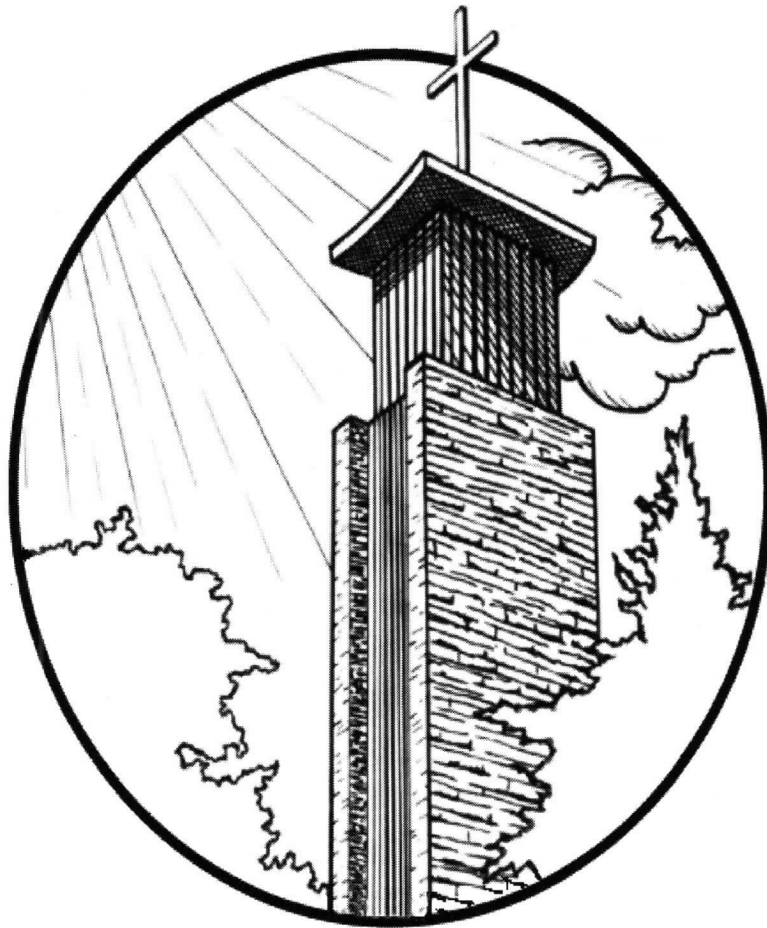


# First United Church Bloomington, Indiana



Annual Report  
2021-2022

## Senior Minister's Annual Report 2021-2022

Just 12 months ago, our elected church leadership determined that we could indeed begin to gather together for in-person worship, and my, O my, look how far we've come!

Throughout that past year, it has been an absolute joy to join together with many of you for in-person worship on Sundays and for special services during the seasons of Advent and Lent. I will admit, it took me a moment or two to get used to having more than a couple of people in the sanctuary, but I am loving the opportunity to worship and connect with you all in our beautiful sanctuary! And, what a gift to have had the chance to even see some of your faces in person! I have been deeply grateful for your patience and understanding as we have experimented with some new practices and have tried a few different ways of offering a hybrid worship experience as we find our worship groove together. I look forward to enhancing these opportunities for our online worshipers as we move forward with our approved technology upgrades and put that Center for Congregations grant to good use!

In addition to gathering in person with many of you for worship, I am grateful for the additional opportunities I have had to get to know you and engage in ministry together both in-person and online. I am grateful to have connected with you through the Tuesday morning study as we considered "The Apocryphal Jesus," how the Biblical Canon came to be, and the development of the early church (ongoing); the Racial Justice Book Club (now Lunch and Learns) as we explored "An Indigenous Peoples' History of the United States" by Roxanne Dunbar-Ortiz, "How to Fight Racism" by Jemar Tisby, "The Sum of Us" by Heather McGhee, and the New York Times' "The 1619 Project" (ongoing); our introduction to Process Theology series (offered via Zoom throughout the season of Epiphany) questioning how God is at work in the world, what to make of Jesus and the Bible in a world teeming with a variety of faith traditions, and how we are invited to co-create a more just and beautiful world; the weekly Off-Topic Scripture Study as we discussed the week's lectionary texts and how they connect with our lives today (after the move to Thursday evenings that is!); and the sermon talkbacks as we delved even deeper into the scripture text for the Sundays throughout the season of Lent and now one Sunday each month. I am grateful to have connected with you through the many and various meetings of our Boards, Committees (long-standing and ad hoc—including the new committees for our Displaced Immigrant Support Program, Progressive Christian Identity, Bylaws Review, Green Team, and job hirings), and Church Council, and the emails, calls, texts, and face-to-face conversations in between; your commitment to our congregation and the ministry we are doing together is inspirational! I am grateful to have connected with you through our now monthly *Pizza & Play* and *Sunday Funday* offerings where we can simply be, eat, and play together. And, it was a gift to gather with many of you for my inaugural First United potluck as we officially welcomed our Afghan guests! I am grateful to have connected with you through conversations after worship, over lunch and coffee, on walks around Bloomington, in your homes, and in my (now fully furnished and decorated) office.

