts and developing a plan and process to collect and maintain needed supplies
- Recruiting and coordinating a team of acolytes for 11 a.m. worship

I am grateful to the staff, lay leaders, commission and committee members, and the congregation for their continued support of the ministry and missions of First Church and I look forward to the opportunities which will come throughout 2024 to us.

Church Budget and Finance 2023 Annual Report

Submitted by Annette McCormick, Business Administrator

Accomplishments:

- In 2023 Budget and Finance reviewed staff health and dental costs. In the process we contacted three companies to get bids on our staff insurance needs. We selected a new company with the same level of benefits for staff and will save just over \$17,000 annually on health and dental costs.
- Also, during 2023, our Budget and Finance committee met with PNC Bank to discuss our accounts and any savings or income that can be produced from our accounts. In the discussions we were able to gain a better interest rate on our checking and savings accounts, thus providing over \$15,407 in passive income.
- There have been several changes to our banking access that was changed to provide additional security for our accounts.
 - We now have positive pay, which allows us to preapprove any checks written. This will help stop any inappropriate cashing of checks.
 - We also have access to our staff credit cards, where we can log in and confirm purchases. Again, this will help with any potential fraud in our accounts.
 - We are also receiving rewards for our account balance and appropriate use of credit cards.
- Another item we investigated was bank fees. As we reviewed the account balance, we discovered that the fees continued to increase significantly over the last couple of years. What the committee did was bring it to the attention of the congregation and ask members to help offset the use of credit/debit and ACH charges. This provided a savings of \$1,709.
- We moved from quarterly financial statements to monthly financial statements. We wanted to add an additional layer of transparency to all our members and donors, providing as much detail regarding our financial status for 2023. We will continue to provide this level of information via our weekly *Connections*.
- We continued to send out giving statements via email instead of the United States Postal Service which provided additional savings of over \$550 annually on postage.
- We developed a Balance sheet to be used for banking and business reports.

Items not accomplished due to the “nature” of the year.

- We are still working on reducing the number of general ledger accounts within our chart of accounts for financial reporting. This will help with reading reports moving forward.
- We ran out of time to review and update rental rates for all types of building rentals including miscellaneous and wedding rentals.
- We are still working on updating the accounting “how to” manual which will include a list of accounts and who is approved to make changes to the accounts along with a description of what each account is to be used for.

What this commission/area of ministry “learned” this year.

- Transparency of information is key to the congregation regarding our financial status. We will continue to update the congregation throughout the upcoming year was key to getting us through a very tough year.
- Having a very active Treasurer and Treasurer Elect allowed us to “get things done” during the year. We were able to update interest rates, reduce bank fees, and make other updates to our accounts to help with fraud protection.
- The need for a sustainable budget is key to continuing good business practices.
- In a year that started with very limited resources, many of the commissions and all the staff looked for any way to save the church resources. We pulled together as a great community!

Communications Manager 2023 Annual Report

Submitted by Melissa Kulwicki, Communications Manager

It was a very busy year in the area of Communications!

- Each week I create the communications including the *Connections* e-newsletter, *Depart to Serve* leaflet, and Saturday Worship reminder. I edit the weekly sermon video from the Worship Livestream, upload it to YouTube, and distribute it through email.
- In June 2024, *First Reflections* will celebrate its fifth year of publication. Since its creation, in collaboration with Rev. Tim, I have served as the editor, recruiting writers, at times writing myself, and formatting the layout and images.
- January 2023, I began to deliver the *Depart to Serve* Announcements at both the 9 and 11 a.m. worship services. I assist during Children's Time, lead "Sunday Stories," and serve as a greeter following worship. The opportunity to connect with members, visitors, and the children and assist at one of the sanctuary doors by answering questions and sharing information has become one of my week's greatest joys! I love seeing you all each week.
- As of June 2023, the position moved from a part-time consultant position to a full-time staff position. A storage room (Room H in the Education Wing) was transformed into the Communications Office.
- The addition of "Sunday Stories" this past summer has provided one more way to communicate with the Congregation. Each week the book I pick helps reflect the mission and message of First Church, as well as providing an opportunity to focus on topics and events that are happening in our church life.
- I established a First Congregational Church Good Reads Page to help keep track of the Sunday Stories we read. I am hoping to expand it to include books read during Rev. Tim's Book Study, in the First Church Book Club, and other various book and bible studies.
- Working closely with Church Growth to expand church marketing efforts, I created and ran social media ads for Holy Week and Easter services, as well as Christmas Eve services. I designed postcards listing all of the Advent and Christmas events. These were distributed to the congregation to help extend invitations to friends and neighbors. I also designed a yard sign with an invitation to Christmas Eve Services. Care was taken with the information on the signs so that they may be used in upcoming years. Plans for Lent and Easter advertising are underway.
- Collaborating with Stephen Ministers at First Church, I designed and built their webpage within the church's main website and worked with Gary Glover to establish a process and schedule for including the group's information in our weekly communications.
- I worked with the Stewardship committee with the messaging of this year's annual campaign by designing the campaign graphics, printed materials, and creating update graphics.
- Ongoing, I collaborate with other commissions to promote events and assist with special projects.
- I designed and painted "The Giving Tree," home to Pickles the First Church Squirrel, as a way to assist the Justice and Mercy and Faith Formation Commissions promote the monthly First Serves Project. The Giving Tree serves as a central place for people to find out what materials are needed for projects and a designated spot to drop the materials off.
- Photographing worship services and special events, I recorded life at First Church.
- To help cost-cutting efforts and reduce environmental impact, I sourced materials, equipment, and resources that were already in-house. If materials needed to be purchased, I researched to find the most cost-effective solutions.

Plans for 2024

- Continue to establish and strengthen unified First Church branding across all programs and platforms.
- Assist with the formation of the Technology and Communications Commission by serving as the staff liaison.
- Updates to much of the church's hardware and technology are desperately needed, many staff members do church work from their personal laptops and technology.
- Implement migration from the server to the cloud.
- Help church leadership establish a written policy for Communications including the use of social media and websites.
- Update and expand the website to include more information about specific commissions and programs.
- Continue to find new and innovative ways to use social media as an outreach tool to help not only in the growth of the church but also to help those in need.
- Update bulletin boards and signage to reflect First Church branding.
- Host a "Digital Church Workshop" to assist attendees with tech education, answer questions, and help with Realm set-up.

Since May 2019, I have had the honor to serve this church professionally, first as the Communications Consultant, and now as Communications Manager. I am forever grateful for the opportunity to serve God, this church, and its people. Thank You!

Building and Grounds Superintendent's 2023 Annual Report

Submitted by Quang Pham, Building and Grounds Superintendent

Important Items and Acknowledgements

- My tenure at First Church began March 20, 2023. My first several weeks were spent with Mark Dahnke, learning the building layout and its functional operation and needs.
- During this time, I replaced various plumbing, heating, and lighting fixtures, and learned about the operation of the boiler.
- I built a custom radiator cover for the Spirituality Network, which was received very favorably, and installed a ceiling fan in the Adult Library.
- In July, our new phone system was installed in the original building.
- Several doors in the Parish House were repaired and adjusted to extend their life expectancy.
- Blind Eye Restoration replaced the Parish Hall windows on both the west and east sides of the building. In addition, windows in the Archive, Wedding, Lower Narthex Restroom, and Youth rooms on the lower level were replaced.
- Blind Eye also installed the new Social Justice window above the West Narthex door. The installation includes a protective clear glass cover on the outside of the window.
- Ordered and replaced two steel doors for the outside equipment shed. Doors were installed with the help of Mark Brown.
- Two window wells (one on the east side and another on the west) have been rebuilt. Old, damaged concrete was removed, new concrete was poured.
- Blind Eye has cleaned out old expansion joints in all window wells and has replaced the seals with new caulk.
- After the passing of Jenkins Smith, we had a difficult time finding a new part-time weekend custodian. In late October, we hired Bob O'Brien, and now are at full staff.

Items Not Accomplished

- We were unable to complete the process for the Security Grant.

Additional Items of Note

- BOBS went well this year. This was our second year of indoor celebration, and a great deal of planning and setup was entailed. Our team did a stellar job at making it successful.
- I would like to thank everyone at First Church for giving me the opportunity to work with you. The year has had its challenges, but I am glad to be part of the team that keeps this house of worship moving forward.

Officer and Commissioner Reports

Moderator's 2023 Annual Report

Submitted by Gregory Halbe, Moderator

Our 2022-27 Long-Range Plan remains our best metric for evaluating the worship life and ministry of our faith community. As we continue to emerge from the pandemic, and with the announcement of our Senior Minister's upcoming retirement, the Long-Range Plan gives us a stable benchmark in these fluid times. And yet, as we move into a year of transition unlike any we have faced in over 40 years, we must recognize the new occasions and new duties that await us.

Worship: Deepen our Experience of God through Worship

- The arrival of Joshua Stafford as our Minister of Music shortly before Easter added new dimensions of vitality and joy to our celebration of that season of rebirth.
- The hiring of Jennifer Fry as our Director of Handbells has produced new levels of stability, growth and engagement in that ensemble.
- We welcomed the first class of Choristers to our worship life, thanks to Joshua's passion for this ministry and quick, effective outreach to our local schools.

Welcome: Increase Church Growth, Vitality, and Member Engagement

- Our Church Growth Commission has provided a regular schedule of New Member Classes. With the constitutional changes enacted at our Special Meeting in October, this group will now join forces with Stewardship in a year-long effort to more effectively attract and engage members in ministry.
- Church Vitality stepped in to renew a vital ministry of welcome, our weekly Coffee Hour. Our undying gratitude to Wendy Kennedy for taking on this enormous challenge that is so clearly above and beyond the mandates of this commission, and for doing so with grace, calm, and love. She and Greg Duncan have now given us a new opportunity to grow and stabilize this ministry with the Neighborhood Care Circles we will be initiating in the coming months.
- We recognized the unique talents and loyal service of Mac and Deborah Anderson, and Stephen Sterrett, as our 2023 Lay Leadership Award recipients. Recognizing Mac in memoriam brought new dimensions of celebration for our community and his family.

Connect: Strengthen Congregational Care

- The appointment of Rev. Joanna Samuelson as our Designated Minister through July 2025 provides a gracious, highly qualified partner for Rev. Ahrens, and leadership for this and other ministries beyond his retirement.
- Our renewed Stephen Ministry, under the capable leadership of Gary Glover, Wendy Kennedy, and Susie Loik, brings new dimensions of care to our community.
- Our Healthy Congregations consultant, Rev. Dr. Emlyn Ott, is facilitating deepened and enhanced awareness of our shared vulnerability to anxiety in changing times, and is fostering more gracious appreciation of how we might respond, rather than merely react, to that anxiety.

Engage: Members as Co-Creators with God in the Work of Justice and Mercy

- Rev. Samuelson's election as BREAD Co-President brings our community back into the opportunities and challenges of leadership of this city-wide network.
- The Coalition of Immokalee Workers has invited us to join their new network of faith communities and community partners. We are seeking members to lead this new opportunity for direct-action justice ministry.

Build: Address Deferred Maintenance, Space Allocation, and Security Needs

- Our new Building and Grounds Superintendent, Quang Pham, received a thorough orientation from our outgoing Superintendent, Mark Dahnke, thanks to the foresight and generosity of the Trustees and our House and Grounds Commission.
- Quang and our H&G Commission quickly formed an effective partnership, completing several lingering and deferred projects.
- Unfortunately, the complex requirements of the security grant we were awarded in 2022 proved too great for us to take advantage of this opportunity in a time of transition at the staff, Council, and committee levels.

Communicate: Upgrade the Church's Communication Capabilities

- Melissa Kulwicki continues to facilitate growth in this ministry as our new Communications Manager.
- Our new Technology and Communication Commission brings talented and passionate lay leaders into long-awaited partnership with Melissa to lead this effort.

Cultivate: Develop a Culture of Generosity of Time, Talent and Treasure

- Jim Velo and Ramona Moenter have eagerly taken on new levels of leadership, and have brought great care and expertise to their roles. Jim's attendance at monthly Trustees meetings is particularly welcome.
- PNC Bank has greatly improved their level of service, guiding us into interest-bearing accounts that have had significant impact on our bottom line.
- Members who use credit cards for donations and gifts to the church may now choose to defray the bank costs of those transactions, another significant financial improvement.
- Our contract with a new health insurance provider will keep staff benefits stable or improved, while greatly reducing our costs and keeping staff premiums stable.

Strengthen: Enhance Church Governance to Enable the Church to Move into the Future with Confidence and Grace

- I cannot adequately express my appreciation and gratitude to Steve Sterrett and Tom Worley for their counsel and leadership this year. Their humble servant leadership has brought us an exciting new model for Church Council, enacted at our Special Meeting, and has guided me and Council as we acquainted ourselves with the fascinating, often challenging dimensions of church governance.
- My thanks as well to our Church Council leaders, nearly all of whom have accepted our invitation to continue in their roles for a second year. I look forward to serving and growing with them.

Board of Deacons 2023 Annual Report

Submitted by Martha Wilson, Senior Deacon

The Deacons are charged with assisting the clergy with the church's spiritual direction. We assist in all worship services on Sundays as well as all communion, baptisms, and funerals. You'll also see deacons serve at various musical events. The deacons are also charged with managing the church's membership rolls, welcoming new members and approving the transfer of membership for those who join other churches.

Deacons who served this year include Tom Kiesel, who will become senior deacon on Jan. 28; Lynn Wallich, Marty Worth, Allison Lowery Palmer, Dayna McCrary, Joel Mathias, Matt Myers and Fran Panek. These eight will continue their terms into 2024.

A great thanks to deacons who will complete their three-year terms and cycle off the rotation: Jim and Gail Lowe, Nan Kreimer, and Hank and Martha Wilson.

With a variety of illnesses among the deacons this year, the deacons were grateful to substitutes who stepped up for months, including Scott Graham, Antoinette Beynen Koolemans, Al Waddell, John Matchett, Sarah Giffen, and Andy Verhage Smith.

Congregational Care – Stephen Ministers began the work of restarting the ministry in April 2023 – seven months later, there were two Stephen Leaders and nine Stephen Ministers under the careful supervision of Supervising Leader Gary Glover. Care receivers are being paired with caregivers. Plans are underway for a second training in May of 2024 for a new class of Stephen Ministers. In addition, there is a strong card ministry of members who send cards out to mark birthdays and anniversaries and to offer get-well wishes and words of comfort for those who have suffered a loss. A devoted team of people continue to take Twink Starr, 101, back and forth to church. Sarah Giffen has provided him with a knitted prayer shawl to make sure he is warm in the sanctuary.

9 a.m. Service – This early service attracts many families with young children who go out with two adult leaders for Sunday Stories and return in time for communion. Also, this year, coffee hour started back up with volunteers who agree to bring snacks. Deacons make coffee and set up table with cups, plates, napkins, cream and sugar, tea, forks, stirrers, and signs that indicate decaf and gluten-free choices.

Acolytes and Crucifers – This year, there was not a great interest among parents who wanted their children to serve as acolytes at the 11 a.m. service. Crucifers were a consistent presence and many thanks to Ethan Murray, Henry and Malcolm Gillies, and Sebbi Kulwicki who performed this role.

Sound System – The deacons gratefully handed off the operation of the Sanctuary sound system to Stefan Duga, who understands it perfectly.

Flowers – Under the guidance of Pat Patterson, the Deacons consistently delivered four bouquets to members after the 11 a.m. service. Those qualifying for a delivery included those who had suffered a recent loss, those who are recovering from a hospital stay, those who donated the flowers, those who served as liturgist and those who needed a comforting note.

Communion – Communion is offered at the 9 a.m. service each week and the first Sunday of each month at the 11 a.m. service. Cubes of bread, both regular and gluten free, single cups of juice, a piece of the large loaf for those who like to pull off a bite are included for worshipers. Deacons prepare the elements for each service and currently serve them at the communion table at 9 a.m. and at four stations in the 11 a.m. service.

Deacons also take part in the life of the church and are active on many committees, including House and Grounds, Bethlehem on Broad Street, Technology, Music and Arts, Justice and Mercy, Healthy Congregations, and the Largest Table, to name a few. Deacons are also serving as Stephen Ministers and teaching youth Sunday school.

Report of the Livestream Ministry Team

Submitted by Peter Murray, Livestream Team

The livestream ministry reached a point of stability this year. The regular members of the team include Aron Cunningham, Geoff Dean, Peter Murray, and Pat Patterson. The team also has assistance from Mike Kennedy as a backup. This team livestreams two services each Sunday as well as special services in the liturgical calendar. Beyond the regular services, the livestream team extends their support to significant life moments, making themselves available for weddings and funerals in exchange for honoraria. The members of the ministry value the engagement and feedback received from members of the congregation who join remotely, whether from their homes or while traveling. The heartfelt comments and connections made during virtual services are greatly appreciated, reinforcing the sense of community even across physical distances. This committed team continues to serve our congregation and the broader community through the power of virtual connectivity and shared spiritual experiences.

Board of Trustees 2023 Annual Report

Submitted by Susan Cook, Chair of Board of Trustees

The Trustees of the First Congregational Church serve to grow, protect, and administer restricted and unrestricted endowment funds in support of the activity, life and ministry of the church.

Members of the 2023 Board of Trustees included:

Susan Cook Chair term ends 2023

Hugh Schultz term ends 2026

Melody Leidheiser term ends 2026

Todd Jacobson term ends 2025

Elizabeth Iannarino term ends 2024

Janet Miller term ends 2027

Victor John term ends 2025

Judy Smith term ends 2025

Gregory Halbe, Moderator, term ends 2024

Judy Smith served as secretary.

The Trustees appointed Cindy Conn to serve as Treasurer (non-voting). Ms. Conn has resigned as treasurer effective Feb 1, 2024.

Tom Worley will act as interim Treasurer until David Holt can assume the position in 2025.

Rev. Tim Ahrens is a non-voting member of Trustees.

During the April and December meetings Trustees heard presentations by Kyle Ryan from Manning and Napier, Trustees outside investment adviser. The investment objective for the funds is to provide long-term growth for the purpose of meeting future needs. A secondary objective is to preserve capital and dampen year-to-year volatility. The funds have averaged 8.3% increase since the inception of the accounts in 1995. In 2023 the accounts have increased 9%

Based upon expenses submitted for the various restricted funds, the total spent represented 98.83% of the amount available for use in 2023.

Despite the recent downturn in investments, the rolling three-year average of the total assets of the endowment funds increased again for 2024. This has allowed for slightly increased allocations from the various endowment funds that can be used in 2024.

Trustees can spend 4% of the 3-year rolling average of the unrestricted funds.

Trustees can spend 5% of the 3-year rolling average of the restricted funds.

Gifts Received

Endowment donations received totaled \$9,541.60 (Legacy Fund \$5,672.00, Bernard Music Fund \$550.00, White Youth Endowment Fund \$350.00, Keeler Youth Fund \$300.00, Knight Perry Fund \$2,479.60, Social Concerns \$100.00, Organ Preservation Endowment Fund \$90.00). The church also received \$5,100 from the estate of Charles Drumond.