Indeed, over the course of these past 12 months, I have been blessed to get to know you all in a way that was not previously possible. It is because of these points of connection, these opportunities to build relationship with you all, in addition to me becoming an official member of the church (November 2021) and being duly installed as First United's Senior Minister (January 2022), that First United has truly become my church home.

In addition to becoming firmly rooted in the family of faith that is First United (as if that weren't enough of a blessing!), I have also strengthened connections with our broader multifaith community in Bloomington. I have continued to develop relationships with colleagues through regular participation with a small cohort that offers support, encouragement, and

resources in addition to meeting with individual colleagues for lunch and coffee to discuss possible collaborations. Many of these connections have been fostered by my committed involvement with the Bloomington Multifaith Alliance (BMA). Throughout this year, I have been actively engaged in all three of BMA's committees: the Emergency Response Team (we prepare statements on behalf of BMA when something occurs in our community, nation, or world that we believe the multifaith community must speak to, including the Russian invasion of Ukraine and the attack on a synagogue in Texas); Faith for Racial Equity (where I serve as convener--we facilitated a community book read of "The Sum of Us" by Heather McGhee and capstone event hosted at First United and are currently engaging in a mapping project to identify properties in Bloomington with racially-restrictive covenants); and Children and Youth (we hosted a "Consumer-Free Kids" event here at First United, are in the process of developing an event in response to the mass shooting at an elementary school in Uvalde, TX, and are looking toward the future for regular multifaith events). My involvement with the BMA has led to various other collaborations with colleagues and faith communities as we hosted a multifaith Longest Night Service in our sanctuary in December 2021, offered "Ashes to Go" at Sample Gates as a part of the newly-formed "Open Table Collective" (seeking to lift up a progressive Christian presence on the IU campus), participated in leading a community Covid Memorial Service in March 2022, and am currently in conversation with three Christian churches regarding joint youth activities. I am finding my multifaith people!

Finally, I have found my place in the UCC side or our wider church family (it has been more challenging to connect with the ABC-USA side given that Rochester-Genesee is so much farther away geographically, perhaps a goal for the year to come!). I've been blessed to gather with colleagues and lay people from throughout the Indiana-Kentucky Conference (IKC) and the Southeast Association as a member of the IKC Justice & Witness Antiracism Task Force and participant in the first clergy community of practice group in the conference (we meet via Zoom on a monthly basis to support one another in the practice of ministry through sharing difficult and rewarding experiences in our personal and professional lives and offering and exploring resources to sustain us in this particular work). And I was glad to offer First United's physical and Zoom space as the meeting site for the Southeast Association Spring Meeting in April 2022 (I was so grateful to those who stepped up and enabled this meeting to go through as my family and I were quarantining) and to offer worship leadership during the IKC Annual Gathering in June 2022.

And, of course, I must offer my deepest gratitude to the amazing staff of First United along with our dedicated lay leaders and tireless volunteers for the countless ways you have encouraged, enabled, and supported ministry and relationship building far beyond that mentioned here. Thank you each and all so very much for your gifts of presence, inspiration, knowledge, and varied experience and expertise. You are amazing!

The past 12 months have been full to overflowing with tremendous opportunities to connect with you and our wider community, and I am grateful for each moment and every way we have been able to connect. Thank you for sharing yourselves and further welcoming my family and me into the First United and wider Bloomington community. Over the course of the past year, First United and Bloomington have truly become our home.

Respectfully Submitted,  
Rev. Jessica Petersen-Mutai, Senior Minister

## President's Annual Report 2021-2022

It's been an incredibly transitional and transformational year and I've been so honored to serve as your president this year. I've learned a lot and I often joke that the majority of my job has been to sign documents. But of course, that is not the case. The best part of being the president has been to write postcards or notes to my First United Church family and to chat with you during Worship.

I've also enjoyed learning about the intricacies of church governance, as well as just simple things, like presiding at congregational meetings.

Firstly, I'd like to thank the staff at First United Church for all that they do to make serving my church family so easy. Lisa is at the top of the list! Pastor Jessica has not only been a spiritual leader to me but has become a friend; I love her challenging sermons and her outstanding attention to detail! Dedric, Sam, and Hansol add so much to the service in ways that are seen and unseen.

I'm incredibly thankful to our Church Council as well. They come to meetings prepared and join with me in this collective purpose to serve God and our church together. I'm grateful and humbled that they have chosen to give their time and talents in this way.

I'm also thankful to the congregation at large: you have stepped in with food, advice, guidance, financial gifts, furniture, editing skills, hosting talents, and so much more. As my good friend and mentor Mary says, We Are the Church.

We've had a few trials this year, too. We were still virtual for much of the year and slowly started welcoming people back. How to welcome folks during a pandemic? It was tricky to balance hospitality and safety, but our Board of Worship and Member Relations Committee did a marvelous job balancing both as we emerged as a congregation. Siri Loescher and her team kept us safe (with masks always available), beautiful (with flowers at the altar), and loved (with greetings and smiles you can see in the eyes).

The congregation also debated if we should invest in new technology for the building, and if we did so, how to pay for it. I appreciated the discussion and debate and am glad that a wonderful solution was found—Mary Peckham and Mitchell Farmer applied for and received grants to support the project. I am proud that Memorial Endowment funds have not been used for this project as members feared.

Our congregation said goodbye to Derek Roe and we said hello to Dedric Dennist as media and web coordinator. We also formally installed Pastor Jessica with a multi-pastor, multi-media collaboration.

Other collaborations are starting to form, too. The projects and events with the Bloomington Multifaith Alliance have been an excellent path for a still-new pastor making connections in the community, and a great opportunity for lay people to get to know people across dogmatic or theological lines.

Board of Education also had some excellent Justice Forum programs with topics about the Dementia-Friendly Movement in Bloomington and sustainability. Chair Molly Koontz kept our CLT and nursery staffed with volunteers, and they all celebrated scholarships and teachers in worship during Education Sunday.

The Board of Building and Grounds continued to do excellent work with Ted Winger as the lead. There is always some grounds, facilities, snow, grass, fire safety, or HVAC work to do and they amaze me with what they accomplish with only volunteers.

The Board of Outreach is making an impact in all the programs they work on with Kim Yaussy Albright and Keith Gerber co-chairing the group, including food drives, MCUM presentations, and an offshoot of Outreach--the Displaced Immigrant Support Program (DISP). With this mighty group, we are now hosting and supporting a family from Afghanistan, not only with home and life essentials, but with potlucks and networking opportunities.

Some of the difficulties we've faced involve the continuing effects of Covid. Our community, including our church family, has had financial and health hardships, and as a byproduct, our Rooted in Love stewardship campaign at the end of 2021 did not see the level of pledging we have in the past. This worries me for our financial future, but the Finance Committee led by our amazing Treasurer Kyle Hetrick will keep an eye on our finances and course-correct throughout the year as needed in order to pay our staff and cover our bills. We are all appreciative that Ralph Gaebler stepped in as Assistant Treasurer.

Our congregational meetings are sometimes like a duck gracefully swimming on a pond. There's a lot going on underneath the water that many folks don't see--we prepare diligently and have all the necessary information at the ready and I, for one, am nervously pacing or flapping my feet. At the meetings, our marvelously detailed clerk Hopi Stosberg kept things calm, communicated effectively, captured appropriately, and legal! It works beautifully and we all keep the ultimate mission in mind, to live out the good news of God's Love.

Hybrid church has been like singing hymns. It's just *something we do* to keep in contact with folks who are home-bound, ill, traveling, or just need to sing in their pajamas some days. It's working beautifully thanks to the AV Team of Kyle, Dedic, and handsome videographer Jim True.

It's been a great year overall. And I thank my God for every remembrance of you, my dear church family.

With love,  
Rebecca Keith, President

# Nominating Committee Annual Report 2021-2022

The Nominating Committee, consisting of Barb Clark, Enrico Lunghi, Siri Loescher, and Kim Yaussy-Albright, met remotely. Due to Covid-19, staffing the committee as well as populating the slate of appointees was challenging. We are grateful to all who considered serving, and especially to those who were able to fill a spot on one of the Boards at this time; we welcome nominations (including by self-nomination) for the positions that remain open and invite anyone interested to contact President Rebecca Keith. The current slate was approved by Council on May 18<sup>th</sup> and by the congregation in a congregational meeting after worship on May 22, 2022.

## 2022-2023 Church Council Officers and Board Members

### Council Officers

President –Rebecca Keith  
Vice President –Mitchell Farmer  
Clerk – Mary Peckham  
Treasurer – Kyle Hetrick  
Assistant Treasurer – Ralph Gaebler

### Board of Worship

2023	2024	2025
<b>Open</b> Hallie Devido	Malissa Sparks Rachel Caswell	Siri Loescher <b>Open</b>

### Board of Building and Grounds

2023	2024	2025
Max Potter Lewis Williams	Herbert Sizek Emily Mathis	Ted Winger Barb Clark

### Board of Education

2023	2024	2025
Enrico Lunghi Byron Bangert	Katie Silvester Marge Steiner	<b>Open</b> Open

### Board of Outreach

2023	2024	2025
Kim Yaussy Albright Keith Gerber	Diana Lambdin Julia Bebeau	Dave Meyer Sandy Keller

# Clerk's Report Annual Report 2021-2022

**New Members****Name****Date**

Reverend Kimberly Jarrett	11/14/2021
Reverend Jessica Petersen-Mutai	11/14/2021

**Transfers/Departures**

None

**Transfers/Incoming**

None

**Resignations**

None

**In Memoriam****Name****Date**

Lovina Ray	6/3/2021
Mary Cavin	6/4/2021
Marni Hoskinson	7/13/2021
Ken Eads	7/28/2021
Erika Edens	8/23/2021

**Baptisms**

None

**Confirmations**

None

**Total Members:**

277 (historic number)

198 (Power Church)

Respectfully Submitted,  
Hopi Stosberg, Clerk

## **Board of Building and Grounds Annual Report 2021- 2022**

Cost cutting, energy conservation efforts, and landscaping were some of the focuses of the last twelve months for the Board of Building and Grounds.