Expenses:

Legacy Fund	\$5,1416.09
Jackie Owen Fund	\$8,005.17
Flower Fund	\$1,325.63
Barnard Music Fund	\$4,376.83
Music/Arts/Heritage Fund	\$2,183.58
Building Endowment Fund	\$5,300.00
Starr-Wingfield Furnishings Fund	\$1,517.22
Johannes Landscape Fund	\$2,485.20
Keeler Youth Fund	\$2,944.70
Keeler Adult Library Fund	\$91.95
Good Samaritan Fund	\$24,982.40
Knight-Perry Fund	\$2,750.00
Social Concerns Fund	\$2,591.86
Missions Endowment Fund	\$11,566.20
Pastor's Fund	\$13,946.16
Church Support Funds	\$1,9017.38
Stewardship Continuity Fund	\$7,666.32
West Lot Fund	\$30,000.00
Organ Preservation Fund	\$12,400.00
Gladden Social Justice Park Fund	\$25,206.01
Martin/MacNevin Fund	\$9,437.34
Total expenses	\$306,565.50

Trustees meet with Jeffrey Giesser from Richey-Barrett Insurance Company to discuss liability insurance for the church. Mr. Giesser told us our church and the Washington Gladden Park are covered, including volunteer workers, employees, church members, trustees, Sunday School teachers, the council, etc. Groups like Narcotics Anonymous that meet at our church are also covered. Coverage includes bodily injury or property damage.

Church Growth Commission 2023 Annual Report

Submitted by Steve Sterrett, Commissioner

Serving on the Church Growth Commission in 2023 were Commissioner Steve Sterrett and commission members Kathy Reed and Al Waddell. We appreciate the staff support from the Rev. Joanna Samuelson, designated minister, and Melissa Kulwicki, communications manager.

After the congregation's annual meeting on January 28, 2024, the Church Growth Commission will be combined with the Stewardship Committee to become the Stewardship and Growth Commission. The church constitution's charge to the new commission is to "promote the growth and development of the church as a faith community and invite members to commit to share resources of time, talent and treasure to support the ministries of the local church and denomination."

Accomplishments

New members

- The commission worked with the ministers to organize three classes for potential new members. The classes consisted of two 90-minute sessions and were held in April, August, and November.
- Commission members and church staff distributed dozens of letters, email messages and phone calls to invite visitors and other potential members to the August new member class. The effort helped us "clean up" our list of potential members and to target our efforts more effectively in the future.
- The commission revised the new member information form and the interests, gifts and skills form. These were collected from new members, the information entered into the church's Realm database, and the information was shared with the ministers, commissioners and other lay leaders.

Worship service attendance

- The church experienced a significant drop in attendance at the two Sunday worship services following the resumption of in-person attendance as the extent of the COVID pandemic waned. The commission reviewed the deacons' attendance records and found the average attendance at the 9 a.m. service in the first half of 2023 was half of what it was during a comparable period in 2019. The average attendance at the 11 a.m. service was down almost 25 percent.
- The worship team added activities to the two services that are attracting families with children back to the services. In particular, attendance at the 9 a.m. service has rebounded.

Outreach and our extravagant welcome

- The commission authorized Melissa Kulwicki to use funds from the commission's budget to buy a modest amount of targeted social media advertising on Facebook to invite people to participate in our congregation's Holy Week observances. The promotion of the 2023 Easter services "reached" more than 18,000 people, resulting in more than 30,000 "impressions" and 636 visits to the church's website.
- The commission supported and advised Melissa in development of a promotional campaign to invite the wider community to participate in our church's 2023 Advent and Christmas activities. The campaign included 1,000 attractive postcards for church members to distribute to family and friends, 50 reusable yard signs to promote the Christmas Eve services, and paid targeted advertising on Facebook.

Items not accomplished in 2023

- The commission did not recruit as many new commission members as had been hoped.
- The commission did not complete a planned series of short videos featuring interviews with church members that underscore our church's welcome of people who identify as LGBTQ+.

What the commission learned

- The church must increase its budget for outreach and for promoting our extravagant welcome to persons who would consider joining our faith community. We must continue to evaluate how to make the most effective use of social media and the streaming of our worship services to attract people to our church.
- Church members, lay leaders, church staff and ministers all have roles to play in extending this extravagant welcome and encouraging people to be engaged in the life of our church. This includes making sure our building remains attractive and inviting and proper signage is in place to guide visitors.

What needs additional work

- Consult with the ministers and set the dates early in 2024 for three new members classes throughout the year with a mixture of two-session and one-day classes.
- Work with other church commissioners to hold an "engagement fair" to introduce church members to the many activities of our congregation and encourage them to volunteer with activities that speak to their hearts. The event most likely will be held on a Sunday in mid-September 2024.
- Revise the interests, gifts and skills form so it could be completed by existing church members. The resulting data would be added to Realm.
- Evaluate and extend the congregation's promotional activities and social media advertising to reach wider audiences.
- Complete the planned series of short videos featuring interviews with church members.

Wendy Kennedy, Church Vitality Commissioner

Church Vitality continues to grow!

How we gathered in 2023:

First Church members gathered in many ways and at many different venues during 2023!

We had a blast at two different Family Game Nights playing board games and cards and had eighteen people attend.

Our Lunch Bunches are quickly becoming a favorite event for many! We visited five different local restaurants and broke bread with the forty-seven people that attended our lunch dates.

Time Out Dinners are a popular event for the evening crowd. We hosted five different dinners and had fifty-five people join us for all the fun, food, and festivities!

Our Sunday Strolls are a relaxing way to spend the afternoon. We visited four local parks and enjoyed the natural beauty all around! We had a total of ten nature lovers join us at the parks!

We celebrated Easter with a brunch in Parish Hall on April 9th.



Columbus Pride Parade June 17th, 2023

Legacy Sunday returns triumphantly!

A much beloved First Church tradition brings a crowd! On Sunday, September 24th we gathered under the canopy of trees in the north lot for a potluck picnic. Church Vitality worked hard to organize all the wonderful food that was shared. We tirelessly grilled hamburgers and hotdogs for everyone to enjoy. A big thank you to the Church Trustees and Victor John for purchasing the grill for us to use. Another thanks to Quang Pham for putting the grill together!! It was a true team effort to get everything in place. We all enjoyed a picture-perfect day with fellow church goers! Our estimate is that over 160 people attended the Legacy Sunday Picnic.

Columbus Clippers Games

Twenty people attended two different games.

Ring your bell!

Columbus Pride Parade

First Church was well represented at the annual Columbus event with twenty-seven people attending.

Love Wins!

Coffee Hour

We came together for numerous hours over coffee and delicious snacks. Coffee Hour will have a fresh look in March 2024. Stay Tuned!

Decaf anyone?

Faith Formation 2023 Annual Report

Submitted by Janice Taft, Commissioner

Commission made up of Commissioner Janice Taft, Commissioner-Elect Mariner Taft, Todd Cunningham, Melissa Kulwicki, Stacie Sholl, Greg Duncan, Matt Myers, Alli Woods, Amy Wagner, and Joanna Samuelson.

Accomplished

- Godly Play curriculum for age 5 through 5th grade, presented by a rotating staff. This is a Montessori-like teaching curriculum with hands-on play for the children. It has been very well received, with four to six children present each Sunday.
- Sunday Stories during both services. This is when the children are taken out of church to a separate room, with two leaders, and read a different story book each week. A short discussion takes place afterwards.
- Children's Time, a short devotional with show and tell, presented during each service by Melissa Kulwicki.
- Monthly youth events, presented by Melissa Kulwicki, Todd Cunningham, Matt Myers, and Joanna Samuelson, with planning for biweekly youth events next year.
- Spring Retreat, planned by Joanna Samuelson and Melissa Kulwicki, with help from congregation members
- Youth summer mission, planned and presented by Melissa Kulwicki and Joanna Samuelson. The theme was "Justice Begins at Home" and was attended by 14 youth.
- Summer camps at Temple Hills, with scholarships funded by the Alma Keeler Fund.
- First Serves every month, with Justice and Mercy, which is an intergenerational event. We will be moving to First Serves after each service down in Parish Hall next year.
- The squirrel in the giving tree was named "Pickles" in a contest for the children.
- Saturday events – Ukrainian eggs, making dumplings – organized by Melissa Kulwicki, were well attended.
- Christmas potluck, caroling and Ugly Christmas Sweater contest had about 45 persons of all ages attending.
- Christmas pageant led jointly by Janice Taft, Peter Murray, Melissa Kulwicki, Stefan Duga, and Josh Stafford. There were 21 middle and senior high schoolers participating.
- Adult Bible Study on Acts, co-led by Rev. Margot Connor and Rev. Larry Miller, was well attended, with 11 – 15 participants each Sunday. 1st Corinthians is on deck for next year
- Planning for alternative Adult Education path on Saturdays or other times.

Not accomplished

- Selection of a Christian Education director

What we learned

- We function very well together as a group.

House and Grounds Commission 2023 Annual Report

Submitted by Eric Klintworth, Commissioner

Members: Mark Brown, Jim Griffin, Victor John, Mike Kennedy, Eric Klintworth, Jim Kyle, Bruce Panek, Fran Panek, Bill Wirsching, Quang Pham, Staff Representative

Associate Members: Cheryl Hoskinson, Rick Sayre, Tom Worley, Pat Patterson

Summary of Bigger Projects

February 2023

- Major repairs to main office: plaster, painting, flooring, furniture
- Helped interview Building Manager candidates including Quang Pham.

March 2023

- Steam pipe capped in Kimball Organ chamber to prevent leaks and tuning issues.
- Replaced back flow preventer for the main boiler.
- Toshiba phone system failed. ProOnCall got things operating again, but voice mail was limited to one line. Due to the age of the phone system and the fact that it is no longer manufactured or supported the decision was made to replace it with a modern system.
- Discussed transition plan for Quang Pham and documentation that needed to be created. This include HVAC operations and preferred vendor lists.
- Eric Klintworth further diagnosed the Kimball blower motor. The motor tested fine, but Eric added an overload relay to help protect the fuses.
- Associate Minister's office painting, plastering complete.

April 2023

- Installed better lighting on kitchen stairs after Sarah Giffen fall.
- Evaluated phone system companies and options for a modern IP based phone system.
- All Lock Down devices installed.
- Selected Blind Eye Restoration for lower-level window refurbishment project.

May 2023

- Blind Eye does one window as a prototype. With a few changes prototype is accepted, and Blind Eye begins restoring all lower-level windows.
- Council approves installation of new LG phone system to be installed by ProOnCall. \$16,000 of emergency funds approved by trustees. New phone system installed in 2-3 days.

June 2023

- Blind Eye asked for bid on Social Justice window installation and West Narthex door restoration.
- Met with Tom Worley about a large (and final) donation from the Jeffrey Fund. Leading ideas for it are restoring the front façade and replacing HVAC system.

July 2023 – no meeting

- Blind Eye lower window project continues.

August 2023

- Jenkins out sick and most likely not able to return. Decide to hire two part-time janitors.
- Set up Room G for Stephen Ministers
- Purchase and set up large grill for Legacy Sunday with funds provided by Trustees. Will be able to use it for future picnics.
- Cleaned up Adult Library and installed ceiling fan.

September 2023

- Purchased and installed new doors on the garage.
- Replaced rear tires / wheels on mower.
- Added an automation relay to make turning on sound for the Sanctuary a one button process.

October 2023

- Installed unsheltered policy signs on the building.
- Blind Eye window restoration process continues.

November 2023

- Replaced broken intercom buttons on Ninth Street door.
- Held workday to take Christmas decorations out of the attic and remove unneeded wires from the chancel.
- H&G worked out a deal with Blind Eye to install the newly delivered Social Justice window on top of the west Narthex door restoration. Social Justice window installed before holidays.

December 2023

- Had Blind Eye prototype resealing of concrete in lower level windows wells. POC goes well and Blind Eye contracted to do the same repair to all windows. Also contracted with Tim Samczuk Concrete to do major concrete repairs in two badly damaged window wells.

January 2024

- Eric Klintworth and Victor John share plan to redo inside of west Narthex door and Narthex lower level to make the door more secure, accessible with a pin pad, and the walls look nicer without wiring being visible on the walls. The thought is the lower Narthex can become another meeting room for the church with heating and air conditioning.
- Assisted with de-greening on the church.

On-going projects:

- Flower beds and garden maintenance
- Snow removal
- De-clogging of downspouts
- Fire system maintenance
- Modernization of emergency lights
- Modernization of church lighting in general
- General electrical and plumbing repairs
- HVAC maintenance

Justice and Mercy Commission 2023 Annual Report

Submitted by Kris Brant, Commissioner

Goal: To support our church, local, national and global missions through weekly offerings

Offerings in 2023:

- J&M: The Largest Table, Laundry Love, BREAD, Faith Mission, Good Samaritan, Sacred Earth, and BOBS
- First Serves: Childcare Wonderland and First Serves
- Homeless: Church for All People, Huckleberry House, Jewish Family Center, and Open Shelter
- Trafficked: Freedom a la Cart
- LGBTQIA: Kaleidoscope Youth Center and Equitas Health
- Gun Violence: Sandy Hook Promise
- Incarcerated: Horizon Prison Program
- Food Insecurity: Broad Street Presbyterian Food Pantry and Gladden Food Pantry
- Discrimination: Equal Justice Initiative
- Trustee Endowment: Knight Perry, and Legacy Sunday
- United Church of Christ: Disaster Relief Maui, One Great Hour of Sharing, Strengthen the Church, Heartland Conference Outdoor Ministries, Neighbors in Need, and Christmas Fund
- Mental Illness: Pathway Clubhouse
- Animals: Franklin County Dog Shelter
- International: Deep Griha, and World Central Kitchen
- Refugee: Riverview International, and Community Refugee and Immigration Services (CRIS)
- Underserved: Gladden House, Gladden Christmas Fund, and Mid-Ohio Workers Association
- New Missions: Give Power, Green Columbus, Celebrate One, Trevor Project, Bikes for all People, and Mission Water

Goal: To support justice and mercy initiatives through grants

- Social Concerns Endowment Fund: \$2,592 \$654.10. Honor the Earth; \$490.00 World Central Kitchen; \$360.00 First Serves / backpacks for Gladden House; \$500.00 for film "My Soul Touched the Water;" \$587.90 Columbus Relief.
- Missions Endowment Fund: \$11,901.00. \$550 Bread: for car, lodging and meals for Victoria Bourret from the National Low Income Housing Coalition (grant); \$5,500 Social Justice stain glass window; \$2,150 First Serves: gift cards for Childcare Wonderland and hygiene kit; \$3,000 Give Power (grant); \$701.00 Columbus Relief (grant)

Goal: To support First Serves intergenerational projects with Faith Formation, and other church leaders

January: soap project; **February:** canned food drive; **March:** Sacred Earth flower seeds; **April:** Ohio workers envelopes; **May:** gardening; **June:** cards for bookbags; **July:** buying supplies for bookbags; **August:** filling bookbags; **September:** period packs; **October:** Halloween candy for Gladden House; **November:** canned food drive; **December:** Childcare Wonderland

Justice and Mercy Committee Reports

Childcare Wonderland (First Serves): 37 families and staff members received \$90 in gift cards in December, all children at the school received Christmas gifts from the Giving Tree.

Good Samaritan: Helped 622 people, bus passes \$2054, gift cards \$13,820, IDs \$2142, utilities \$41,404.71, total amount \$59,420.

Laundry Love: paid for 289 family's laundry, \$3,321.62 spent at laundromat and for laundry supplies.

Faith Mission: six dinners are prepared (odd numbered month) serving 80-100 residents, four lunches are prepared in February, April, June, and October, 5-6 people volunteer to help cook and serve.

The Largest Table: provide sandwiches, carrots, applesauce, bagged snacks and dessert; prepared 48 lunches each month and spent \$1,876.20.

BREAD: 38 people attended Nehemiah Action and brought additional friends; 8 house meetings and 52 network members for 2024; First Church network members invested over \$14,000 in BREAD; new research will be housing.

Sacred Earth: Encourages environmental stewardship; raised \$1,145 for tree planting at church and \$784 for tree planting in Columbus; organizing church library; money from book sale used to improve church library; hosted a coffee each month and sold Fair Trade coffee, tea, and cocoa.

Focus 2024: Justice and Mercy need more people who are committed to helping others locally, nationally and globally to bring different perspectives and ideas to our missions. Please join our J&M monthly zoom meetings which are held on the first Tuesday of each month at 7 p.m.

BREAD 2023 Annual Report

Submitted by Antoinette Koolemans-Beynen, BREAD Team Member

Building Responsibility, Equality And Dignity, know as B.R.E.A.D, has been an important part of the mission of First Church for the last 25 years. Currently 52 network members attended our eight House Meetings, pledging to invest in B.R.E.A.D. and support its work by attending at least four meetings leading up to the annual Nehemiah Action. In 2023 network members invested \$14,000 in B.R.E.A.D. and over 50% invested \$200 or more. In addition, about \$3,000 was collected through our three annual worship offerings, supporting the work of B.R.E.A.D.

A new area of research was initiated in December involving housing for low-income individuals. This new housing issue may involve rental issues and vouchers, not previously included in B.R.E.A.D's demand for equality and justice. Continued follow-up with Restorative Practices, Elder Care, Police violence and Environmental Concerns has yielded some important results: Columbus City Schools have committed to install restorative practices in all Columbus City schools, thus reducing or even eliminating suspensions, and Columbus Police officials have begun a dialogue with B.R.E.A.D. on a police training program to equip officers to intervene in problem situations with other officers

As we start the new year, may the hunger for justice be a continuing motivator in the work of First Church.