In the past two years the board has reexamined all our B and G related contracts and renegotiated two of them resulting in annual savings of about \$10,000. Most of the rest of our budgeted expenses are for utilities, and maintenance and repair costs.

The church has been active in the City of Bloomington's SEEL (Solar & Energy Efficiency Loan Program) project this year. This project provided a free building assessment which took place in January and a matching grant of up to \$10,000 for energy conservation projects. With this grant, First United will replace all the non-LED light bulbs with LED bulbs. We also plan on doing one or more of the following: adding motion sensors to bathroom lights, replacing the weather stripping on exterior doors, and/or adding blown insulation in the attic. In addition to the SEEL grant, the church will receive a \$3,717 grant from Duke Energy. No more than \$4,000 from the church's general fund will be used for this project; this reflects the amount dedicated to Energy Conservation Measures. The remainder will be paid for by donations dedicated for this purpose.

Changes to the church grounds include landscaping the island in the church's south parking lot. The weeds and tree stumps were removed from the island, mulch was added, and flowers planted. Invasive and ailing trees have also been removed and replaced with saplings. Recently the church has been in contact with Canopy Bloomington and the Sycamore Land Trust about the possibility of adding more trees to our campus.

I want to thank the members of the board and others who have generously donated their time and knowledge to maintaining and improving our properties: Emily Mathes and Herbert Sizek have spent many hours and much creative thought on landscaping. Barb Clark has donated flowers and time to the south parking island and served on the nominating committee. Lewis Williams' professional knowledge has been invaluable in assessing the building's needs in many areas. Max Potter has mowed the areas of our grounds which can't be reached by the riding mower. Elizabeth Busey has cared for our memorial ash garden. Keith Gerber and Herbert have regularly mown our 5 acres. Office manager Lisa Stanger does most of the day-to-day work of talking to contractors, ordering replacement parts, and keeping up with the building's needs.

The next twelve months will bring new challenges, but First United has proved to have committed people who will meet those challenges.

Respectfully Submitted,  
Ted Winger, Chair



# Board of Worship

## Annual Report 2021-2022

Board Members: Siri Loescher, Chair, Eric Behrman, Rachel Caswell, Hallie Devido, Malissa Sparks, and Sam Troxal

This has been a year of restarts as we navigate mid-pandemic realities, and the Board of Worship (BoW) has invested much of its time, energy, and attention to returning to in-person worship while maintaining a virtual option, and reinstating various traditional features of worship and special services. At the time of this report we have planned and are preparing to institute the first 'Served' Communion (with fresh juice, wine and bread!) for the first Sunday in June. This year's BoW report will be a chronological recount of all that has 'restarted' in the past year. As we prepared to restart in-person worship, we needed to keep asking questions such as why things were done in a specific way (function), was this the best way to do things under the current (and shifting) conditions, and to recognize the opportunity to innovate where possible.

Before the review of the year begins, special thanks with deep gratitude is extended to those who helped plan (and implement) the transition back to in-person + virtual service ( aka a hybrid service), whose contributions were critical to the transition: **Technology** - Kyle Hetrick, Jim True, Mitchell Farmer, Rebecca Keith and Derek Roe took on the technology (issues and hardware) and uncovered and fixed any/all tech hiccups during the services until a smooth worship experience was offered simultaneously in person and on line. Mitchell and Kyle spearheaded figuring out how to make and supplement the technology we had on hand to enable the move to a hybrid service, and Mitchell's work moving the Church forward on our technology infrastructure has been invaluable. **Music** – Sam Grace provided guidance and insights about the safest protocols around in-person music (especially singing) which allowed him, Hansol Kim, our Section Leaders and the Choir to bring music back into the sanctuary. **Ushering and Greeting** – Don Shelton provided helpful questions, protocols and institutional knowledge/guidance needed for smooth operations and a welcoming-home ambiance to Worship Services, he and Florence served as ushers through June and July giving a strong sense of continuity and stability, and a feel of community as people returned to worship in person.

### **The Year of Restarts:**

June - July 2021 marked the resumption of in person worship/hybrid worship, starting back with barely more people in the sanctuary than those who were serving roles in the service and most people attending by Zoom. By the end of July more people were attending in person than online.

### **August 2021**

Technology glitches and fewer online participants led the BoW to consider a different online interface, which led to the transition to Zoom Webinar in the early fall. In August the Member Relations Committee was also reconstituted and started work almost immediately (see MeRC report for more information.)

### **September – November 2021**

In the Autumn we restarted a formal offertory/offering, featuring movement and distancing and adding an offering of written prayer and thanks requests. This approach never fully caught on and was changed to a call from the pulpit for volunteer offertory servers from congregants and attendees in the Sanctuary to collect offerings.

The special services of World Communion Sunday (first Sunday in October), and All Saints' Sunday (first Sunday in November) restarted and involved active participation from the congregation. A slightly reimaged/scaled back Hanging

of the Greens (no food, allowance for distancing) was held on the final Sunday of November during which we found great talent among our youngsters for putting the candles into the array of various holders.

### **Advent 2021**

BoW hosted Candlelight and Carols with the added burst of warmth of once again experiencing worship in the Sanctuary basked in the candlelight, and when the Bell Choir performed it seemed like angels were dancing amongst us. On December 19<sup>th</sup> First United hosted a somber Longest Night service with the Canterbury House, First Presbyterian, and Unitarian Universalist churches; the service recognized in contemplation those we have lost to Covid during the pandemic. A true highlight of Advent 2021 was a beautiful Christmas Eve service marking a spiritual sense of renewal and hope.

### **January - March 2022**

In January as the Omicron variant of Covid surged and peaked, First United took a short break from in-person services and activities. During this time BoW reflected upon Covid-related issues (such as masking – required? recommended? Or optional?) in continually changing circumstances. We recognized the degree to which the Staff, Congregation and greater community had become adept at adapting and is truly resilient.

### **Lent 2022**

This season of Lent marked the first full Lent in person with our settled minister, since 2019. As such the Lenten special services provided a blend of traditional, and new formats/styles, while demonstrating our faith community's warmth and resilience. Ash Wednesday was embraced with an intimate evening service in the chapel. Maundy Thursday was a simple, musical commemoration

centered around the music-based Holden Evening Service. The Good Friday service held with the other "First Congregations" was planned by Reverend Petersen-Mutai, hosted at First United, and presided by our guest ministers when Reverend Jessica's family went into Covid quarantine. Our tech team stepped up to enable Reverend Jessica to lead and preach the Easter Service from home – while being broadcast on a large screen in the Sanctuary, all done without missing a beat to create a meaningful, worshipful Easter Service.

### **June 2022**

As we prepare to cross the threshold to the 2022-2023 year the Board of Worship looks forward to continuing to attend to issues relating to the worship life at First United and embraces hope for extended periods of time when we aren't focused on Covid-related issues as they impact worship. We remain grateful to all who volunteer in the many different roles in worship that enrich the experience of congregating and worshipping together at First United.

Respectfully Submitted,  
Siri Loescher, Chair

# Board of Education Annual Report 2021-2022

**Board Members:** The following individuals served on the Board during part or all of the year: Byron Bangert, Molly Koontz, Marge Steiner, Janice Lilly, Katie Silvester, Enrico Lunghi, and Derek Roe (ex officio).

**Summer Series:** The Board planned and hosted three Summer Series events that took place in June, July, and August. In June, participants enjoyed two 45-minute sessions led by Rev. Chad Abbott, our Indiana Kentucky Conference Minister, and Rev. Jessica Petersen-Mutai. Attendees gained a greater understanding of the United Church of Christ through a UCC 101 and were introduced to Process Theology. In July, participants attended two 45-minute educational sessions led by Kyle Hetrick and Rev. Jessica. Kyle led an introduction to the American Baptist Church and Rev. Jessica led a session on prayer. In August, the Board hosted a “Rally Sunday” where different organizations within First United were invited to share information with congregants about upcoming church opportunities.

**Children’s and Youth Programming:** Derek Roe led the re-opening of Children’s Learning Time, Youth Group, and Nursery Care in Fall 2021. After Derek left First United for his new position at the end of January, Molly Koontz supervised and organized nursery hiring and the volunteer schedule for lead and assistant CLT teachers and nursery care workers/volunteers. A big “thank you” to Ted Wininger for leading CLT each Sunday, and to all those who volunteered in CLT or the nursery! Rev. Jessica held an introductory youth group meeting in March to learn more about the interests of First United’s youth. Some youth participated in the “Solidarity Sleepout” event in April. The youth expressed an interest in participating in more service opportunities, and Rev. Jessica will plan additional opportunities in the year ahead. First United continues to search for a Director of Children’s and Youth Ministries to assume planning and implementation of children’s and youth programming.

**Safe Conduct Policy:** Molly Koontz and Rev. Jessica worked collaboratively to create an updated Safe Conduct Policy. In preparation for this work, Molly attended a seminar led by ABC Rochester/Genesee region called “Reducing the Risk: Child Safety Training for Churches.” Molly and Rev. Jessica used a template provided as a service to churches of the United Church of Christ denomination by the Insurance Board, a non-profit insurance and risk management ministry. Molly and Rev. Jessica completed their work on the policy in May and submitted it for Council to review.