2023 Mission Support of First Congregational Church, UCC

Justice & Mercy Budget (CUE Seminaries, BREAD, Other Projects)	\$1,100.00
UCC Missions	\$21,817.54
Mission Offerings (see below for detail)	\$104,911.32
Trustee Missions	\$3,301.60
Trustees - Good Samaritan Endowment Support	\$24,982.40
Trustees - Mission Endowment Grants - GivePower, Columbus, Relief, Childcare Wonderland, Social Justice Window, BREAD Grant	\$11,566.20
Trustees - Social Concerns Endowment Grant - Columbus Relief, Film Production for Park, onor the Earth , and World Central Kitchen	\$2,591.86
OCWM (UCC-Our Church's Wider Mission) 6% of current year pledges received	\$39,551.24
Total Mission Support	\$209,822.16

Mission Offerings 2023	Amount Received
All People's Church	\$1,138.60
B.R.E.A.D.	\$6,527.54
Bethlehem On Broad Street	\$9,814.07
Bikes for All People	\$1,119.79
Celebrate One	\$964.60
Childcare Wonderland	\$3,441.25
Columbus Pride	\$705.00
Downtowners	\$200.00
Equal Justice	\$922.17
F.L.O.W.- Olentangy Watershed	\$80.00
Faith Mission Fund	\$4,017.82
First Serves	\$2,154.98
Food Pantry Donations - General	\$1,184.48
Franklin County Dog Shelter	\$608.80
Freedon a la Cart	\$2,483.69
GivePower	\$1,413.60
Gladden Community House Fund	\$1,601.00
Good Samaritan	\$35,941.74
Green Columbus	\$783.60
Horizon Prison Ministry	\$937.20
Huckleberry House	\$1,095.00
Jewish Family Services	\$1,561.31
Kaleidoscope	\$1,178.60
Largest Table	\$818.60
Laundry Love	\$1,219.54
Mid Ohio Workers Association	\$1,049.69
Open Shelter	\$1,465.90
Other Missions	\$3,000.00
Pathway Clubhouse	\$818.00

Misson Offerings 2023	Amount Received
Rapid 5	\$1,144.69
Riverview International	\$1,082.60
Sacred Earth	\$3,093.44
Sandy Hook Promise	\$837.46
Suicide Prevention Hotline	\$40.00
Trevor Project	\$1,017.48
Ukrainian Cultural Association of Ohio Mission Offering	\$515.00
Ukrainian Cultural Association of Ohio Dumpling Training	\$975.00
Ukrainian Cultural Association of Ohio Concert	\$650.00
Unsheltered Support	\$595.00
Water Ministry	\$916.33
World Central Kitchen	\$1,828.60
YWCA - Family Center	\$1,415.64
Total Non UCC Missions	\$104,911.32
UCC Missions	Amount Received
UCC - CRIS	\$1,635.60
UCC CUE Fund	\$200.00
UCC - Church World Service - Disaster Relief / Earthquake	\$3,407.67
UCC - Neighbors in Need	\$1,396.87
UCC - Deep Griha-Onawales	\$868.60
UCC - Outdoor Ministries	\$650.00
UCC - One Great Hour of Sharing	\$3,957.20
UCC - Strengthen the Church	\$1,006.60
UCC - Christmas Fund	\$3,242.76
UCC - O.C.W.M. Donations	\$100.00
UCC - Special Donations	\$3,258.05
Total UCC Missions	\$21,817.54
Trustees Accounts	Amount Received
Trustees - Knight Perry Fund	\$2,479.60
Trustees - White Endowment	\$250.00
Trustees - Legacy Fun	\$572.00
Total Trustee Accounts	\$3,301.60
Total Missions	\$130,030.46

Music, Art, and Heritage Commission 2022 Annual Report

Submitted by Melissa Kulwicki, Commissioner

From James Gallagher, Music Committee Chair

- Minister of Music, Joshua Stafford, began his tenure at First Church in March, and is now in his first full church year, conducting the First Church Choir. Josh also began the Chorister program, which, to date, has a limited, but consistent, membership. The Choristers have participated in worship several times already. Josh is optimistic that new members will become involved with each succeeding year.
- The First Church Ringers, conducted by Jennifer Fry, has expanded to 16 members who participate in worship the second Sunday of each month and who also participated in Festival of Lessons and Carols. Through a generous memorial gift, a 6th octave of chimes has been added.
- Through an anonymous gift, the Steinway D, 9 ft grand piano, which has been housed in the sanctuary for many years, was purchased from Chamber Music Columbus, in December. This instrument was originally owned by Battelle Memorial Institute. Appreciation is expressed to the anonymous donor for a musical gift that will serve First Church for many years to come.

From Rebecca Taft, Art Committee Chair

- The installation of the Social Justice Window is complete. We will continue to work on fundraising and planning for the Memorial Plaque, as well as the dedication.
- The Art Committee and First Church were pleased to participate in the Stained Glass Workshop titled “The Language of Light” on Saturday, November 18. 40 people signed up for the workshop that began in the Ralph Fanning Room. It was standing room only! Several asked if they would get to hear the organ. Josh Stafford delighted us with a short piece.

From Greg Duncan, Chair Heritage Committee

- Received two rounds of support (one from the Trustees and one from the Celebrations and Remembrance Committee) to purchase 100 additional archival boxes which made it possible to properly store documents and photographs that were in cardboard boxes and 3-ring binders in one of the Archive rooms.
- Work has progressed to digitize a large number of historic photographs; that work will continue into much of 2024.
- The Gladden Library Collection has been returned to its original home in the office of the associate minister. This move enabled the relocation of the collection from pasteboard boxes to oak shelving that has glass protection. An updated inventory remains to be completed for the collection.
- The Heritage Committee continues to work with the Sacred Earth Committee and the House and Grounds Commission to re-envision the Adult Library as an inviting space for reading and reflection and one where exhibits from the Church’s archives may take place. This project will more than likely continue through 2024.
- Several volunteer days were sponsored during which interested members of the congregation came together to help sort and to properly relocate archival documents into the new storage boxes mentioned above.
- The Heritage Committee was asked to provide a half-day presentation on the history of First Church for the opening day of the Youth Mission Week in June 2023.
- In August 2023, a representative from the Heritage Committee consulted with long-time Chautauqua Institution Archivist, Jon Schmitz, on protocols and procedures being followed by the committee to preserve and protect First Church’s extensive collection of archives. A resounding vote of confidence was given by Schmitz that “industry standards” are being followed in our church’s quest to preserve tangible evidence of our heritage.

- In November, the Heritage Committee was asked to provide information to a member of the Ohio State University Torch Club about the Rev. Dr. McIlyar Lichliter, who was First Church's senior minister from 1924 to 1942. Several conversations and numerous emails were exchanged to provide the needed information. Interestingly, Dr. Lichliter served as the first president of the OSU Torch Club and was the only president in its long history to serve two terms.
- Initial meetings were held in December to launch a project to gather oral histories from church members. **First Stories** (working title) will feature audio interviews of longtime First Church members conducted by Nancy Loy and Nancy Braverman. The intent of this project is to capture oral narratives about memorable events in our long history and to inspire and energize those who listen.

Looking to 2024

- In January, Connections will publish **From the Archives**, a monthly entry that is designed to bring to the congregation interesting tidbits of information about the church's history found in the Archives.
- February will hopefully see the launch of the **First Stories**, again being published in *Connections*.
- Plans call for the creation of an Archives page on the church website with on-demand access for From the Archives entries and **First Stories** interviews.
- The church archivists will continue to work in the 200+ boxes to curate existing archives and to gain additional knowledge about the contents of the collection.
- Work will take place to develop and seek approval for an archive policy to be followed by Staff, Trustees, Council, Deacons, Commissions, and Committees as they go about their work throughout the year.

***Committee Reports and
Additional Reports***

Bethlehem on Broad Street (BOBS) 2023 Annual Report

Submitted by Gail and Jim Lowe, Coordinators

BOBS is embarking on its 42nd year as a positive tradition of service by members of First Congregational Church, in partnership with many other faith and community organizations. In 2023 it included three major components (Broad Street United Methodist Church took a break in 2023 to redesign their part of the BOBS program):

- In early December, our BOBS partner, Project Help Clothing Ministries, made large clothing and gift distributions through four allied social service agencies.
- A busy Christmas Day event at First Church, serving nearly 300 needy and/or unsheltered people with a worship service; a hot, sit-down meal; live holiday sing-alongs; fellowship; counseling and empathy; referral services; and gifts of winterwear, toiletries, hygiene kits, blankets, toys, gift cards, and tote bags.
- Post-Christmas delivery/pick-up of undistributed BOBS items to partner agencies serving our target population, including: BBlessed 2, Central Community House, Childcare Wonderland, Church for all People, Church Women United, Faith Mission, Gladden House, Kaleidoscope, Open Shelter, Project Connect (homeless school-aged minors), New Life Community Outreach, Star House, and St. Stephens Community House.



Accomplishments

- After our website was attacked without warning by Hungarian hackers, we were very fortunate to regain access and control of the site without paying them the ransom they demanded, though we are still working on repairs.
- We reviewed and heightened our security procedures and staffing for Christmas Day.
- The return of our previous Kitchen Manager let us carry out our food service operation with less anxiety.
- Building on 2021-2022 work, we again used our volunteer database, reaching staffing goals in all but one area.
- We served 295 hot, sit-down meals to our appreciative, less fortunate neighbors, plus meals for the volunteers.
- We delivered all our leftover main and side dishes, breads, desserts, and gallon bottles of punch to Star House, to serve at least 50 of their 14- to 24-year-old clientele who were unable to come to BOBS.
- By raising volunteer goals and shifting volunteers when needed, we were able to offset most last-minute cancelations due to resurgent COVID and other problems. We continued to reduce exposure to airborne illnesses with large, open spaces and reduced line lengths.
- We welcomed over 125 volunteers on Christmas Day, and mobilized more volunteers for pre-event preparations and set-up than in any recent years.
- For our guests, Kroger provided \$10 gift cards and cloth tote bags, and Church World Services gave us hygiene kits, women's period kits, and blankets. We were also loaned kitchen equipment, and 3 greenhouses donated poinsettias to give guests.



- First Church members and many outside partners again demonstrated their commitment to BOBS with more than sufficient donations of cooked turkeys, hams, breads, and delicious desserts.
- We were most blessed and thankful to have access to the knowledge, help, and support of First Church clergy and staff on Christmas Day and in the months beforehand.
- Our Board and our lead volunteers came through once again, by meeting almost weekly beginning in September, engaging new ideas, planning our work, and overcoming unexpected obstacles.



Not Yet Accomplished

- We need to finish reconstructing our website and build the linkage between the site and our volunteer database.
- Donors have been generous, but we need to do more pre-event donor outreach and post-event communication.
- Our continuing efforts to expand outreach to prospective guests need to be intensified.
- We need to further streamline volunteer recruitment and more directly connect volunteers with leaders.
- We have made progress on our goals to expand and diversify our Board, but our leaders are still stretched too thin, and we don't sufficiently reflect the faces and voices of our community yet.



What BOBS Has Learned

- We are grateful for the work accomplished on resurrecting our website, but we also need to build redundancy.
- We have adapted to cover recruitment needs, but we need more volunteers on and before Christmas Day.
- Our promotion of BOBS through social service agencies and non-profits is underdeveloped.
- Regardless of our food source, our efforts to assure vegetarian options are appreciated and necessary.

Areas Needing Improvement

- On-line registrations need to be more easily retrieved and organized.
- We need to continue our efforts on expanding and diversifying the Board.
- Our volunteer and supporter thank-you notes and follow-up communications need more organization.
- Our efforts to identify and recruit back-up leaders or co-leaders must be a higher priority.
- For outreach to guests through agencies unfamiliar with BOBS, we should start contacts in October.

Nominating Committee 2023 Annual Report

Submitted by Sarah Reed, Nominating Chair

Officers

Moderator: Greg Halbe

Moderator Elect: Sarah Reed

Treasurer: James Velo

Treasurer Elect: Ramona Moenter

Secretary: Antoinette Koolemans-Beynen

Secretary Elect: Martha Wilson

Commissioners

Church Stewardship and Growth Commissioner: Janice Taft

Church Stewardship and Growth Commissioner Elect:

Church Vitality Commissioner: Pat Patterson

Church Vitality Commissioner Elect:

Communications and Technology Commissioner: Mike Kennedy

Communications and Technology Commissioner Elect: Stefan Duga

Faith Formation Commissioner: Mariner Taft

Faith Formation Commissioner Elect: Cami Curren

House & Grounds Commissioner: Eric Klintworth

House & Grounds Commissioner Elect:

Justice & Mercy Commissioner: Janet Miller

Justice & Mercy Commissioner Elect:

Music, Arts, & Heritage Commissioner: Jim Griffen

Music, Arts, & Heritage Commissioner Elect:

Personnel Commissioner: David Hogrefe

Personnel Commissioner Elect: Sandra Mathias

At-Large Members

Adult Member At-Large: Jacquelyn Dean

Youth Member At-Large:

Trustees

Co-Chair: selected by Trustees

2-year term: Todd Jacobson

4-Year term: Frank Cook

Deacons

Senior Deacon: Tom Kiesel

Senior Deacon Elect: elected by Deacons

3-year term: Thom Smith

3-year term: Brian Kemp

3-year term:

3 year term: Andy Verhage Smith (Substitute)

1-year of a 3-year term: Heather Jones

Nominating Chair

Sarah Reed

Thank you to members of the Nominating Committee: Greg Halbe, Cheryl Hoskinson, Mike Kennedy, Victor John, and Fran Panek, and to all those who assisted in the discernment and recruitment of our church leaders. I especially thank each of the candidates for their dedication to First Church.

Personnel Committee 2024 Annual Report

Submitted by David Hogrefe, Chairperson

Committee Members: David Hogrefe, Chair; Tom Brownfield, Administration Chair; Tom Worley, Secretary; Mike Kennedy; Jim Griffin; Eric Klintworth; Scott Graham; Margaret Graham; Greg Halbe; Sarah Reed; Rev. Tim Ahrens and Annette McCormick, staff liaisons.

2023 Accomplishments:

As we transition from a committee to a commission at start of 2024, we recognize and are grateful for the contributions and the tremendous work of this committee during a year of transitions and growth. We look to start 2024 with a good foundation and plan of our strategic imperatives and a renewed, refreshed spirit of optimism and change-management. In some ways, 2023 felt like 12 months of whack-a-mole; the moment we solved for one issue, other issues immediately cropped up. Our key achievements were as follows:

1. Negotiation and Acceptance of Rev. Dr. Tim Ahrens' end of called ministry letter and plan; we will celebrate his remarkable ministry to First Congregational Church throughout 2024 until November 24, 2024, the 25th anniversary of his service to our congregation. This gives us proper time to identify an Interim Senior Minister and do a national search for a new Senior Minister.
2. Negotiation and Agreement for Rev. Joanna Samuelson's Designated Ministry for a two-year term until May, 2025. This allows us for consistency of leadership, and we are grateful for her commitment and dedicated service to our congregation and her leadership on a wide variety of ministries. The timing of the agreement allows a period of planning and needs assessment as we look at the structure of our future ministerial leadership team.
3. The hiring and welcoming of Joshua Stafford as our new Minister of Music in March of 2023. We are grateful for the inspiring work of the search committee identifying the ideal leader from a roster of candidates across the nation and are thrilled that Joshua is developing many great initiatives and programming, and for his talented and inspired organ and choral work in building a world-class music program. Our choral program has been re-built right before our eyes and he has done a marvelous job retaining and growing the talented singers in the choir. Additionally, he has played a leading role in the growth of our Concert series.
4. The mid-year hiring of Melissa Kulwicki as our Communications Manager. We are grateful for the creativity of our commissions and council to find a way to make this important full-time hire. We are thankful for Melissa's commitment to our congregation for many years and for her leadership in marketing, communications, and technology.
5. The hiring of Quang Pham as our Building and Grounds Superintendent mid-year as he transitioned into the role Mark Dahnke served as for many years. The transition was beautifully planned and executed and we are thankful for the over-lapping service of these two superintendents.
6. The hiring of Bob O'Brien as our weekend custodian. Bob stepped in at a critical time and has replaced Jenkins Smith, who tragically passed away in October. We are grateful for the life and service of Jenkins Smith and the dedication he passionately demonstrated our church family.
7. The creation and hard work of our Search Committee for a new Director of Faith Formation. This was an especially challenging assignment as we shift to a new role and title from the former Director of Christian Education. After a comprehensive search, and the identification of several viable candidates, we made a hiring decision that sadly did not work out. We are re-grouping and conducting a series of work sessions across staff, the Faith Formation commission, and the Personnel Commission to take a look at the position description and qualifications with a fresh perspective.

8. The official hiring of Jennifer Fry as our Bell Choir Director. We are blessed Jennifer has agreed to lead our amazing bell choir. And the choir is growing as new members are needed to ring the two new octaves of the new bell set.
9. While the leadership of key areas of our church staff was in a period of disruption and transition, our office staff, child-care staff, music department staff, and custodian held down the fort and were the glue that kept us operating on all fronts. We are indebted to them for their commitment and fortitude!
10. We were able to work with the 2024 budget to grant a cost-of-living salary increase to all church personnel. Our congregation's increased pledged giving for 2024 has made this a reality.

Key Learnings from 2023

1. We can't take anything or anyone for granted – ever. The role of Personnel is to develop a culture of trust, cooperation, teamwork, and excellence amongst all staff and lay leader liaisons as we carry out our church's mission. It matters how we make people feel and all must feel valued.
2. Consistent communication is critical. Feedback, intent listening, and open-minded conversations should always be encouraged.
3. The Personnel Commission can help set the optimistic tone and the active problem-solving nature of human resource issues.
4. A strong committee is vital, and our church is blessed with remarkable, committed, Christians who serve and engage.
5. We must remember that each person has the best of intentions. When we have an issue with a neighbor, it is our duty of care to go to that neighbor and share one's concerns.
6. As a congregation, we are blessed with an abundance of talent, goodness, generosity, integrity, and willingness to serve. We have much great work to do together.

Key Priority Focus Areas for 2024

1. Institute a structured annual performance review process with clear goals and objectives.
2. Clarify the Faith Formation Director role – then recruit and hire.
3. Activate the Search committee for the Interim Senior Minister.
4. Lay the foundation for a comprehensive, national Senior Minister Search.
5. Help produce an effective staff retreat.
6. Revisit position descriptions, and make sure each person feels supported.
7. Demonstrate staff appreciation – dinners, events, trainings, and engagements.
8. Conduct a learning/listening tour to see how Personnel Commission can best serve.
9. Serve the Church administration team to ensure we have the tools we need for continued operational excellence.

Sacred Earth Committee 2023 Annual Report

Submitted by Pat Patterson, Chair

In 2023, Sacred Earth (SE) worked to encourage environmental stewardship at our church, in our community, and in our homes.

During the spring we offered an environmental faith formation series. As part of the series, we welcomed Lauren Muscott who discussed BREAD's Environmental Justice initiative and the current situation of tree coverage in Columbus. We also had a presentation by Carolyn and Larry Turner with Friends of the Sawmill Wetlands and the work it takes to preserve these vital areas.

Sacred Earth recommended three offerings in 2023. In the spring, a collection for Green Columbus, an environmental organization that works to increase equitable tree coverage to all Columbus communities, raised \$784. In the fall an offering to purchase trees for planting on the Church property raise \$1466. A landscape plan is being developed. Additionally, \$1145 was raised for Rapid 5. Thank you to all that contributed to these offerings.

Sacred Earth worked on the adult library under the leadership of Carolyn Patterson. Extra books that were in the library were made available through sales during coffee hour or sold to Half Price Books. A total of \$106 was raised in book sales. Additional work on the window, plaster and painting will occur this coming year to make this a user-friendly space for the church.

Each month Sacred Earth hosted a coffee hour where we also sold Fair Trade coffee, tea, and cocoa. The profits raised support small-scale farmers whose work protects rain forests.

Sacred Earth will continue to offer eco-tips in *Connections*. This remains our commitment to educate members of First Church in the care of our planet. We continue our support of House and Grounds Commission, and the Archives Committee. We invite new members to join us this coming year.

Unsheltered Ministry 2023 Annual Report

Submitted by Gail and Jim Lowe, Facilitators

In March of 2022, Moderator Chris Faquhar convened a discussion group to focus on the relationships and interactions First Church and our members have with the unsheltered guests who visit and sleep on our property. The group was composed of members with expertise and/or interest in issues related to unsheltered people and their presence at FCC. The group focused on how the church could and should respond to these neighbors and their needs, while also addressing concerns on safety and security questions.

Accomplishments

- By the beginning of 2023, the discussion group had fulfilled their charge by completing the development of an initial set of policies regarding the unsheltered people at FCC, so the group evolved into an ad hoc ministry.
 - We committed that our priority is to help unsheltered people acquire ongoing, safe, affordable housing.
 - The unsheltered policies were vetted through church commissions and committees that have responsibility for programs that are impacted by unsheltered people and policies (e.g., Deacons, Justice & Mercy, House & Grounds, Security, etc.).
 - The policies were presented in churchwide meetings and adopted by Church Council, including establishment of an Unsheltered Support Fund to aid our work in this arena.
- A generous contribution from a supportive member allowed us to establish a dedicated fund, which has already helped cover costs of moving an unsheltered guest to indoor living so he can get desperately needed eye surgery.
- Thanks to continued funding from two concerned member families, we have maintained a Port-a-John in the west parking lot with weekly servicing. FCC volunteers resupply the unit two or three times weekly, and perform light clean-up of the unit and surrounding grounds.
- We implemented a regular schedule of Monday evening church member visits to the grounds to serve a hot meal to guests; provide additional material assistance (e.g., donated blankets, drop cloths, bus passes, etc.); identify personal needs and give referrals to local service agencies; and offer compassionate fellowship.
- Signs (with key rules excerpted from the policies adopted by Church Council) were installed in four locations of the property. Guests are reminded of the rules during FCC volunteer visits to the grounds.
- Monday night church member visits have been supplemented by random check-ins throughout the week, to confirm the well-being of guests, to follow-up on agency referrals, and to assure there are no security issues.
- We continue to maintain a log of unsheltered visitors, with names and information that will help us help them, though some guests are reluctant to divulge any personal information.
- In accordance with our policies, and upon referral from church members, the Church Council took action to bar access to the grounds for guests who seriously and/or continuously violated rules.
- We implemented a rapid reaction and reporting process for church leaders to respond to safety and security incidents involving unsheltered guests.
- We began outreach to downtown churches and non-profit organizations serving unsheltered people to begin communication and coordination with them on common concerns, services, and opportunities.
- Through our affiliation with the Discovery Special Improvement District (SID) their ambassadors and outreach counselors now patrol our grounds and assist with social service and security issues. Working with the SID, we have helped three unsheltered guests secure safe, affordable living space.

Not Yet Accomplished

- The presence of unsheltered belongings on FCC grounds during the day continues to be a problem. We will continue to seek a solution for this. The current goal is to find a downtown building that can house lockers.

What We Have Learned

- We should refrain from trying to substitute our judgement for that of the person we are trying to help when it comes to the type and “quality” of housing an unsheltered person needs.
- Supporting the 24/7 winter warming centers and summer cooling centers is a smart policy decision for reducing the number of FCC unsheltered visitors on very cold or very hot nights.
- Enforcing our ground rules requires ongoing attention, especially when we prohibit a visitor’s presence.

Areas Needing Improvement

- We need to solve the problem of unsheltered belongings on FCC grounds during the day.
- We need to be more proactive on engaging area churches, organizations, and city agencies.

Washington Gladden Social Justice Park

2023 Annual Report

Submitted by Tom Worley



Park Governance

Our church is the official sponsor of the Washington Gladden Social Justice Park. We offer leadership and allow use of the land for this community-funded park as a mission of the church. The members of the Park's Governing Board, and the Trustees of the Park Funds at the Columbus Foundation are appointed by church council.

Park Governing Board Members include:

Allen Baker, Principal of Baker Designs Ltd.

Miranda Kridler – VP for Planning & Operations, CCAD

Michael Curtin – former Vice-Chairman of Dispatch Printing Co.

Tracy Ross – Director of Community Engagement, Broad St. Presbyterian Church

Caitlin Graham – Sr. Vice-President of Operations & Patient Care, AndHealth

Anne Jeffrey Wright – Community Leader

Yvette McGee Brown – Partner, Jones Day

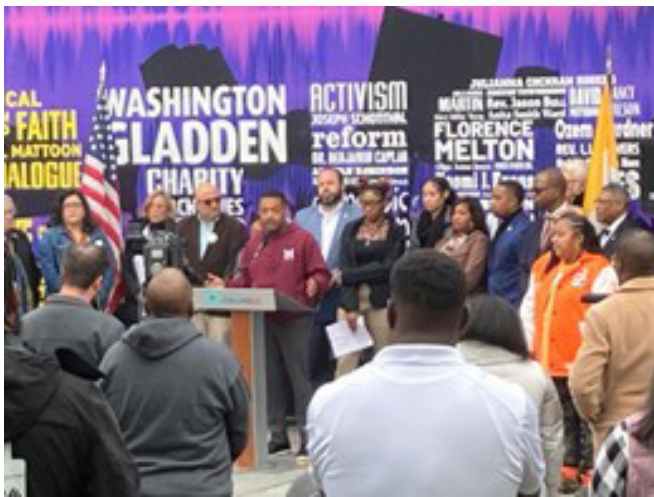
Barbara Poppe – Founder and Principal of Barbara Poppe and Associates

Alejandro Rodriguez – Executive Director, The Spirituality Network

2023 Park Events

The park serves as a unique community resource. It is a central venue for a variety of social justice programs that may be sponsored by our church, by the park, or by other organizations who submit an application for approval. 2023 events held in the park include:

- Sunrise Easter Service 4/9/23
- Faith Votes No Rally 8/2/23 – Interfaith Rally Opposing Issue 1 to change voting on constitutional amendments
- We Got Us 10/17/23 – City Council Press Conference on Community Anti-Violence Initiative
- Day of Remembrance of Traffic Victims 11/19/23 – Honoring Traffic Victims and Advocating for Safer Traffic Laws



We Got Us – City Council Press Conference – 10/17/23



Day of Remembrance of Traffic Victims – 11/19/23

Website and Facebook Updates

Phill Clapham is the park's new webmaster. He is joined by Nancy Braverman who is the new editor of the park's website. To learn more about the park and its events, see: socialjusticepark.org. Alejandro Rodriguez, social media coordinator, oversees the Facebook page with a new focus on guide-stones and social justice legends – see: [facebook.com/SocialJusticePark/](https://www.facebook.com/SocialJusticePark/).

Park Funding

The total of park gifts and grants since its origin is \$2,054,000. The \$1,278,000 spent from the beginning of the park's development until the end of 2022 includes: \$7,000 Administration, \$93,000 Maintenance, \$18,000 Programs, \$266,000 Art Projects, \$150,000 Infrastructure Improvements (funded by City of Columbus), and \$744,000 Construction. The park's maintenance endowment held by the church has a balance of nearly \$500,000.

Washington Gladden Social Justice Park - bringing Columbus together to build the path to a better future through art, education, and constructive dialogue.

West Lot 2023 Annual Report

Submitted by Tom Worley



Platt Mansion – 1856

Set back along a busy street corner behind a low iron fence with limestone posts, the house was brick with arched stone lintels, two-and-a-half stories with porches to the south and west. Square bays projected from three sides of the house. ... A cupola or “observatory” rose above the low-pitched slate and copper roof, which was decorated at the eaves with brackets in the “Italian villa” style of the day.... “It is one of the most spacious, sightly, and comfortable residences of Columbus,” wrote Alfred E. Lee in his *History of the City of Columbus*.

[Excerpt from a book written by David D. Platt]

History

The land that we know as the West Lot was once part of William A. Platt estate that took form in 1852. This is the same year that our local congregation was formed. In time, the estate would include a mansion, stables, barns, orchards, greenhouse, and rose and vegetable gardens on 10 acres that extended north from East Broad Street along Cleveland Ave. William Platt was a jeweler, founder of the Columbus Gas, Coke & Light Co., and President of the Ohio Tool Co. His wife was Fanny Hayes, the sister of Rutherford B. Hayes, an eventual U.S. President. Tragically, Fanny died in childbirth just a few months after moving into the completed home in 1856. William would marry again. Family members lived in the home until 1928. Although the home was demolished in 1929, the parcels involving our West Lot continued to be owned by the heirs of William A. Platt until 2010. The family had owned the property continuously for 158 years.

Purchase and Mortgage

Our church purchased the West Lot from the Platt family in 2010 for \$2.75 million as part of a capital campaign. The West Lot is composed of three parcels that collectively include the Washington Gladden Social Justice Park, the west parking lot, a gravel lot, the carriage house, and the small area developed as the Sam Gordon Playground. In 2015, the church refinanced the mortgage with an interest rate of 4.0% guaranteed for 10 years. The monthly mortgage payment is \$8,568.17. The church has made \$1,474,960.88 in principal payments and \$1,131,442.90 in interest payments since 2010. As of 12/31/23, the church owes \$1,275,040.

Tax Exemption Case and Restrictions

Because of a favorable tax exemption decision, the church has been able to forgo paying \$70,000 for the West Lot in annual property taxes. Any lot income can only be applied to lot expenses including site improvements, maintenance, repairs, utilities, security, insurance, landscaping, and mortgage interest. Income can be applied to current and past accrued eligible expenses.

Lease

CCAD currently provides \$95,760 in annual offset payments for its secondary use of 133 parking spaces and partial use of the carriage house. The church is recognized as the primary user of the West Lot via the lease.

West Lot Fund

The West Lot Fund was created in 2015 with the remaining capital campaign funds (\$570,000) that were designated for the acquisition of the West Lot. Church Trustees oversee the investment of the fund. In most years, the requested fund distribution is \$30,000. The fund is used to retire the lot's initial debt and to provide for its maintenance. The fund primarily supports mortgage **principal** payments.

Thanks to the donors of the 2010 capital campaign and to CCAD's need for parking, it is possible to make mortgage payments and to provide for maintenance of the lot through various church funds while complying with tax exemption standards for the lot.

Financial Reports

Treasurer 2023 Annual Report

Submitted by James Velo, Treasurer

2023 was a very active year for our Budget and Finance Team of Treasurer, Treasurer-elect, and Business Administrator, as well as the entire Budget and Finance Committee and other committed volunteers. We implemented many changes, mostly proactive, but a few reactive. On the proactive side, we made some changes that positively impacted income. This includes working with our bank, PNC, to earn interest on our Money Market account. Earlier in the year, we were earning 3.45% and then later in the year, 4.5%. This is a dramatic improvement from 0% in 2022. The total amount of interest earned in 2023 exceeds \$15,000, which is a vast improvement from the \$98 earned in all of 2022. This is one factor that influenced the fact that our 2023 year-end status is much better than anticipated. Another accomplishment is our education of church members on fees incurred by the church when members use credit cards on Realm, EasyTithe, or PayPal for pledges and donations. Many members did not realize that the church incurs fees for these transactions. When we rolled out our education campaign, we gave members the option to cover the fees. We are very thankful that so many members stepped up to help us reduce the amount of bank fees!

We met with CCAD and negotiated new contracts for the rental of parking spaces in the North and West parking lots. The new contracts bring a slight increase in income. Also, we explored health and dental insurance options that would provide the same coverage for staff, but would also save the church a significant amount of money. After meeting with three companies, we selected a company that would save us over \$17,000 annually in insurance premiums. It should be noted that staff who pay part of their insurance premium will see a reduction in what they pay due to the reduced premiums.

Late in the year, as many people are now aware, we unfortunately fell victim to a fraud scheme in which individuals not associated with the church obtained our checking information and issued fraudulent checks. We quickly became aware of the situation and had to implement measures to prevent this situation from happening in the future. Luckily, the church did not lose any money from the fraud scheme. We transferred checking and money market account numbers (still with PNC) and implemented a program called check positive pay. Although there is a monthly cost to this program, it is necessary to prevent future fraud. When checks are issued now, our Business Administrator uploads a file to PNC with the pertinent information from each check. We are essentially "pre-approving" the checks that we issue so that PNC knows ahead of time the list of checks in the weekly check run.

The approved 2023 Annual Budget saw a major reduction in pledge revenue from 2022. In 2022, members pledged nearly \$300,000 more than in 2023. Clearly, this presents challenges in creating a budget. The 2023 Budget planned for a nearly \$200,000 deficit, with approximately \$96,000 being covered by a surplus from 2022 and the remainder being covered by the Sustainable Reserve Grant. This plan would have used all of the prior year surplus and most of the Sustainable Reserve funds, leaving about \$33,000 for future use. We are happy to report that we ended the year in a much more favorable position. Total Revenues exceeded the budgeted amount by more than \$7,000. Expenses were over \$150,000 less than the budgeted amount, contributing to a better end-of-year situation. The end-of-year deficit is just over \$36,500, which can be covered with the prior year surplus and leave nearly \$60,000 for future use. Additionally, this means that the Sustainable Reserve Grant amount of \$135,714 did not have to be used in 2023. These funds could be used to help balance the 2024 Budget.

Our annual Stewardship Campaign ran during the month of October, and we are still receiving pledges as of early January. We sent invitations to 347 households with information about the Stewardship Campaign. As of now, we have had 246 responses, with 216 households committed to pledge for 2024 and 30 households declining to pledge. On a positive note, we had 26 households that are returning pledges (pledged for 2024, but did not pledge for 2023). Additionally, we have 30 new pledges (mostly new members). We also had 64 increased pledges, 25 decreased pledges, and 72 pledges that were the same as 2023.

Despite the fact that a few pledges continue to come in, we have to move forward with creating the 2024 Budget with the latest information possible. The current pledge total (as of January 18, 2024) is \$774,888. When creating a budget, it is normal to expect that not all of those dollars will actually see their way to the church accounts for one reason or another. So, an amount equal to 98% of the pledged total is what we use to create the 2024 Budget. This gives us a total of \$759,390.24 for the pledge income. Along with other sources of income (unpledged church support, rental of the building by tenants and wedding parties, parking lot income, interest, and Trustee support), this brings our total revenues to nearly \$1.1 million.

In closing, we are excited to announce continuity in the Treasurer and Treasurer-elect positions. As we know, certain volunteer positions in the church have a huge learning curve. The position of church Treasurer is one of those. As many who have done this job before me can attest, by the time you figure out what is going on, the one-year term has ended. Then it is time for a new person to begin anew. Ramona Moenter and I have committed to continuing our terms as Treasurer and Treasurer-elect for the coming year. We hope to build on the successes of 2023 and have an exciting and productive year in 2024. We need to continue building a Procedures Manual and work on possibly condensing the number of lines in our lengthy budget. Also in 2024, we will have to revisit the interest rate we are earning in our Money Market account, as the current 4.5% will expire in March 2024.

I would like to thank Annette McCormick for all of her work as our Business Administrator. It has been a very pleasant experience working with her and Ramona throughout the year. Also, special thanks to Tom Worley for his dedication and expertise and to Bev Cook and Barb Clapham for all of their diligent work on behalf of our finance team. Thanks to the rest of the Budget and Finance Committee for attending our monthly meetings and for helping out with the two times our committee hosted coffee hour in 2023. Looking forward to more great things in 2024!

Proposed 2024 Budget Guidesheet

REVENUES

Current Year Pledges

2023 – \$642,154 pledge amount, 151 households; \$629,311 budget amount at 98%; \$659,187 received at 105%.

2024 – \$774,888 actual pledge amount as of 1/18/24, 217 households; \$759,390 budget amount at 98%.

We gained 26 households who did not pledge in 2023 but returned in 2024. We also gained 30 NEW households who have never pledged in the past. 64 households increased their pledge from 2023 to 2024 and 72 households stayed the same. We also had 25 households who decreased their pledge giving from 2023 to 2024. 30 households were unable to pledge for any number of reasons and 53 households have not responded to our stewardship/annual giving campaign.

Prior Year Pledges

2023 - \$5,000 prior year pledge budget amount, \$2,900 received at 58%. We based the original budget amount on confirmations we received from several members who were intending to finish their 2023 pledge balance.

2024 - \$2,000 prior year pledge budget amount –this is based historical numbers from the past. We typically receive approximately \$2,000 in most years.

Unpledged Receipts

2023 – \$137,846 unpledged support budget amount, \$93,195 received at 68% of budget.

2024 - \$60,000 unpledged receipts budget amount. With several families returning to pledging in 2024 we moved those households from unpledged to current year pledge. The proposed unpledged support total includes the following assumptions, continued support from households who do not regularly pledge but still give to the church, visiting other family members and friends, first time visitors to our church, and foundations support.

Use of Building and Weddings

The church still is impacted by the Covid pandemic in that several groups have not reactivated their use of our church for gatherings and events. The regular tenants that use our building have faced challenges of their own. For that reason, no increase in rent is being proposed this year other than for use of the parking lot. Because wedding income was less in 2023 than anticipated, a reduction in wedding income has been proposed for 2024. We are projecting \$5,000 vs 2023 amount of \$11,500. For this category, the proposed 2024 budget anticipates a reduction of \$6,500 over what was budgeted in 2023.

Miscellaneous outside rental income was a welcome surprise for 2023 with an increase in rental income of \$2,740. We are anticipating growth for 2024 and have increased our budget to \$7,000 for 2024. We hope to continue growing this stream of revenue for the church in 2024.

Other Regular Income

The major funding source for this category is received from the Columbus Foundation each year. It is an annual gift from the Herb and Elizabeth Cook Fund. The amount varies based upon investment earnings associated with the fund. Because of the recent market conditions within the stock market, it is projected that the gift will be \$2,000 higher for this year than in budgeted 2023. The church will not know the exact amount until March. The new revenue for the church is interest income. In 2022, we received \$98 for the year in interest income. In 2023 all of that changed, we met with our bank and discussed this matter, resulting in interest income of \$15,407 for 2023. We currently receive 4.5% from our money market account and are estimating \$12,000 interest income for 2024.

Trustee Support and Assigned Funding

The Trustees provide support for most of the costs of the property and liability insurance policy for the church. As the costs increase, so does the amount provided by the Trustees from the Legacy Fund. Also, the Trustees by a standard formula transfer each year about 5% of the value of the Church Support and Stewardship Continuity Funds in the endowment portfolio.

Separately, the Trustees reserve \$30,000 each year to cover the costs of emergency repairs to the building. In any given year, all or none of the emergency funds might be used. In years where all or part of emergency funds are not used, the unspent amount is transferred to a Reserve, Restore, Enhance Fund used to maintain the building as approved by the Trustees.

The church receives an annual distribution from an anonymous Columbus Foundation fund to support "major projects" of the church. Expenditures from the Major Projects Fund are approved by Council. For years when major project grants have been approved by the Church Council in advance, the grants are included as revenues and expenses in the proposed budget. For 2024, there are two grants that are included: 33,700 for the Communication's Manager, and \$8,459.87 for Deacon's-Stephen Ministry and Healthy Congregations expenses.

Total Revenues

After considering the proposed changes in all funding categories, the 2024 budget reflects a \$75,474 increase in revenues vs. the 2023 budget amount, and a \$68,608 increase in revenues vs. the actual revenues received in 2023.

EXPENSES

Staff Compensation

Because 2023 was a transition year, budgeting for staff salaries and benefits was complicated. In general, all positions were funded at the same level as 2022 with two exceptions. The plan to hire an interim Faith Formation Director for last year at 25 hours per week would focus the work on children and youth and exclude other duties. The interim position would not include insurance benefits. With Council's approval we did expand the staff by one position, Communication Manager. Part of the costs were offset by a major project allocation to help cover the additional salary and benefits. This major project will be carried into 2024 as part of the operating budget. Due to budget constraints, the 2023 budget did not provide for a pay increase for staff.

For the 2024 budget year, Personnel, Budget & Finance and Council approved a one-time bonus of 3%. This bonus will be paid to seven existing staff on payroll during the 2022 budget year. Also approved by the leadership is a 3% cost of living increase for all staff, effective February 1, 2024. This will be a permanent pay increase for staff. One of the many tasks that Budget & Finance took on was reviewing staff health and dental benefits. During this process Budget & Finance received three quotes and chose a new health/dental insurance package for staff. This will save just over \$17,000 annually for the operating budget. Also due to this change there was no increase in health and dental benefit cost for 2024. Most full-time staff who have insurance will start 2024 with a new insurance company.