**Library Committee:** The Library Committee continued creating displays and performing reader advisories. Currently the committee is short on members and there are tasks to be completed that were put on hold during the pandemic. This past year the Committee prioritized spending its budget to increase diversity and representation in the collection, spending over \$400 to purchase books by BIPOC, women, and LGBTQIA+ authors. These items have been purchased but are still in processing. Much of the library’s holdings are listed online at <https://www.librarycat.org/lib/FirstUnitedLibrary>. The Board is also looking for someone interested in serving as the new Library Committee chairperson and wishes to thank Allison McClanahan (chairperson) and Andy Fak and Ralph Gaebler for their work this year!

**Justice Forums:** This year’s two Justice Forums focused on the Dementia-Friendly Bloomington movement and Climate Change. In November, Zoom participants were led through an interactive presentation by Jan Bays from Jill’s House and Amanda Mosier from the IU Health Alzheimer’s Resource Center. Participants learned more about dementia and actions that our congregation can take to be more dementia-friendly. In April, Dr. Ben Brabson, a climate scientist at Indiana University, and Madi Hirschland, Co-Founder and Executive Director of Creation Care Partners in Bloomington, led a discussion in the sanctuary about the science behind climate change and practical steps we can take in our own lives. The Board is planning a follow-up event in July or August where Rabbi Besser from Beth Shalom and Maha Noureldin from the

Islamic Center will join Reverend Jessica and our community for a discussion on climate change from different faith perspectives.

**Easter Egg Hunt:** The Board of Education collaborated with MeRC to offer an Easter morning egg hunt for kids of all ages, with light refreshments served.

**College Scholarships:** The Board received and reviewed two scholarship applications awarded scholarships to Danae Redick and Kate Raphael on Education Sunday, May 12th. The Derrick Ping Scholarship, awarded to Kate Raphael, supports students who are active participants in the life of First United Church, demonstrating outstanding character through service to the church, community, or their family. The Walling-Troxal Scholarship, awarded to Danae Redick, supports beginning or continuing undergraduate or graduate students engaged in studies in education or a closely related field, with preference given to applicants who are studying the arts in connection with education, are members of First United Church, or identify as gay, lesbian, bisexual, or transgender.

Respectfully Submitted,  
Molly Koontz, Chair

# Board of Outreach

## Annual Report 2021-2022

**Outreach board members** are Kim Yaussy-Albright & Keith Gerber, co-chairs, Diana Lambdin, Dave Meyer, Julia Bebeau, Sandra Keller. Jessica Petersen-Mutai is ex officio. Dave Meyer and Sandra Keller have agreed to serve another term.

Major focus of our board was on Afghan family resettlement via Exodus with Dave Meyer as lead coordinator. The family of four arrived in December. 5 team members have accepted responsibility to support and be involved in their daily activities and transportation. (See Dave Meyer DISP annual summary below)

Another focus this year was regular monthly food drives that were added to MCUM's food pantry. At Thanksgiving a large display at the front of church was shown to display food collected during Harvest ingathering.

Our Christmas outreach gave clothing and toys to families involved with Head Start and also our Afghan family.

**Mission Moments** publicized our efforts to support Farm to Family, DISP (Displaced Immigrant Support Program), MCUM (Monroe County United Ministries) and our own outreach board. MCUM representatives presented a Q&A session after church.

### **MCCSC Donations**

Two special collections of underwear and winter clothing solicited clothes for distribution at MCCSC (Monroe County Community School Corporation) and at fire station #4.

### **Bloomington Pride**

We celebrated our first year at Bloomington Pride during August. Our booth provided handouts to publicize our church and its affirming status. LGBTQ+ dollars were used to contribute to Bloomington Pride.

### **Racial Justice**

Racial justice funds were assigned to Agape Fellowship, an African American UCC church startup in Louisville, KY, and also Cosecha in Bloomington to support local immigrants.

### **To State Leaders**

Postcards were handed out and sent by church members to state leaders to promote redistricting without partisan gerrymandering.

### **Beacon**

A Beacon campout fundraiser on April 22 raised \$1500 from our church youth.

### **Earthkeepers**

Earthkeepers compost sites were publicized to promote environmental sustainability as a green team initiative.

### **Habitat for Humanity**

Habitat for Humanity requested volunteers to help with food donations during building three homes. Outreach assisted by making sandwiches and sides for 25 volunteers during the April 29 weekend.

The Covid pandemic had some effects on our activities. The prison bingo program was discontinued. In addition, our outreach board (along with other boards) was asked to cut expenses by 20%. 2 special offerings were recommended to assist with the deficit to make up for losses to essential activities. First United encouraged Ukraine support. The UCC churches overall collected \$1 million to provide aid to Ukraine.