Program and Building Expenses

Most program expenses and building maintenance expenses for 2024 are budgeted remarkably close to the same level as budgeted for 2023. Exceptions to that include office equipment-computer hardware, \$4,000 to purchase two computers for two staff who are using their personal computers to perform their work functions. We increased office service contracts due to increased printing for worship, committee meetings and events by \$3,100. Utilities increased by \$4,000.

We were also able to budget for savings from bank fees of (\$1,200) due to members covering that cost when they use their credit/debit cards. House & Grounds were able to adjust their budget by (\$4,650) in maintenance & repairs to help offset the utility increase. Individual line items may vary, but the overall expense totals are mostly the same.

Justice and Mercy is expected to see an increase of \$6,012 from 2023 actuals vs 2024 budgeted amounts as they relate to denominational support for Our Churches Wider Mission (OCWM). Based upon the established OCWM formula of 6% of current year pledges, the budgeted amount increases or decreases each year dependent upon the projected amount for current year pledges. In 2023, the denomination received more than the budgeted amount in that the amount paid reflected 6% of the actual current year pledge receipts.

Faith Formation shows a decrease in their overall budget for 2024. This is not a cut in the budget or programming but rather looking at the number of resources this program area has on hand. During the 2023 budget year and the transition of a full-time director to a part-time director all the program supplies and curriculum were evaluated. We discovered that we had an abundance of supplies for the next couple of years. The curriculum purchased in 2023 is not a recurring expense as in the past. With that we were able to show savings for 2024. Please note that this program is and will continue to be fully funded as we move forward.

Assigned Spending

Just as the Assigned Spending revenues are increased in the 2024 budget, so are the Assigned Spending expense items. The increases related to property and liability insurance.

Total Expenses

After considering the proposed changes in the funding categories, the 2024 budget reflects a \$41,822 increase in 2024 budgeted expenses vs. 2023 budget. And a \$113,000 increase in anticipated 2024 budgeted expenses vs. actual expenses incurred in 2023.

Deficit

Once considering all sources of funding and all anticipated expenses, the initial projected deficit is \$79,456. The proposed 2024 budget allocates \$59,399 from the accrued prior year carryover to help reduce the deficit to \$20,058. To balance the budget, \$20,058 from the Sustainable Budget Reserve would be allocated to support the 2024 budget. The reserve of \$135,000 is held in a non-budget account and was established in 2021 due to the funding support provided to the church through the Paycheck Protection Program. The reserve is to be used to help the church achieve a sustainable budget. The Church Council established the reserve and oversees its use.

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
PLEDGES AND GIFTS-Gross Stewardship Pledges	\$ 983,007.83	\$ 988,348.00	\$ 672,640.09	\$ 642,154.00	\$ 774,888.00
PLEDGES AND GIFTS					
Pledges-Current,Prior,New,Misc					
40000 Current Year Pledges	\$ 963,347.67	\$ 903,720.79	\$ 659,187.29	\$ 629,310.92	\$ 759,390.24
40005 Prior Year Pledges	\$ 10,000.00	\$ 9,445.00	\$ 2,900.00	\$ 5,000.00	\$ 2,000.00
Total Pledges-Current,Prior,New,Misc	\$ 973,347.67	\$ 913,165.79	\$ 662,087.29	\$ 634,310.92	\$ 761,390.24
Unpledged and Other					
40010 Unpledged Church Support	\$ 57,000.00	\$ 66,358.06	\$ 93,195.37	\$ 137,846.00	\$ 60,000.00
Total Unpledged and Other	\$ 57,000.00	\$ 66,358.06	\$ 93,195.37	\$ 137,846.00	\$ 60,000.00
Total PLEDGES AND GIFTS	\$ 1,030,347.67	\$ 979,523.85	\$ 755,282.66	\$ 772,156.92	\$ 821,390.24
USE OF BUILDING & FACILITIES					
Contracted Tenants&MiscRentals					
40105 The Spirituality Network, Inc.	\$ 8,400.00	\$ 8,400.00	\$ 8,400.00	\$ 8,400.00	\$ 8,400.00
40111 Mosaic Program	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00
40120 Miscellaneous Outside Rentals	\$ 2,000.00	\$ 2,100.00	\$ 5,240.00	\$ 2,500.00	\$ 7,000.00
Total Contracted Tenants&MiscRentals	\$ 16,900.00	\$ 17,000.00	\$ 20,140.00	\$ 17,400.00	\$ 21,900.00
Weddings					
40125 Weddings	\$ 7,000.00	\$ 11,375.00	\$ 4,200.00	\$ 11,500.00	\$ 5,000.00
40127 Less: Weddings Expenses-Coord./ Ads	\$ (2,500.00)	\$ (3,157.98)	\$ (1,783.27)	\$ (3,500.00)	\$ (3,000.00)
Total Weddings	\$ 4,500.00	\$ 8,217.02	\$ 2,416.73	\$ 8,000.00	\$ 2,000.00
North Parking Lot					
40250 Parking Lot	\$ 69,120.00	\$ 69,120.00	\$ 71,424.00	\$ 71,000.00	\$ 74,304.00
40252 Less: Real Estate Property Taxes	\$ (6,500.00)	\$ (6,243.58)	\$ (6,216.90)	\$ (6,500.00)	\$ (6,800.00)
Total North Parking Lot	\$ 62,620.00	\$ 62,876.42	\$ 65,207.10	\$ 64,500.00	\$ 67,504.00
Total USE OF BUILDING & FACILITIES	\$ 84,020.00	\$ 88,093.44	\$ 87,763.83	\$ 89,900.00	\$ 91,404.00
OTHER REGULAR INCOME					
40255 - Interest	\$ -	\$ 15.94	\$ 15,407.51	\$ -	\$ 12,000.00
40286 Gifts via The Columbus Foundation	\$ 18,000.00	\$ 18,064.94	\$ 20,264.06	\$ 17,000.00	\$ 20,000.00
40301 Fundraising Income	\$ 500.00	\$ 418.21	\$ 317.43	\$ 500.00	\$ 500.00
Total OTHER REGULAR INCOME	\$ 18,500.00	\$ 18,499.09	\$ 35,989.00	\$ 17,500.00	\$ 32,500.00
TRUSTEES GENERAL SUPPORT					
40220 Trustees-Restricted Funds Pledge	\$ 25,821.21	\$ 25,821.20	\$ 26,483.96	\$ 26,483.97	\$ 27,500.00
Total TRUSTEES GENERAL SUPPORT	\$ 25,821.21	\$ 25,821.20	\$ 26,483.96	\$ 26,483.97	\$ 27,500.00
ASSIGNED FUNDING					
Trustees Assigned Funding					
40200 Trustees-Insurance Contribution	\$ 40,678.00	\$ 40,678.00	\$ 42,799.00	\$ 42,799.00	\$ 47,369.00
40225 Trustees-Emergency Repair Contribution	\$ 30,000.00	\$ 22,284.76	\$ 16,777.35	\$ 30,000.00	\$ 30,000.00
Total Trustees Assigned Funding	\$ 70,678.00	\$ 62,962.76	\$ 59,576.35	\$ 72,799.00	\$ 77,369.00
Major Projects Funds					
40313 Major Projects- Faith Formation (Previously Education)	\$ -	\$ 55.35	\$ 27,042.22	\$ 30,000.00	\$ -
40315 Major Projects- H & G	\$ -	\$ -	\$ 16,010.69	\$ -	\$ -
40314 Major Projects- Office	\$ -	\$ 6,646.10	\$ 7,390.11	\$ -	\$ 33,700.00
40315 Major Projects- Deacons	\$ -	\$ -	\$ 6,777.00	\$ 7,500.00	\$ 8,459.89
40319 Major Projects-Missions	\$ -	\$ 6,701.45	\$ 57,220.02	\$ 37,500.00	\$ 42,159.89
Total Major Projects Funds	\$ 70,678.00	\$ 69,664.21	\$ 116,796.37	\$ 110,299.00	\$ 119,528.89
Total ASSIGNED FUNDING					
EXTRAORDINARY INCOME					
40260 Other Miscellaneous Income	\$ 1,000.00	\$ 1,104.58	\$ 1,890.00	\$ 1,000.00	\$ 2,000.00
Total EXTRAORDINARY INCOME	\$ 1,000.00	\$ 1,104.58	\$ 1,890.00	\$ 1,000.00	\$ 2,000.00
Total Revenues	\$ 1,230,366.88	\$ 1,182,706.37	\$ 1,024,205.82	\$ 1,017,339.89	\$ 1,094,323.13
ADMINISTRATION					
STAFF COMPENSATION					
MINISTERS					
50200 Compensation-Ministers	\$ 191,458.56	\$ 181,381.21	\$ 168,854.64	\$ 191,458.56	\$ 162,273.63
50210 Business & Prof-Sr Minister	\$ 3,000.00	\$ 4,243.16	\$ 4,019.02	\$ 4,000.00	\$ 4,000.00
50211 Business & Prof-Assoc. Minister	\$ 2,200.00	\$ 2,329.51	\$ 35.42	\$ 2,200.00	\$ 1,000.00
50215 Mileage Reimbursement-SrMin	\$ 5,200.00	\$ 3,104.30	\$ 4,080.87	\$ 4,200.00	\$ 3,500.00
50216 Mileage Reimbursement-AssocMin	\$ 2,000.00	\$ 780.81	\$ -	\$ 2,000.00	\$ 1,000.00
50217 Worker's Compensation-Ministers	\$ 735.00	\$ 287.44	\$ 472.80	\$ 735.20	\$ 460.69
50220 Insurance-Ministers	\$ 54,859.17	\$ 43,372.27	\$ 17,635.97	\$ 47,602.58	\$ 10,220.26

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
50225 Pension-Ministers	\$ 27,193.72	\$ 26,881.82	\$ 23,639.76	\$ 26,804.20	\$ 22,718.31
50230 FICA/Medicare-Ministers Offset	\$ 14,646.58	\$ 13,875.66	\$ 12,917.37	\$ 14,646.58	\$ 12,413.93
Total MINISTERS	\$ 301,293.03	\$ 276,256.18	\$ 231,655.85	\$ 293,647.12	\$ 217,586.82
50950 Compensation-Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ 19,230.77
50955 FICA/Medicare-Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ 1,471.15
50960 Mileage Rimbusement-Interim/Intern	\$ -	\$ -	\$ -	\$ -	\$ 700.00
50965 Worker's Compensation-Interim/Intern	\$ -	\$ -	\$ -	\$ -	\$ 54.60
50592 Pension- Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ 2,692.31
50966 Business & Prof-Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ -
50970 Insurance-Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00
Total STAFF - Interim/Intern/Sabbatical	\$ -	\$ -	\$ -	\$ -	\$ 26,648.83
STAFF - Office					
50235 Compensation-Office	\$ 124,648.03	\$ 127,832.86	\$ 146,519.92	\$ 124,655.84	\$ 163,906.16
50240 FICA/Medicare-Office	\$ 8,891.55	\$ 8,905.53	\$ 8,738.58	\$ 8,838.35	\$ 9,259.34
50245 Business Professional-Office Mgr & Comm.	\$ 200.00	\$ 29.40	\$ 35.42	\$ 200.00	\$ 200.00
50246 Business Professional-Business Adm	\$ 500.00	\$ 154.79	\$ 544.96	\$ 500.00	\$ 500.00
50250 Mileage Reimbursements-Office	\$ 300.00	\$ 28.78	\$ 193.21	\$ 300.00	\$ 200.00
50255 Workers' Compensation-Office	\$ 525.00	\$ 207.76	\$ 443.31	\$ 478.68	\$ 363.02
50260 Insurance-Office	\$ 40,428.00	\$ 40,354.44	\$ 43,460.59	\$ 43,224.31	\$ 34,196.02
50265 Pension-Office	\$ 6,757.51	\$ 8,321.87	\$ 8,291.83	\$ 8,291.83	\$ 8,519.85
90001 Consultant Work-Communications	\$ 75,000.00	\$ 42,564.00	\$ 20,697.60	\$ 36,036.00	\$ -
Total STAFF - Office	\$ 257,250.09	\$ 228,399.43	\$ 228,925.42	\$ 222,525.01	\$ 217,144.39
STAFF - House & Grounds					
50000 Compensation-H & G	\$ 94,081.24	\$ 74,539.58	\$ 87,908.17	\$ 96,579.20	\$ 90,311.25
50010 FICA/Medicare-H & G	\$ 6,988.92	\$ 5,647.61	\$ 6,532.86	\$ 7,388.31	\$ 6,559.05
50013 Mileage Reimbursement-H & G	\$ 1,000.00	\$ 479.10	\$ 498.47	\$ 1,000.00	\$ 500.00
50015 Business Professional-H & G	\$ 850.00	\$ 872.08	\$ 980.57	\$ 850.00	\$ 850.00
50020 Workers' Compensation-H & G	\$ 3,150.00	\$ 749.52	\$ 1,601.34	\$ 3,235.40	\$ 1,363.16
50025 Insurance-H & G	\$ 20,427.67	\$ 15,210.71	\$ 16,616.83	\$ 19,090.76	\$ 22,084.41
50030 Pension-H & G	\$ 5,999.88	\$ 5,547.48	\$ 5,081.00	\$ 4,311.46	\$ 4,645.64
Total STAFF - House & Grounds	\$ 132,497.71	\$ 103,046.08	\$ 119,219.24	\$ 132,455.13	\$ 126,313.51
STAFF - Music					
50385 Compensation Music	\$ 100,467.13	\$ 93,655.34	\$ 100,919.22	\$ 116,782.00	\$ 117,427.02
50390 FICA/Medicare-Music	\$ 7,685.74	\$ 5,010.25	\$ 5,857.27	\$ 8,933.82	\$ 8,983.17
50395 Business Professional-Music	\$ 1,500.00	\$ 1,500.00	\$ 619.00	\$ 1,500.00	\$ 1,500.00
50400 Mileage Reimbursements-Music	\$ 400.00	\$ -	\$ -	\$ 400.00	\$ 100.00
50405 Workers' Comp-Music	\$ 435.75	\$ 165.20	\$ 284.17	\$ 448.44	\$ 333.36
50410 Insurance-Music	\$ 32,668.80	\$ 18,535.16	\$ 7,404.93	\$ 10,097.71	\$ 12,053.63
50415 Pension-Music	\$ 3,600.07	\$ 2,181.91	\$ 6,153.13	\$ 7,200.00	\$ 7,398.00
Total STAFF - Music	\$ 146,757.49	\$ 121,047.86	\$ 121,237.72	\$ 145,361.97	\$ 147,795.18
STAFF - Faith Formation					
50530 Compensation-Faith Formation	\$ 72,476.41	\$ 70,990.39	\$ 18,816.13	\$ 46,464.20	\$ 40,013.08
50535 FICA/Medicare-Faith Formation	\$ 5,544.45	\$ 5,212.68	\$ 1,439.46	\$ 3,554.51	\$ 3,061.00
50540 Business Professional-Faith Formation	\$ 1,000.00	\$ 188.17	\$ -	\$ 1,000.00	\$ 300.00
50550 Mileage Reimbursements-Faith Formation	\$ 600.00	\$ 87.17	\$ -	\$ 600.00	\$ -
50555 Workers' Comp-Faith Formation	\$ 315.00	\$ 103.08	\$ 140.38	\$ 178.42	\$ 113.60
50560 Insurance-Faith Formation	\$ 21,079.20	\$ 20,753.58	\$ 3,245.03	\$ 3,586.85	\$ -
50565 Pension-Faith Formation	\$ 4,910.22	\$ 6,105.82	\$ 973.75	\$ 560.22	\$ 1,625.00
Total STAFF -Faith Formation	\$ 105,925.28	\$ 103,440.89	\$ 24,614.75	\$ 55,944.20	\$ 45,112.68
STAFF - Bonus					
50980 Staff Bonus	\$ 18,800.00	\$ 18,427.82	\$ -	\$ -	\$ 11,460.73
Total STAFF Bonus	\$ 18,800.00	\$ 18,427.82	\$ -	\$ -	\$ 11,460.73
Total STAFF COMPENSATION	\$ 962,523.60	\$ 850,618.26	\$ 725,652.98	\$ 849,933.43	\$ 792,062.14
OFFICE					
Equipment And Service					
50270 Office Equipment	\$ 800.00	\$ 275.00	\$ 600.00	\$ 600.00	\$ -
50275 Computer Hardware	\$ 1,000.00	\$ 867.88	\$ 600.00	\$ 600.00	\$ 4,000.00
50276 Computer Maintenance & Software	\$ 17,000.00	\$ 17,824.78	\$ 13,620.42	\$ 17,800.00	\$ 19,000.00
50280 Equipment Repairs	\$ 300.00	\$ 419.00	\$ 62.49	\$ 300.00	\$ -
50290 Office Service Contract	\$ 7,500.00	\$ 7,844.73	\$ 12,458.10	\$ 7,800.00	\$ 10,900.00
50305 Postage	\$ 3,000.00	\$ 2,120.11	\$ 1,026.52	\$ 2,200.00	\$ 1,700.00
50310 Telephone	\$ 3,600.00	\$ 3,550.22	\$ 2,921.85	\$ 3,600.00	\$ 3,600.00

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
50315 Internet	\$ 2,900.00	\$ 2,634.76	\$ 2,657.66	\$ 2,800.00	\$ 3,000.00
50839 Website Maintenance	\$ 1,000.00	\$ 970.99	\$ 240.00	\$ 1,000.00	\$ 1,000.00
Total Equipment And Service	\$ 37,100.00	\$ 36,507.47	\$ 34,187.04	\$ 36,700.00	\$ 43,200.00
Office Supplies					
50294 Paper-Office	\$ 3,500.00	\$ 3,676.24	\$ 3,817.26	\$ 3,500.00	\$ 3,700.00
50296 Miscellaneous Supplies	\$ 500.00	\$ 3,185.39	\$ 1,549.71	\$ 1,000.00	\$ 750.00
50297 Toner	\$ 800.00	\$ 226.02	\$ 583.50	\$ 400.00	\$ 500.00
Total Office Supplies	\$ 4,800.00	\$ 7,087.65	\$ 5,950.47	\$ 4,900.00	\$ 4,950.00
Other Expenses					
50355 Payroll Service	\$ 1,500.00	\$ 1,839.79	\$ 1,904.79	\$ 1,900.00	\$ 2,100.00
50360 Bank/Broker Charges & Fees	\$ 8,000.00	\$ 8,190.83	\$ 5,590.57	\$ 8,200.00	\$ 7,000.00
50365 Dues & Subscriptions	\$ 1,000.00	\$ 1,829.94	\$ 111.89	\$ 1,500.00	\$ 500.00
50370 Position Advertising	\$ -	\$ 855.76	\$ 449.10	\$ 500.00	\$ -
50374 Staff Retreat	\$ 600.00	\$ -	\$ 934.46	\$ -	\$ 500.00
50375 Misc./Volunteer Expense	\$ -	\$ -	\$ 78.36	\$ -	\$ -
50771 Meetings/Committee Costs	\$ 650.00	\$ 421.00	\$ 291.49	\$ 450.00	\$ 650.00
Total Other Expenses	\$ 11,750.00	\$ 13,137.32	\$ 9,360.66	\$ 12,550.00	\$ 10,750.00
Total OFFICE	\$ 53,650.00	\$ 56,732.44	\$ 49,498.17	\$ 54,150.00	\$ 58,900.00
STEWARDSHIP					
50350 Stewardship Campaign	\$ 1,500.00	\$ 120.13	\$ 453.75	\$ 1,000.00	\$ 500.00
Total STEWARDSHIP	\$ 1,500.00	\$ 120.13	\$ 453.75	\$ 1,000.00	\$ 500.00
Total ADMINISTRATION	\$ 1,017,673.60	\$ 907,470.83	\$ 775,604.90	\$ 905,083.43	\$ 851,462.14
HOUSE & GROUNDS					
Utilities					
50040 Electric	\$ 29,500.00	\$ 28,863.72	\$ 31,326.97	\$ 29,500.00	\$ 34,000.00
50045 Gas	\$ 21,500.00	\$ 21,953.57	\$ 20,129.49	\$ 23,000.00	\$ 23,000.00
50050 Water & Sewer	\$ 9,000.00	\$ 6,647.49	\$ 6,557.61	\$ 7,500.00	\$ 7,000.00
Total Utilities	\$ 60,000.00	\$ 57,464.78	\$ 58,014.07	\$ 60,000.00	\$ 64,000.00
Maintenance & Repairs					
50058 Parts & Supplies - Electric	\$ 1,000.00	\$ 497.18	\$ 1,340.38	\$ 1,000.00	\$ 1,000.00
50060 Parts & Supplies - Grounds	\$ 1,000.00	\$ 386.52	\$ 2,227.56	\$ 1,000.00	\$ 500.00
50061 Parts & Supplies - HVAC	\$ 1,000.00	\$ 225.05	\$ 1,766.80	\$ 1,000.00	\$ 1,500.00
50062 Parts & Supplies - Plumbing	\$ 1,250.00	\$ 53.20	\$ 301.21	\$ 1,250.00	\$ 500.00
50063 Parts & Supplies - Roof/Gutters	\$ -	\$ -	\$ 10.72	\$ -	\$ -
50065 Parts & Supplies - Other	\$ 1,600.00	\$ 891.72	\$ 1,303.96	\$ 1,100.00	\$ 1,200.00
50066 Outside Vendors - Electric	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00	\$ 1,000.00
50067 Outside Vendors - Elevator	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 900.00
50068 Parts & Supplies - Paint	\$ 1,000.00	\$ 1,309.86	\$ -	\$ 1,000.00	\$ -
50069 Outside Vendors - HVAC	\$ 2,000.00	\$ 525.07	\$ 3,488.55	\$ 2,000.00	\$ 2,400.00
50070 Outside Vendors - M & R Other	\$ 2,500.00	\$ 3,955.34	\$ 2,176.00	\$ 4,000.00	\$ 3,000.00
50071 Outside Vendors - Plumbing	\$ 2,000.00	\$ 2,159.35	\$ 218.99	\$ 2,000.00	\$ 1,000.00
50072 Outside Vendors - Roof/Gutters	\$ 1,500.00	\$ 690.00	\$ -	\$ 1,500.00	\$ 1,500.00
50073 Outside Vendors-Painting	\$ 2,000.00	\$ 6,158.81	\$ 1,875.00	\$ 2,000.00	\$ 2,000.00
50074 Outside Vendors - Cleaning	\$ 2,500.00	\$ 1,251.67	\$ 1,456.59	\$ 2,500.00	\$ 1,700.00
50075 Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ -
Total Maintenance & Repairs	\$ 21,850.00	\$ 18,103.77	\$ 16,165.76	\$ 22,850.00	\$ 18,200.00
Operating Supplies					
50090 Paper Towels & Bathroom Supplies	\$ 1,200.00	\$ 984.53	\$ 703.11	\$ 1,200.00	\$ 1,200.00
50092 Light Bulbs	\$ 1,000.00	\$ 453.26	\$ 964.45	\$ 1,000.00	\$ 1,000.00
50093 Trash Bags	\$ 500.00	\$ 486.59	\$ 224.76	\$ 500.00	\$ 300.00
50094 Kitchen Supplies	\$ 200.00	\$ 202.86	\$ 146.55	\$ 200.00	\$ 200.00
50095 Soap & Chemicals	\$ 1,500.00	\$ 732.92	\$ 17.94	\$ 1,500.00	\$ 850.00
50100 Lawn Chemicals	\$ 200.00	\$ -	\$ -	\$ 100.00	\$ -
50105 Gas & Oil	\$ 100.00	\$ 209.00	\$ 146.29	\$ 200.00	\$ 200.00
50117 Floor Finishing	\$ 1,500.00	\$ 1,471.75	\$ 1,471.75	\$ 500.00	\$ 1,500.00
50120 Others	\$ 750.00	\$ 636.96	\$ 739.91	\$ 750.00	\$ 750.00
Total Operating Supplies	\$ 6,950.00	\$ 5,177.87	\$ 4,414.76	\$ 5,950.00	\$ 6,000.00
Contract Services & Licenses					
50125 Security	\$ 8,000.00	\$ 3,633.75	\$ 5,237.50	\$ 8,000.00	\$ 5,200.00
50126 Security-Discovery District	\$ -	\$ -	\$ -	\$ -	\$ 6,800.00
50127 Alarm, Access & Fire Services	\$ 1,500.00	\$ 1,419.75	\$ 1,568.48	\$ 1,500.00	\$ 1,500.00
50128 Kitchen Hood Services	\$ 500.00	\$ 591.30	\$ 605.04	\$ 500.00	\$ 500.00
50129 Linen Service	\$ 1,200.00	\$ -	\$ -	\$ 1,200.00	\$ -

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
50130 Snow Removal	\$ 2,000.00	\$ 320.00	\$ -	\$ 2,000.00	\$ 2,000.00
50135 Trash Removal	\$ 2,500.00	\$ 2,767.44	\$ 2,852.42	\$ 2,700.00	\$ 2,900.00
50140 Mops & Mats	\$ 1,200.00	\$ 881.00	\$ 1,281.96	\$ 1,200.00	\$ 1,500.00
50145 Carpet Cleaning	\$ -	\$ -	\$ -	\$ -	\$ -
50150 Boiler Chemical Services	\$ 900.00	\$ 693.16	\$ 954.28	\$ 900.00	\$ 900.00
50151 Wastewater Treatment Services	\$ 2,000.00	\$ 1,383.51	\$ 1,184.71	\$ 1,500.00	\$ 1,500.00
50152 Air Compressor Service	\$ 700.00	\$ 1,034.87	\$ -	\$ 1,000.00	\$ 1,000.00
50155 Pest Control	\$ 1,000.00	\$ 788.50	\$ 1,171.00	\$ 1,000.00	\$ 1,000.00
50157 HVAC Services	\$ 3,500.00	\$ 3,578.64	\$ 2,771.28	\$ 3,500.00	\$ 3,700.00
50158 Elevator Services	\$ 3,800.00	\$ 3,826.25	\$ 2,700.00	\$ 3,800.00	\$ 2,800.00
50175 Licenses /Permits/Inspections	\$ 1,400.00	\$ 1,155.00	\$ 856.50	\$ 1,400.00	\$ 1,200.00
Total Contract Services & Licenses	\$ 30,200.00	\$ 22,073.17	\$ 21,183.17	\$ 30,200.00	\$ 32,500.00
Durable Goods					
50180 Furniture, furnishings & Equipment	\$ 2,000.00	\$ 1,315.03	\$ 737.98	\$ 2,000.00	\$ 1,000.00
50181 Tools & Maint. Equipment	\$ 1,000.00	\$ 237.94	\$ 720.80	\$ 1,000.00	\$ 800.00
50182 Audio Visual	\$ 500.00	\$ 2,241.26	\$ 156.41	\$ 500.00	\$ -
Total Durable Goods	\$ 3,500.00	\$ 3,794.23	\$ 1,615.19	\$ 3,500.00	\$ 1,800.00
Total HOUSE & GROUNDS	\$ 122,500.00	\$ 106,613.82	\$ 101,392.95	\$ 122,500.00	\$ 122,500.00
MUSIC, ARTS, & HERITAGE					
MUSIC					
50429 Early Service Musician	\$ 2,100.00	\$ 2,630.00	\$ 3,150.00	\$ 3,900.00	\$ 4,000.00
50430 Vacation Substitutes	\$ 1,375.00	\$ 1,375.00	\$ 4,000.00	\$ 5,100.00	\$ 5,100.00
50435 Piano Maintenance	\$ 1,500.00	\$ 430.00	\$ 250.00	\$ 800.00	\$ 500.00
50457 Printed Music: Choirs	\$ 2,500.00	\$ 1,560.78	\$ 2,420.65	\$ 1,600.00	\$ 1,600.00
50460 Materials & Supplies	\$ 2,200.00	\$ 2,145.07	\$ 2,421.84	\$ 2,200.00	\$ 2,200.00
50465 Bell Choir Director	\$ -	\$ -	\$ -	\$ -	\$ -
Total MUSIC	\$ 9,675.00	\$ 8,140.85	\$ 12,242.49	\$ 13,600.00	\$ 13,400.00
ARTS & HERITAGE					
50490 Archives	\$ 300.00	\$ -	\$ 219.58	\$ 300.00	\$ 300.00
Total ARTS & HERITAGE	\$ 300.00	\$ -	\$ 219.58	\$ 300.00	\$ 300.00
Total MUSIC, ARTS, & HERITAGE	\$ 9,975.00	\$ 8,140.85	\$ 12,462.07	\$ 13,900.00	\$ 13,700.00
JUSTICE & MERCY					
50500 UCC - OCWM - Set Distribution	\$ 57,800.86	\$ 54,223.25	\$ 39,551.24	\$ 37,758.66	\$ 45,563.41
50505 CUE Seminaries	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
50520 Special Projects - Missions	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ -
50525 B.R.E.A.D.	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Total JUSTICE & MERCY	\$ 58,900.86	\$ 55,323.25	\$ 40,651.24	\$ 38,858.66	\$ 46,463.41
EDUCATION					
CHILDREN'S EDUCATION					
Church School					
50575 Curriculum	\$ 1,950.00	\$ 1,417.49	\$ 1,891.75	\$ 1,950.00	\$ 925.00
50580 Teacher Trainings	\$ 325.00	\$ 106.77	\$ 136.81	\$ 325.00	\$ 500.00
50585 Class Supplies	\$ 700.00	\$ 750.96	\$ 629.72	\$ 700.00	\$ 300.00
50615 Teacher Appreciation	\$ 150.00	\$ 10.29	\$ -	\$ 150.00	\$ -
50661 Communication with Congregation	\$ 200.00	\$ 40.98	\$ -	\$ 200.00	\$ -
Total Church School	\$ 3,325.00	\$ 2,326.49	\$ 2,658.28	\$ 3,325.00	\$ 1,725.00
Programs					
50600 Summer Programs	\$ 200.00	\$ 59.95	\$ -	\$ 200.00	\$ -
50625 New Baby	\$ 150.00	\$ 105.87	\$ -	\$ 150.00	\$ 250.00
50630 Christmas Activities	\$ 300.00	\$ 230.76	\$ 164.82	\$ 300.00	\$ 300.00
50640 Parents Program	\$ 200.00	\$ 44.44	\$ -	\$ 200.00	\$ -
50647 Bibles Fourth Graders	\$ 180.00	\$ -	\$ -	\$ 180.00	\$ -
50650 Misc. Supplies	\$ 300.00	\$ 477.35	\$ 99.68	\$ 300.00	\$ 300.00
50702 Advent Materials (all ages)	\$ 300.00	\$ 242.93	\$ 197.95	\$ 300.00	\$ -
57000 Lenten Materials (all ages)	\$ 300.00	\$ 349.25	\$ -	\$ 300.00	\$ -
61001 Children & Youth Outreach	\$ 2,380.00	\$ 957.33	\$ 2,336.00	\$ 2,380.00	\$ -
Total Programs	\$ 4,310.00	\$ 2,467.88	\$ 2,798.45	\$ 4,310.00	\$ 850.00
Total CHILDREN'S EDUCATION	\$ 7,635.00	\$ 4,794.37	\$ 5,456.73	\$ 7,635.00	\$ 2,575.00
YOUTH AND PRE-TEEN					
Youth Program and Projects					
50700 Program And Curriculum	\$ 600.00	\$ 448.52	\$ -	\$ 600.00	\$ 925.00
50704 Graduation Gifts	\$ 175.00	\$ 172.20	\$ 175.00	\$ 175.00	\$ 200.00
50710 Outings And Projects	\$ 500.00	\$ 360.49	\$ 304.98	\$ 500.00	\$ 500.00

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
50724 Relationship Building Programs	\$ 100.00	\$ 131.87	\$ 23.62	\$ 100.00	\$ -
50726 Denominational Youth Events	\$ 150.00	\$ 117.13	\$ -	\$ 150.00	\$ 500.00
50728 Website	\$ -	\$ -	\$ 59.00		
61000 Communications-Youth	\$ 100.00	\$ 35.49	\$ -	\$ 100.00	\$ -
Total Youth Program and Projects	\$ 1,625.00	\$ 1,265.70	\$ 562.60	\$ 1,625.00	\$ 2,125.00
Mission Trip					
50705 Mission Projects	\$ 2,500.00	\$ 1,322.90	\$ -	\$ 2,500.00	\$ -
Total Mission Trip	\$ 2,500.00	\$ 1,322.90	\$ -	\$ 2,500.00	\$ -
Confirmation					
50715 Confirmation	\$ 600.00	\$ 341.89	\$ 464.51	\$ 600.00	\$ 600.00
Total Confirmation	\$ 600.00	\$ 341.89	\$ 464.51	\$ 600.00	\$ 600.00
Pre-teen					
50703 Program And Curriculum	\$ 400.00	\$ 461.70	\$ -	\$ 400.00	\$ 925.00
50707 Outings And Projects	\$ 400.00	\$ 361.41	\$ 157.90	\$ 400.00	\$ 500.00
50711 Denominational Youth Events	\$ 150.00	\$ -	\$ 116.40	\$ 150.00	\$ 500.00
50713 Mission Projects	\$ 100.00	\$ 55.96	\$ -	\$ 100.00	\$ 500.00
50731 Communications	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ -
Total Pre-teen	\$ 1,150.00	\$ 879.07	\$ 274.30	\$ 1,150.00	\$ 2,425.00
Total YOUTH AND PRE-TEEN	\$ 5,875.00	\$ 3,809.56	\$ 1,301.41	\$ 5,875.00	\$ 5,150.00
ADULT EDUCATION					
Program					
50660 Honorariums	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ -
50665 Materials And Curriculum	\$ 750.00	\$ 339.05	\$ -	\$ 750.00	\$ 925.00
50694 Communications	\$ 100.00	\$ -	\$ 65.99	\$ 100.00	\$ -
61002 Interfaith Study	\$ 150.00	\$ -	\$ -	\$ 150.00	\$ -
Total Program	\$ 1,500.00	\$ 339.05	\$ 65.99	\$ 1,500.00	\$ 925.00
Total ADULT EDUCATION	\$ 1,500.00	\$ 339.05	\$ 65.99	\$ 1,500.00	\$ 925.00
Total EDUCATION	\$ 15,010.00	\$ 8,942.98	\$ 6,824.13	\$ 15,010.00	\$ 8,650.00
YOUNG ADULTS					
60030 Young Adult Ministry Misc	\$ 250.00	\$ -	\$ -	\$ 250.00	\$ -
Total YOUNG ADULTS	\$ 250.00	\$ -	\$ -	\$ 250.00	\$ -
CHURCH VITALITY					
Retreats					
50755 Spring Retreat	\$ 400.00	\$ (288.16)	\$ 14.50	\$ 200.00	\$ 200.00
50760 Women's Retreat	\$ 150.00	\$ -	\$ -	\$ -	\$ -
Total Retreats	\$ 550.00	\$ (288.16)	\$ 14.50	\$ 200.00	\$ 200.00
Special Programs & Events					
50770 Fellowship Hour/Dinners	\$ 800.00	\$ 643.43	\$ 720.26	\$ 1,000.00	\$ 1,000.00
50772 Card Ministry	\$ 25.00	\$ -	\$ -	\$ -	\$ -
50775 Easter Brunch	\$ 400.00	\$ 194.20	\$ 332.62	\$ 400.00	\$ 400.00
50780 Block Party	\$ 400.00	\$ 300.00	\$ 402.82	\$ 400.00	\$ 400.00
50783 Lay Leader Award & Fellowship	\$ 100.00	\$ 184.65	\$ 193.16	\$ 200.00	\$ 100.00
50785 CCAD Welcome	\$ 225.00	\$ -	\$ -	\$ -	\$ -
50795 Christmas Dinner	\$ 300.00	\$ 282.79	\$ 20.00	\$ 400.00	\$ 300.00
50800 Planned Special Events	\$ 200.00	\$ 90.00	\$ 368.70	\$ 1,000.00	\$ 425.00
50807 Hanging of the Greens	\$ 150.00	\$ 250.32	\$ 33.94	\$ 250.00	\$ 150.00
50810 Fellowship Beverages	\$ 900.00	\$ 117.00	\$ 668.28	\$ 300.00	\$ 600.00
50837 Church Council Events/Retreats	\$ 100.00	\$ -	\$ -	\$ -	\$ -
Total Special Programs & Events	\$ 3,600.00	\$ 2,062.39	\$ 2,739.78	\$ 3,950.00	\$ 3,375.00
Total CHURCH VITALITY	\$ 4,150.00	\$ 1,774.23	\$ 2,754.28	\$ 4,150.00	\$ 3,575.00
CHURCH GROWTH					
50815 Advertising	\$ 2,000.00	\$ 548.50	\$ 987.36	\$ 2,000.00	\$ 2,000.00
50820 New Member Committee	\$ 200.00	\$ -	\$ 222.00	\$ 200.00	\$ 500.00
50835 Special Projects - Church Growth	\$ 50.00	\$ -	\$ -	\$ 50.00	\$ -
50838 Church Growth Events	\$ 300.00	\$ -	\$ -	\$ 300.00	\$ -
Total CHURCH GROWTH	\$ 2,550.00	\$ 548.50	\$ 1,209.36	\$ 2,550.00	\$ 2,500.00
DEACONS					
40367 Early Service Other-Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
50840 General Fund & Supplies	\$ 750.00	\$ 616.23	\$ 251.30	\$ 650.00	\$ 900.00
50845 Honorariums for Worship	\$ 800.00	\$ 900.00	\$ 2,100.00	\$ 900.00	\$ 1,800.00
50855 Stephen Ministry	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00
50860 Daily Devotional	\$ 150.00	\$ -	\$ 148.75	\$ 150.00	\$ -
50865 Early Service	\$ 100.00	\$ -	\$ 50.70	\$ 100.00	\$ -