## **Displaced Immigrant Support**

In September of 2021 the Board of Outreach began consideration of establishment of a new church program. After discussion and initial investigations, the Board of Outreach voted to recommend creation of a program for potential church sponsorship of refugees and asylum-seekers. After approval by the church council, the Displaced Immigrant Support Program (DISP) was launched in October. After meetings to review refugee sponsorship models with the Bloomington Refugee Support Network, Sponsor Circles, and the Bloomington Multi-Faith Alliance, a direct support model was chosen. DISP applied under the U.S. State Department sanctioned Sponsor Circles Program. Volunteers were recruited from the church and Dave Meyer was selected as the program lead. Training was organized, volunteers submitted to criminal background checks and an application was made to Sponsor Circles. Through a church member our team was informed of a current Afghan family already living in Bloomington who are related to a current Afghan family that was temporarily housed at a U.S. military base in New Jersey. DISP followed up and found that that family was pledged to sponsorship through Exodus Refugee Immigration. DISP withdrew its application from Sponsor Circles and reapplied and was accepted through Exodus to become an official Exodus refugee “co-sponsor,” And preparations began for the family’s arrival in Bloomington. A member of the church volunteered to provide a condominium apartment for temporary housing for the family. A furniture drive was conducted with the church to furnish the apartment. A fund drive was started and money was raised through direct donations and the Board of Outreach approved earmarking special offering collections for December to this new program. Over \$9,000 was raised by the end of 2021 for DISP. The Afghan family of four arrived two days after Christmas. The DISP team consists of a core group of five who currently manage daily and weekly activity, while the entire DISP group is nine team members. Team members provide transportation to appointments for medical needs, groceries, clothing, children’s school, adult English classes, swimming class for children and other daily basic necessities. The parents were trained on the Bloomington bus system and given long-term bus passes by IU because they were both registered as special students in the IU intensive English program. Only Ahad continued in the English program, and he has moved up two full levels in English aptitude through the IU program. Getting their oldest child (Heela) into kindergarten was also a top priority and was completed by the start of the Spring semester. Getting preschool exposure to the youngest, Emraan, was much harder because of cost and lack of availability. Eventually, Hopi found a small preschool to give Emraan exposure to other children and English a few days per week. Eventually, Head Start developed an opening at First United Methodist Church and Emraan moved to that program full-time. Through a combination of help from extended family and DISP, the family set up a banking account. DISP helped the family set up a savings account. Exodus has also provided the family with the money provided by the federal government. The family found part-time jobs at Panera Bread for a few hours each on weekdays to help with expenses as well. Subsequently, Brishna accepted an offer to work part-time at My Sister’s Closet. By April, all of the family had received routine primary health and dental health care and had local doctors and dentists that accept Indiana Medicaid. In April, more focus was dedicated to recreational activities. The children were enrolled in weekly swim classes. A weekly pick-up soccer opportunity was found for Ahad as well. Birthday parties, a baby shower and other special events were arranged. In May the focus turned to active pursuit of full-time employment for Ahad. This dovetailed with Exodus’ hiring of Grace Clark as their local employment specialist. Dave took the lead on job preparatory skills for Ahad, including creating a resume. The focus of job searches was to pursue health careers in Bloomington because of Ahad’s extensive experience in health sciences while living and working in Herat, Afghanistan. Each time Ahad was scheduled for a job interview, the mock interview team would prepare him with questions relevant to the interview. Job contacts developed through the team with IU Health and Cook Medical led to job interviews. Hiring Ahad, and any refugee that is vigorously pursuing English aptitude and cultural understanding (i.e., all of the unwritten rules of jobs and life) is a challenge. Exodus counseled DISP to be realistic and to focus on entry-level positions in the health sciences field even though Ahad was a mid-level manager in his last position in Afghanistan. Another focus of the job search was only applying for jobs that offered full benefits and potential for significant career advancement. The work continues but Ahad is ready for work now and Brishna is ready to become a mom in America. We have helped Brishna with formal and informal preparation for childbirth in Bloomington and the family is thriving. Ahad

and Brishna's family will move to their own apartment in August and after which DISP will pursue another refugee family for the church to support and mentor.

Respectfully gave,

Kim Yaussy Albright, Keith Gerber, Co-Chairs

## **Member Relations Committee (MeRC)**

### **Annual Report 2021-2022**

This committee, a freestanding ad hoc committee formerly known as the Committee on Community Development (CCD), defines its ministry as welcoming, celebrating, and integrating/inviting new members into community, as well as nurturing the continued growth of community in the congregation. Our work continues to encounter challenges presented by the Covid-19 pandemic; we work within current conditions and revise our expectations accordingly. We also work to serve as a support and source of institutional/personal knowledge for Pastor Jessica as she gets to know our congregation and to stay alert to congregational needs.

Current MeRC membership includes Mary Peckham and Malissa Sparks as Co-Chairs, Siri Loescher, Hopi Stosberg, and Rev. Jessica Petersen-Mutai. Mary has represented the committee at Church Council. We resumed committee meetings in August 2021, on zoom, meeting at least monthly, often every two weeks.