	2022 Approved Budget	2022 Actual YTD	2023 Actual YTD	Annual Budget 2023	Proposed 2024 Budget
50866 Baptisms & Communion	\$ 200.00	\$ 1,326.96	\$ 533.03	\$ 1,200.00	\$ 1,200.00
50868 Maundy Thursday Dinner	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -
Total DEACONS	\$ 3,000.00	\$ 2,843.19	\$ 3,083.78	\$ 3,000.00	\$ 5,400.00
ASSIGNED SPENDING					
Trustees Funded					
Trustees-Property Insurance					
50055 General Liability Insurance	\$ 40,678.00	\$ 40,678.00	\$ 42,799.00	\$ 42,799.00	\$ 47,369.00
Total Trustees-Property Insurance	\$ 40,678.00	\$ 40,678.00	\$ 42,799.00	\$ 42,799.00	\$ 47,369.00
Trustees-Emergency Repairs					
50191 Emergency Repairs Trustees - HVAC	\$ -	\$ 19,922.00	\$ -	\$ -	\$ -
50196 Emergency Repairs Trustees Approved	\$ 30,000.00	\$ 2,362.76	\$ 2,760.50	\$ 30,000.00	\$ 30,000.00
50197 Emergency Repairs Trustees-Other	\$ -	\$ -	\$ 14,016.85	\$ -	\$ -
Total Trustees-Emergency Repairs	\$ 30,000.00	\$ 22,284.76	\$ 16,777.35	\$ 30,000.00	\$ 30,000.00
Total Trustees Funded	\$ 70,678.00	\$ 62,962.76	\$ 59,576.35	\$ 72,799.00	\$ 77,369.00
Major Projects Funded					
50372 Major Projects - Office	\$ -	\$ 6,646.10	\$ 16,010.69	\$ -	\$ 33,700.00
70003 Major Projects - H & G	\$ -	\$ 55.35	\$ 27,042.22	\$ 30,000.00	\$ -
70004 Major Projects - Deacons	\$ -	\$ -	\$ 7,390.11	\$ -	\$ 8,459.89
70007 Major Projects - Missions	\$ -	\$ -	\$ 6,777.00	\$ 7,500.00	\$ -
Total Major Projects Funded	\$ -	\$ 6,701.45	\$ 57,220.02	\$ 37,500.00	\$ 42,159.89
Total ASSIGNED SPENDING	\$ 70,678.00	\$ 69,664.21	\$ 116,796.37	\$ 110,299.00	\$ 119,528.89
Total Expenses	\$ 1,304,687.46	\$ 1,161,321.86	\$ 1,060,779.08	\$ 1,215,601.09	\$ 1,173,779.44
Projected Net Totals -Unadjusted	\$ (74,320.58)	\$ 21,384.51	\$ (36,573.26)	\$ (198,261.20)	\$ (79,456.31)
Prior years' accrued surplus/deficit	\$ 74,587.41	\$ 74,587.41	\$ 36,573.26	\$95,971.92	\$59,398.66
Sustainable Budget Reserve Grant	\$ -	\$ -	\$ -	\$102,289.28	\$ 20,057.65
Adjusted Net Total	\$ 266.83	\$ 95,971.92	\$ (0.00)	\$ 0.00	\$ (0.00)

Year End 2023 Notes to Fiscal Reports
Statement of Activities-Year Ending December 31, 2023
2023 Income

Pledged and Unpledged Income

- We ended the year with \$29,876 above our budget projections for 2023. We budgeted \$629,311 for 2023, our actuals received were \$659,187 for the year. Our pledges came in at 104% of our budget. This was a nice surprise for a year that started out with many challenges.
- Prior year pledges are down from what we anticipated. We budgeted \$5,000 for the year based on commitments from members, as of this point, we are down by \$2,100 year to date. Just a reminder, these funds are from members who could not finish their 2022 pledge and let us know that they would continue paying in 2023.
- Unpledged revenue was budgeted at \$137,846. We ended the year \$44,651 under budget. Our projections for 2023 were based on a few factors and a very complicated formula. We had to make assumptions on potential giving from families who did not pledge during 2023, we also included visitors to the church, existing families that never pledge but give through unpledged giving and foundations that give to the church etc. and lots of discussion by Budget & Finance along with Council. By the end of the year ended the year with a balance of \$93,195 received which was less than our goal of the full budgeted amount of \$137,846.

Building Rentals and Wedding Income

- All regular monthly rental income was spot on for 2023, these are the groups that rent office space along with CCAD who rents our parking lots.
- The year will end with a shortfall in wedding income. We've kept you updated on the lack of wedding interest for 2023. We ended the year \$7,300 short in wedding income for 2023.
- We are continuing to receive interest in our building for rentals. We budgeted \$2,500 for those rentals and we surpassed our budget by \$2,740. Thus, ending the year with a balance of \$5,240 for the year.

Other Regular Income, Extraordinary Income, Trustees General Support & Trustees Assigned Funding

- Interest income continues to be a bright spot for the year providing \$15,408 in passive income for the church. These funds helped tremendously with our budget shortfall in 2023.

Overall, our actual revenues received throughout the year were \$1,024,206 vs a budget projection of \$1,017,340, providing an overage of \$6,866 in revenue for 2023. In a year that started with major hurdles to overcome it appears that we have risen to the top.

2023 Expenses

Staffing and Benefits

- Overall staffing year to date is lower than budgeted by \$124,280. Again, please note this is due to positions being vacant most of the year, along with savings from other staffing categories.

Equipment and Service Expenses/Office Supplies/Other Expenses

- Computer maintenance and software was under budget by \$4,180 for 2023.
- Office service contract was over budget by \$4,658 year to date. This cost is the weekly printing or worship materials for the 9am and 11am services weekly along with concert and any other program needs.
- All other office equipment expenses were below budget year to date. This category includes equipment repairs, computer software, maintenance and hardware, postage, telephone, and internet service along with any website maintenance for the year. Overall, we had net savings in this category of \$2,513 for the year.
- Office supplies in total was over budget by \$1,050.
- Other office expenses had savings of \$3,189 for the year. These expenses include payroll services, bank fees, dues and subscriptions, position advertising and meeting costs. Bank fees accounted for a saving of \$2,609 which came from members helping to offset bank fees when processing credit/debit cards and ACH deposits.

House and Grounds

- We ended the year with \$1,986 in utility savings from the budget.
- Maintenance and repairs also reported savings from the budget of \$6,684 for the year.
- Operating supplies ended under budget by \$1,535.
- Contract services are lower than the budget by \$9,017.
- Durable goods are lower than the budget by \$1,885.
- Overall H&G is below budget year to date by \$21,107.

Music, Arts, and Heritage

- Music, Arts, and Heritage is under budget by \$1,438.

Justice & Mercy

- Overall OCWM was close to our budget. Reminder, we estimate this amount based on our current year's pledge total. If we receive more pledges than anticipated, then we pay a higher contribution amount based on actual current year pledging. If current year pledges are lower than anticipated, we would pay a lower amount again, based on actual current year pledges received each year. Our annual contribution is based on 6% of our actual current year pledged received as of December 31. In 2023 we received \$29,876 in additional pledge revenue which then increased our distribution to OCWM by \$1,793 for 2023, thus causing an overage within this budget category.

Education – Youth and Adult

- We are under budget by \$8,186.

Church Vitality, Growth, and Deacons

- Church Vitality is \$1,396 under budget.
- Church Growth is \$1,341 under budget.
- Deacons is \$84 over budget; this is primarily due to honorariums for worship.

Overall, we expected to have a year-end deficit of \$199,290 for the year. We ended the year with a deficit of \$36,573. With help from our prior years accrued surplus we can cover the \$36,573 deficit for 2023 and we will not have to dip into our sustainable budget reserve. This will leave a carryover balance in our prior year accrued savings account of \$59,399 which will be carried into 2024. And, our sustainable reserve balance will be maintained at \$135,714.

Accounts	Beginning Balance	Income	Expense	Ending Balance
Restricted Net Assets				
Missions				
80000 Bethlehem On Broad Street-Church	\$ 38,073.55	\$ 18,532.60	\$ 32,369.94	\$ 24,236.21
80002 Give Power	\$ -	\$ 2,872.20	\$ 2,872.20	\$ -
80003 B. R. E. A. D.	\$ 10.00	\$ 7,317.59	\$ 7,327.59	\$ -
80005 Catalyst Project	\$ 225.17	\$ -	\$ -	\$ 225.17
80007 Jewish Family Services	\$ -	\$ 1,561.31	\$ 1,561.31	\$ -
80010 Freedom a La Cart	\$ -	\$ 3,079.69	\$ 3,079.69	\$ -
80012 Riverview International	\$ -	\$ 2,030.20	\$ 2,030.20	\$ -
80013 Green Columbus	\$ -	\$ 803.60	\$ 803.60	\$ -
80014 World Central Kitchen	\$ -	\$ 1,854.68	\$ 1,854.68	\$ -
80016 Rapid5	\$ -	\$ 1,144.74	\$ 1,144.74	\$ -
80018 Ukrainian Culture Association of Ohio	\$ -	\$ 2,140.00	\$ 2,140.00	\$ -
80019 All People's Church	\$ -	\$ 2,180.44	\$ 2,180.44	\$ -
80022 Trevor Project	\$ -	\$ 1,017.48	\$ 1,017.48	\$ -
80023 Franklin County Dog Shelter	\$ -	\$ 608.80	\$ 608.80	\$ -
80024 Columbus Pride	\$ -	\$ 1,258.21	\$ 642.15	\$ 616.06
80028 Bikes for All People	\$ -	\$ 1,120.60	\$ 1,120.60	\$ -
80029 Sandy Hook Promise	\$ -	\$ 837.46	\$ 837.46	\$ -
80034 Jessie's World	\$ -	\$ 30.00	\$ 30.00	\$ -
80035 Downtowners	\$ -	\$ 400.00	\$ 400.00	\$ -
80037 Childcare Wonderland	\$ (157.26)	\$ 3,441.25	\$ 20.25	\$ 3,263.74
80038 Equal Justice	\$ -	\$ 922.17	\$ 922.17	\$ -
80040 Faith Mission Fund	\$ 3,887.16	\$ 4,232.82	\$ 2,681.84	\$ 5,438.14
80045 Gladden Community House Fund	\$ -	\$ 1,601.00	\$ 1,601.00	\$ -
80050 Good Samaritan	\$ 27,035.06	\$ 40,989.23	\$ 53,946.00	\$ 14,078.29
80065 Interfaith Hospitality Network	\$ -	\$ 9.77	\$ 9.77	\$ -
80066 Laundry Love	\$ 5,192.20	\$ 4,194.54	\$ 7,571.62	\$ 1,815.12
80069 Kaleidoscope	\$ -	\$ 1,178.60	\$ 1,178.60	\$ -
80071 Mid-Ohio Food Bank	\$ -	\$ 4.05	\$ 4.05	\$ -
80097 Sacred Earth	\$ 325.81	\$ 3,762.67	\$ 1,241.61	\$ 2,846.87
80127 YWCA - Family Center	\$ -	\$ 1,415.64	\$ 1,415.64	\$ -
80135 Other Missions	\$ (200.54)	\$ 3,566.04	\$ 2,697.43	\$ 668.07
80142 Water Ministry	\$ -	\$ 916.33	\$ 916.33	\$ -
80144 Care-Card Ministry	\$ 294.55	\$ -	\$ -	\$ 294.55
80218 Unsheltered Support	\$ 1,526.24	\$ 1,764.00	\$ 2,502.94	\$ 787.30
80222 Mid Ohio Workers Association	\$ 15.00	\$ 1,049.00	\$ 1,064.00	\$ -
80427 Suicide Prevention Hotline	\$ 20.00	\$ 40.00	\$ 60.00	\$ -
83999 Amethyst House	\$ 5.00	\$ -	\$ 5.00	\$ -
84006 F.L.O.W.-Olentangy Water Shed	\$ -	\$ 80.00	\$ 80.00	\$ -
84007 Huckleberry House	\$ -	\$ 1,095.00	\$ 1,095.00	\$ -
84014 Food Pantry Donations-General	\$ -	\$ 2,362.88	\$ 2,362.88	\$ -

84023 Celebrate One	\$	-	\$ 965.41	\$ 965.41	\$	-
84027 Pathway Clubhouse	\$	-	\$ 1,838.43	\$ 1,838.43	\$	-
84028 Open Shelter	\$	-	\$ 2,931.80	\$ 2,931.80	\$	-
84029 Largest Table	\$	2,489.92	\$ 818.60	\$ 1,685.33	\$	1,623.19
84033 Horizon Prison Ministry	\$	-	\$ 942.61	\$ 942.61	\$	-
84034 Equitas Health	\$	-	\$ 1,110.60	\$ 1,110.60	\$	-
UCC Missions						
80011 UCC-CRIS	\$	-	\$ 3,011.60	\$ 3,011.60	\$	-
80025 UCC CUE Fund	\$	-	\$ 200.00	\$ 200.00	\$	-
80030 UCC-Church World Service	\$	-	\$ 3,937.67	\$ 3,937.67	\$	-
80085 UCC-Neighbors in Need	\$	-	\$ 1,396.87	\$ 1,396.87	\$	-
80090 UCC-Deep Griha-Onawales	\$	-	\$ 1,088.60	\$ 1,088.60	\$	-
80092 UCC-Outdoor Ministries	\$	-	\$ 650.60	\$ 650.60	\$	-
80095 UCC-One Great Hour Of Sharing	\$	-	\$ 3,957.20	\$ 3,957.20	\$	-
80100 UCC-Strengthen the Church	\$	-	\$ 1,006.60	\$ 1,006.60	\$	-
80130 UCC-Christmas Fund	\$	-	\$ 3,242.75	\$ 3,242.75	\$	-
80143 UCC-O.C.W.M Donations	\$	-	\$ 100.00	\$ 100.00	\$	-
84009 UCC-Special Donations	\$	-	\$ 3,258.05	\$ 3,258.05	\$	-
Total UCC Missions	\$	-	\$ 21,849.94	\$ 21,849.94	\$	-
Total Missions	\$	78,741.86	\$ 151,871.98	\$ 174,721.13	\$	55,892.71
Faith Formation-Nonbudget						
80140 First Serves	\$	(1,758.34)	\$ 2,719.44	\$ 363.24	\$	597.86
80160 Camp Scholarships	\$	410.00	\$ 833.00	\$ 833.00	\$	410.00
80250 Youth Curr.	\$	-	\$ 125.00	\$ -	\$	125.00
80295 Youth Mission Projects	\$	9,830.46	\$ -	\$ 371.92	\$	9,458.54
80304 Faith Formation Fund-Church	\$	9.00	\$ -	\$ -	\$	9.00
80370 Adult Library	\$	-	\$ 91.95	\$ 91.95	\$	-
Total Faith Formation-Nonbudget	\$	8,491.12	\$ 3,769.39	\$ 1,660.11	\$	10,600.40
Music-Nonbudget						
80170 Concert Fund	\$	39,752.71	\$ 125,013.01	\$ 106,271.00	\$	58,494.72
80210 Music Special Projects	\$	2,098.90	\$ 450.00	\$ -	\$	2,548.90
80530 Choir Funds	\$	2,431.92	\$ 1,531.71	\$ 270.00	\$	3,693.63
80607 Harpsichord Project	\$	5,542.00	\$ 1,000.00	\$ 70.00	\$	6,472.00
80801 Choral Music Funds	\$	1,148.29	\$ 577.89	\$ 577.89	\$	1,148.29
80802 Anthem Donations-Music	\$	20.00	\$ -	\$ -	\$	20.00
80803 Choir Tour Fundraising	\$	996.58	\$ -	\$ -	\$	996.58
80804 Choir Recordings	\$	1,074.28	\$ 30.00	\$ -	\$	1,104.28
80805 Choir Tour Payments	\$	1,183.59	\$ -	\$ -	\$	1,183.59
80806 Choir Robes	\$	22.51	\$ -	\$ -	\$	22.51
80807 Teen Choir Donations	\$	20.00	\$ -	\$ -	\$	20.00
Total Music-Nonbudget	\$	54,290.78	\$ 128,602.61	\$ 107,188.89	\$	75,704.50
Other-NonBudget						
80027 Holy Lands Trip	\$	-	\$ 42,785.00	\$ 19,517.50	\$	23,267.50
80075 Congregational Care Team	\$	100.00	\$ -	\$ -	\$	100.00

80077 Spring Retreat	\$	-	\$	580.00	\$	580.00	\$	-
80150 Staff Gift	\$	830.00	\$	6,504.00	\$	7,334.00	\$	-
80165 Computer Fund	\$	0.42	\$	-	\$	0.04	\$	0.38
80166 H & G Special Gift	\$	6,683.70	\$	509.06	\$	1,973.87	\$	5,218.89
80173 Deacon Fund-Bereavement	\$	4,793.48	\$	500.00	\$	993.71	\$	4,299.77
80175 Flower Fund	\$	5,069.36	\$	6,722.03	\$	6,137.45	\$	5,653.94
80215 Celebration & Remembrance	\$	-	\$	16,854.97	\$	15,724.27	\$	1,130.70
80220 Schumacher Fund	\$	4,371.42	\$	7,500.00	\$	7,700.25	\$	4,171.17
80230 Stephen Ministers	\$	-	\$	524.63	\$	424.78	\$	99.85
80240 Gladden Lecture	\$	1,514.44	\$	-	\$	-	\$	1,514.44
80245 Major Projects Fund-ColS Foundation	\$	29,177.59	\$	35,382.35	\$	57,501.37	\$	7,058.57
80300 Misc. Non Budget	\$	6,135.32	\$	27,640.20	\$	27,842.25	\$	5,933.27
80301 H & G Special Projects	\$	10,880.24	\$	310.73	\$	524.33	\$	10,666.64
80505 Staff Retreat Fund	\$	66.14	\$	95.00	\$	95.00	\$	66.14
80510 Kitchen Fund	\$	50.00	\$	-	\$	-	\$	50.00
80516 Social Justice Stained Glass Window	\$	(15,894.65)	\$	22,545.00	\$	1,625.00	\$	5,025.35
80535 Spec. Sanctuary Events-Tues@1st	\$	2,502.49	\$	-	\$	-	\$	2,502.49
80540 Special Art Projects	\$	2,294.43	\$	1,000.00	\$	-	\$	3,294.43
80610 Christmas Ornaments	\$	(2,091.22)	\$	1,432.76	\$	-	\$	(658.46)
80915 Equal Exchange Coffee	\$	-	\$	592.20	\$	592.20	\$	-
80918 Historic Restoration Fund	\$	1,007.92	\$	755.00	\$	-	\$	1,762.92
80920 Sustainable Budget Reserve	\$	135,713.70	\$	-	\$	-	\$	135,713.70
Total Other-NonBudget	\$	193,204.78	\$	172,232.93	\$	148,566.02	\$	216,871.69
Site Plan Project								
80902 Memorial Garden	\$	14,855.24	\$	-	\$	-	\$	14,855.24
Gladden Park								
80903 Social Justice Park	\$	475,083.49	\$	26,793.05	\$	23,855.05	\$	478,021.49
Total Gladden Park	\$	475,083.49	\$	26,793.05	\$	23,855.05	\$	478,021.49
Total Site Plan Project	\$	489,938.73	\$	26,793.05	\$	23,855.05	\$	492,876.73
Capital Projects								
80310 Parking Lot North - Maintenance	\$	3,768.72	\$	354.99	\$	991.82	\$	3,131.89
80565 Sacristy	\$	1,402.06	\$	-	\$	-	\$	1,402.06
80601 Anderson Fund-Donations	\$	113.05	\$	-	\$	-	\$	113.05
Total Capital Projects	\$	5,283.83	\$	354.99	\$	991.82	\$	4,647.00
West Lot & Capital Campaign								
Capital Campaign Donations								
80585 Capital Campaign-Gifts & Donation	\$	2,753,494.15	\$	1,669.43	\$	0.43	\$	2,755,163.15
80700 Capital Campaign-Trustees	\$	500,000.00	\$	-	\$	-	\$	500,000.00
Total Capital Campaign Donations	\$	3,253,494.15	\$	1,669.43	\$	0.43	\$	3,255,163.15
Capital Campaign Expenses								
80360 Expenses-Capital Campaign	\$	(103,693.79)	\$	-	\$	-	\$	(103,693.79)
80365 Building-Capital Campaign Expenses	\$	(740,090.00)	\$	-	\$	-	\$	(740,090.00)
80375 Missions-Capital Campaign Expenses	\$	(221,510.00)	\$	-	\$	-	\$	(221,510.00)
80385 Property-Capital Campaign Expenses	\$	(1,747,969.31)	\$	34,313.56	\$	54,378.92	\$	(1,768,034.67)

Total Capital Campaign Expenses	\$ (2,813,263.10)	\$ 34,313.56	\$ 54,378.92	\$ (2,833,328.46)
West Parking Lot				
80311 Parking Lot West-Expenses	\$ (1,941,901.36)	\$ 6,867.86	\$ 65,295.99	\$ (2,000,329.49)
80701 Parking Lot West-Revenue	\$ 1,205,902.96	\$ 103,740.00	\$ -	\$ 1,309,642.96
Total West Parking Lot	\$ (735,998.40)	\$ 110,607.86	\$ 65,295.99	\$ (690,686.53)
Total West Lot & Capital Campaign	\$ (295,767.35)	\$ 146,590.85	\$ 119,675.34	\$ (268,851.84)
Trustee Accounts				
80053 Trustees-Good Samaritan-Endowment	\$ -	\$ 300.00	\$ 300.00	\$ -
80080 Trustees-Mission Endowment	\$ -	\$ 15,627.40	\$ 15,627.40	\$ -
80151 Trustees-Building Endowment	\$ 2,300.00	\$ 5,300.00	\$ -	\$ 7,600.00
80163 Trustees-Restore, Repair Reserve	\$ -	\$ 16,129.36	\$ 10,829.36	\$ 5,300.00
80180 Trustees-Alma Keeler Fund	\$ -	\$ 3,244.70	\$ 3,244.70	\$ -
80195 Trustees-MacNevin Organ Fund	\$ -	\$ 9,737.34	\$ 7,608.05	\$ 2,129.29
80399 Trustees-Knight Perry Fund	\$ 200.00	\$ 5,030.41	\$ 5,230.41	\$ -
80520 Trustees-Barnard Music Fund	\$ -	\$ 4,926.83	\$ 4,926.83	\$ -
80522 Trustees-Music, Art, Heritage Endow	\$ -	\$ 3,085.54	\$ 3,085.54	\$ -
80523 Trustees-Jackie Owen Fund	\$ -	\$ 8,805.71	\$ 8,805.71	\$ -
80600 Trustees-White Endowment	\$ 100.00	\$ 250.00	\$ 350.00	\$ -
80604 Trustees-Starr-Wingfield Furnishing	\$ 475.00	\$ 1,157.22	\$ 1,868.22	\$ (236.00)
80614 Trustees-Legacy Fund	\$ -	\$ 14,390.75	\$ 19,490.75	\$ (5,100.00)
80615 Trustees-Social Concerns Endowment	\$ 100.00	\$ 3,679.62	\$ 3,779.62	\$ -
80616 Trustees-Flower Fund	\$ -	\$ 150.00	\$ 150.00	\$ -
80618 Trustees-Other	\$ -	\$ 3,068.00	\$ 3,068.00	\$ -
80619 Trustees-Organ Preservation Fund	\$ 300.00	\$ 12,516.50	\$ 2,348.23	\$ 10,468.27
80620 Trustees-Stained Glass Preservation	\$ -	\$ 1,540.00	\$ 1,540.00	\$ -
80623 Trustees-Gordon Playground	\$ -	\$ 406.31	\$ 548.31	\$ (142.00)
80624 Trustees-Johannes Landscape Maint	\$ 498.00	\$ 2,485.20	\$ 2,983.20	\$ -
80625 Trustees-Project 2020	\$ -	\$ 34,962.50	\$ 37,962.50	\$ (3,000.00)
Total Trustee Accounts	\$ 3,973.00	\$ 146,793.39	\$ 133,746.83	\$ 17,019.56
Total Restricted Net Assets	\$ 538,156.75	\$ 777,009.19	\$ 710,405.19	\$ 604,760.75

Minutes

First Congregational Church-United Church of Christ
Annual Meeting
29 January 2023

Meeting Purpose:

...to receive the reports from Council and staff to conduct the business of the Congregation.

Minutes:

The meeting was called to order at 11:22 by Moderator Christine Farquhar. The meeting is being recorded but will not be accessible through Zoom or Livestreaming. Voting Members are active members of First Congregational Church – United Church of Christ, Columbus, Ohio. Voting Members must be present to vote.

- A. Call to Order and Introduction of Tom Brownfield and Frank Cook as Meeting Co-Parliamentarians.
MOTION to accept Tom Brownfield and Frank Cook as meeting parliamentarians by Bruce Panek; second by Sheldon Taft. Unanimously approved.
- Moderator Chris Farquhar welcomed all to this business meeting of the church pursuant to the Constitution is held on the last Sunday of January each year. All written annual reports of the ministers, lay leaders and committee chairs are submitted to the congregation and to the archives.
- B. Determination of Quorum (Martha Worth, Secretary). A quorum was recognized by Active Members holding up the purple index cards given at check-in.
- C. Opening Prayer (Rev. Dr. Tim Ahrens)
- D. Review and Approval of 30 January 2022 Annual Meeting Minutes
MOTION to accept as presented the 2022 Annual Meeting minutes by Sarah Reed ; second by Annette McCormick. Unanimously approved.
- E. Report from Senior Minister (Rev. Dr. Tim Ahrens)
Acknowledged and introduced the Staff for their perseverance and service each and every day through a challenging year. Invited all to read his written Annual Report. Thanked Chris and the Council for their service in 2022. He appreciates the opportunity to serve as Pastor of First Church.
- F. Report from Board of Deacons (Martha Wilson, Senior Deacon)
The deacons are charged with assisting the clergy with the church's spiritual direction, as well as managing the church's membership rolls. We assist in both the 11 a.m. and the 9 a.m. worship services, as well as communion, funerals, and baptisms. This year deacons were senior deacon Greg Halbe, Marty Worth, Antoinette Koolemans Beynen, Scott Graham, Jim Lowe, Lynn Wallich, who is senior deacon elect; Nan Kreimer, Gail Lowe, Allison Lowery Palmer, Tom Kiesel, Dayna McCrary, Hank Wilson, Alec Dietz and Chris Gelpi.

Deacons are grateful for Emily Schmitt, Nan Kreimer and Amy Wagner for coordinating and scheduling the acolytes and crucifers. We are grateful to Rick Sayre for his expertise in training these young volunteers. Deacons have many behind-the-scenes activities including operating the sound system, preparing communion trays, and delivering the four bouquets of flowers to church members each Sunday.

In 2022, the livestream ministry was positioned in the church governance under the Deacons. This ministry continued to livestream the 9am and 11am worship services. The members of the ministry are Geoff Dean, Mike Kennedy, and Janet Newcity (partial year), and were led by Peter Murray. Late in 2022, Pat Patterson began the apprenticeship program to join the livestream ministry team. There was a brief period of time late in the year when there weren't enough members of the team available to livestream the 9am service. The ministry welcomes others to join in spreading the word of God and the works of First Congregational Church to central Ohio and the world.

Going forward, the Deacons will try to clarify our membership rolls. Who has moved away? Who is watching us on livestream? Who wishes to be more engaged in our church? This is critical to sustaining a community of love and

support. Most of all, we want you to know that the deacons are here to welcome you, to make the services run smoothly, to answer the questions you have. We want you to know that we care about every one of you whether you are here in person in this sacred space or with us in spirit.

G. Report from Board of Trustees (Sue Cook, Chair)

Expressed gratitude to the many who support the Trustees and the Endowment Funds. Thank you to the Board for their service especially Moderator Chris Farquhar, Treasurer Cindy Conn and Secretary Todd Jacobson. The Board brings a diversity of leadership, ideas and perspectives to their work. Thanks also to Tom Worley for his coordination with House and Grounds and the Board that has allowed many accomplishments in 2022. Donors were thanked for their generosity in 2022. \$27,613 was received in donations, \$38,456 from the estate of Evelyn and Jim Roehm which was split between the Music, Arts & Heritage Endowment Fund and Social Concerns Endowment Fund. All Trustee expenses are listed in the Annual Report. The trustees partnered with the Christian Education commission and the Justice and Mercy commission to support the families of our neighbor, the Wonderland Child Care center. Thank to all you donated to the project. Moving forward the Trustees will work closely with Church Council, the staff and the congregation to support the 2027 long term goals.

H. Special Report from First Church Governance Task Force (Steve Sterrett)

The Moderator explained that this task force is part of the long-range plan adopted at the 2022 annual meeting to look at our church governance. Steve will present a brief report on the next steps.

The Task Force was formed last February and was charged with reviewing the church constitution and recommend potential amendments, re-evaluate commissions, committees and leadership teams and recommend ways to streamline Church governance and church staff support. Interviews were conducted with the staff, lay leaders and UCC ministers of like-sized congregations. A detailed review of the church Constitution was made to improve the clarity and to assure that current practices confirm with it. Steve encouraged all to read the 50 page report to better understand the reason for the recommendations reflecting the impact of the pandemic and the changing demographics have on Church life. These recommendations will not all happen at once, some may be considered by council and by individual commissions, while others requiring constitutional amendments will be taken through action at a congregational meeting. The congregation will be given ample opportunity to give input on the recommendations.

I. Report from Moderator (Christine Farquhar)

Thanked the members and friends of First Congregational Church for the opportunity to faithfully serve you. As easily seen in the annual report your church council and lay leaders have worked tirelessly and given endlessly of their time and talents. She reams hopeful that the years to come will unfold in a way that honors our modest goal to enter to worship and depart to serve.

J. Report from the Treasurer (Andy Bensing & Annette McCormick, business manager)

Andy thanked Annette, Tom, and Bev Cook for their many hours of work on the church financials during the year and especially for helping formulate the plan for the 2023 budget. Andy referred to the financial reports in the Annual Report and turned it over to Annette.

- Annette reviewed the **actual YTD Revenue & Expenses for 2022**. Bottom line – revenue \$63,000 shortfall in pledge receipts. Bottom line – expenses \$21,384 surplus due to staff vacancies and House and Grounds savings. Encouraged everyone to read the Annual Report especially the narrative report and is always available to answer questions.
- The Sustainable Budget Reserve has not been touched in 2 years.
- Annette reviewed the 2023 Budget Guidesheet and 2023 Proposed budget. Total Revenue - \$1,017,339 Pledges received to date - \$642,00 of \$900,00 goal. Total expenses - \$1,215,601.09
- No cuts in staff with the exception of the Interim CE position for children and youth will be 25 hours/week.
- Deficit for 2023 - \$102,289.68. A grant from the Sustainable Reserve of \$102,289.58 is proposed to cover the deficit with the proviso that Budget and Finance create a new sustainable budget going forward.

Since the budget comes from committee it does not need a second. There being no discussion requested, the moderator moved to a vote to approve the 2023 budget. Motion approved with one objection.

- K. Moderator Chris Farquhar was thanked for her extraordinary leadership in this year of transition. In consultation with her family and friends about what would be an appropriate recognition, the purse collected will be contributed to the Unhoused Ministry of First Church, near and dear to her heart.
- L. Report from Nominations (Greg Halbe)
Greg presented the slate noting that there are still vacancies to be filled. As these are filled in the coming weeks they will be approved by Council.

MOTION to elect the slate of candidates as listed in the Nominations report by Todd Cunningham; second by Rob Reber. Unanimously approved.

- M. Closing Prayer (Rev. Joanna Samuelson)

- N. Adjourn

MOTION to adjourn the 2023 Annual Meeting by Mark Brown; second by Fran Panek. Unanimously approved.

Respectfully submitted,
Martha Worth
Council Secretary

First Congregational Church, United Church of Christ, Columbus, Ohio
Special Congregational Meeting
October 8, 2023

Greg Halbe, Moderator, at 11:30 called to order the special congregational meeting of First Congregational Church in order to vote on the proposed amendments to the articles of its constitution. Printed copies of the constitution with the proposed amendments were distributed to church members. Martha Wilson, Senior Deacon, certified that a quorum was present.

The opening prayer was given by the Senior Minister, the Reverend Dr. Tim Ahrens, who quoted Mike Mullen, former United States Chairman of the Joint Chiefs of Staff: I serve the Constitution of the United States, and not some politician.

Mr. Halbe recognized Steve Sterrett, chair of the First Church Governance task Force, to outline the voting process. Steve expressed his gratitude for having arrived at this point, and for this example of democracy at work. He stated that the goals of the task force had been to improve member participation in the governance of the church and in the life of the congregation. The task force last spring and this fall had sponsored numerous committee and small group meetings to discuss the task force's proposed constitutional amendments. Council in August voted to recommend the proposed amendments to the congregation and called this special congregational meeting to consider the amendments.

Mr. Sterrett explained the church constitution was significantly rewritten some 30 years ago. At that time, the set of bylaws for the congregation had been incorporated into the constitution. As a result, some articles of the constitution require a two-thirds vote for amending, while other articles require only a simple majority vote.

By action of Council, Mr. Halbe put the first primary motion on the floor. The motion read: "The proposed amendments to the constitution in the Preamble, Article III (Polity), Article IV (Membership), Article V (Governance), and Article XIV (Property) as outlined in the final draft of the proposed amendments dated 8-15-23 shall be adopted to become effective on January 28, 2024, immediately following the conclusion of the annual meeting of the congregation." The amendments to these articles required a two-thirds vote.

Before debate on the first primary motion, Mr. Halbe, by action of Council, presented a motion to amend the first primary motion. The motion to amend read: "The amendments to the Preamble shall be referred back to Council for further deliberation." This motion to amend only required a majority vote for adoption.

Mr. Halbe explained that Council at its meeting September 19 had heard a concern about the amendments to the wording of the constitution's Preamble. Council could not consider any possible changes to the proposed wording because the constitution requires a three-week notification to church members of any proposed constitutional change. Without taking a position on the merits of the concern, Council proposed the motion to amend the primary motion and send the amendments to the Preamble back to Council. Mr. Halbe said Council then would confer more widely with the congregation on these proposed amendments. There being no discussion of the motion to refer the proposed amendments to the Preamble back to Council, Mr. Halbe called for a vote. By a voice vote, the motion to refer was adopted unanimously.

Mr. Halbe asked for discussion of the first primary motion, as amended. There being no discussion, Mr. Halbe asked for a vote. By a voice vote, the first primary motion, as amended, was adopted unanimously.

By action of Council, Mr. Halbe put the second primary motion on the floor. The motion read: "The proposed amendments to the constitution in Article VI (Elected Officers), Article VII (Council), Article VIII (Commissions), Article IX (Board of Deacons), Article X (Board of Trustees), Article XI (Nominations and Elections), Article XII (Senior Minister), Article XIII (Called Ministers), Article XV (Affiliated Organizations) and Article XVII (Rules of Order) as outlined in the final draft of the proposed amendments dated 8-15-23 shall be adopted to become effective on January 28, 2024, immediately following the conclusion of the annual meeting of the congregation." The amendments to these articles only require a majority vote.

Before debate on the second primary motion, Mr. Halbe, by action of Council, presented a motion to amend the first primary motion. The motion to amend read: "The portion of the proposed amendment to Article VII.A.1. that reads 'Also, Council may form special committees or task forces for designated purposes. They will report directly to Council, and their funding sources and their members will be decided by Council.' and the proposed amendment to Article VII.A.3. that reads 'Council may delegate its authority regarding use of church property to others with recognition that Council may exercise its ultimate authority if objections or questions arise involving the proposed use of church property.' shall be referred back to Council for further deliberation." This motion to amend only required a majority vote for adoption.

Mr. Halbe explained that, like the amendment to the first primary motion, Council asks that these two amendments be referred back to Council for further discussion with the congregation. There being no discussion of this motion to refer the two proposed amendments back to Council, Mr. Halbe called for a vote. By a voice vote, the congregation unanimously approved the motion to refer.

Mr. Halbe then asked for discussion of the second primary motion, as amended. Victor John raised an objection to the proposed amendment to Article VI. G., expressing his concern that one-year terms for elected officers and commissioners did not serve the congregation well because it promotes a rapid turnover on Council and people often take almost a year to learn the responsibilities of their positions. The proposed amendment would permit Council to authorize additional one-year terms beyond the limit of two consecutive one-year terms upon the recommendation of the Nominating Committee. Mr. John moved that the second primary motion be amended to refer the proposed amendment in Article VI.G. back to Council for further study. Sandy Mathias seconded the motion.

Sheldon Taft pointed out that term restrictions are not necessarily binding and terms can be extended. Mr. Sterrett pointed out that people are hesitant to commit to serve more than one year initially, but frequently will agree to serve longer as they become more familiar with their jobs.

Mr. Greg Halbe added that longer terms used to be required in earlier years but were abandoned due to the reluctance of people to commit to three-year terms. Eric Klintworth pointed out that wording in the proposed amendment also is proposed in Article VIII.B. Mr. Sterrett pointed out the wording also appears in Article XI.A. Mr. Taft recommended to allow the second primary motion to pass as amended so that optional extended terms would be constitutional for next year's elections. Tom Worley underscored the argument that it is difficult to find candidates willing to commit to terms longer than one year. Ms. Mathias suggested that the Nominating Committee could simply encourage people to

serve second or third terms. Mr. Halbe agreed to recommend that Council consider that suggestion.

Mr. Halbe then called for a vote on the motion to refer the proposed amendments to Article VI.G., Article VIII.B. and Article XI.A. back to Council for further deliberation. The outcome of the voice vote was unclear, so Mr. Halbe asked for a show of hands. The motion to refer was defeated by a vote thirty-nine (39) in favor and sixty-five (65) opposed.

Mr. Greg Duncan then asked why no Congregational Care Commission was added to Council. Mr. Sterrett responded that the task force had considered the creation of a Congregational Care Commission, but the task force members concluded that more deliberation was needed to define congregational care and to determine how best to organize congregational care. Mr. Halbe reported that the Board of Deacons had agreed to coordinate congregational care as it had many components that needed to be interfaced.

Pat Patterson asked about the newly formed Communication and Technology Commission. Mr. Sterrett explained that the commission is needed because communication has become more complicated and multifaceted. He noted technology has become a critical component in the workplace, including the church. Communication is not the only aspect of technology, but for the needs of the church it makes sense to place them together. Mr. Halbe praised the Communication Director for her expertise and dedication. A committee would simply not be as effective.

There being no further motions or questions, Todd Cunningham called the question. The second primary motion, as amended, was approved unanimously. The constitutional amendments will take effect at the conclusion of the 2024 congregational meeting.

Mr. Halbe then asked for a motion to adjourn the meeting. Mr. Taft so moved, and Ms. Mathias seconded. The motion was adopted unanimously.

Rev. Joanna Samuelson invited all to join the Healthy Congregations Workshop on October 15 and invoked a blessing. The meeting concluded at 1:15 pm.

Respectfully submitted,
Antoinette Koolemans-Beynen, Recording Secretary