Our first endeavors were to edit the visitor card (both in print and in an electronic form created by Hopi and posted during hybrid worship) and create a process for having gift bags available to offer visitors (using the First United tote bags purchased years ago, adding snacks, literature and a visitor card, a pen with logo, etc.). Siri, as Chair of Worship and de facto head usher, tracks visitors and distributes bags during worship.

Malissa Sparks graciously took on the Team Cards effort, which sends cards by USPS to congregants for birthdays, sickness or death, and special occasions, and made some welcome adjustments to the process. Malissa and her writers do a magnificent job of communicating love and caring to our extended First United family.

Hopi once again oversaw an initiative sending Valentines via US mail to congregants, matching senders with recipients for sustaining contacts among our people. The recipients again greatly appreciated this effort, and we hope to continue it in future years, even beyond the pandemic.

We have hosted live gatherings as possible, including a Sunday Visitor Welcome September 12, a fun and successful October 24<sup>th</sup> pumpkin carving after worship, a milk jug luminary display and distribution of candy canes (with First United welcome messages attached) at Candlelight and Carols on December 5<sup>th</sup>, popup game opportunities for families on New Year's Eve, a well-attended and much appreciated Sunday Fun Day on March 27<sup>th</sup>, a wildly successful Easter Egg hunt with almost all our families with children attending (with financial and labor resources contributed by the Board of Education) on April 17<sup>th</sup>, a trial coffee hour on May 5<sup>th</sup> and another on May 22<sup>nd</sup>, and a Sunday FUN Day on May 15<sup>th</sup>.

For Summer 2022, we plan to offer Family Fridays on First Fridays 5:30-7:30pm, Sunday FUN Days on 3<sup>rd</sup> Sundays 2-4pm, and coffee hours on 2<sup>nd</sup> and 4<sup>th</sup> Sundays dependent on volunteer hosts coming forward to serve. MeRC will also support Pastor Jessica with any hospitality needs as she hosts a "reach out" session for potential new members after worship on June 5<sup>th</sup>.

Future hopes for our ministry include a Time, Talent and Treasure survey for volunteer re-engagement, a review of member rolls and ordering of nametags, a resumption of Covenant small groups as desired by the congregation, as well as the resumption of safe potlucks as volunteers come forward to help with organizing.

We also give thanks for the work of the Ministers of Care for their support of our members and all those working to sustain congregational ties during this challenging time.

Respectfully submitted,  
Mary Peckham



## Music

### Annual Report 2021-2022

I am pleased to report that the music program at First United continues to provide excellent music in service to God and the people in our community. We are blessed to share a commitment to great music in our faith community.

This year, I continued to focus on diversifying our music library both to include new music and more music by historically excluded composers. The choir and bell ensemble met within our regular schedule throughout the program year, except for a brief pause in Jan/Feb due to the Omicron variant. Omicron did cause a disruption for a planned collaboration of Faure's *Requiem* with several downtown churches for Good Friday, and I hope that an eagerness for future collaboration will be of interest in the future.

We had a handful of new ensemble members join us for both choir and handbells this year. The music ensembles at First United continue to be an open and welcoming place for people who are looking to continue performing. We had several members step up to provide special music, too, which is always so appreciated and enjoyed by the congregation.

Finally, I want to thank my friend and colleague, Hansol Kim, who brings outstanding artistry each week from the organ and piano. We are so blessed to work with Hansol!

Respectfully Submitted,  
Sam Grace, Music Director

# Finance Committee

## Annual Report 2021-2022

This year's Finance Committee members were Kyle Hetrick, Treasurer and Chair; Ralph Gaebler, Assistant Treasurer (as of January 2022); Jean Cook and Harold Fiscus, Members-at-Large. Regular attendees of the Finance Committee meetings were Rebecca Keith, President of the Congregation; Donna Smith, Volunteer Accountant; Lisa Stanger, Office Manager, and Senior Minister Jessica Petersen-Mutai. The Finance Committee meets monthly within the week prior to the Church Council meeting.

Financial reports are prepared monthly and reviewed at each Finance Committee meeting for accuracy and evaluation of the financial position of the church. The Committee reports to Council, but any member of the Congregation may review reports upon request and/or ask questions of the finance team. The Committee works with Church staff and the Volunteer Accountant to ensure that the church's system of financial checks and balances is being maintained, and it oversees fundraising efforts, including the annual Stewardship Campaign and any capital campaigns. The Committee prepares the annual church budget (included with this report) for submission to the Church Council and final approval by the Congregation. The approved budget for 2022 is a deficit budget that relies upon the Endowment Fund for 28% of its projected income.

The church uses Power Church software to manage its accounting, contributions, and membership files. Lisa Stanger is largely responsible for the input to this system, and Donna Smith oversees accounting set-up, journal entries, and posting.

The Memorial Endowment Committee supervises and makes recommendations regarding the church's Combined Investment Account. The annual report of this Committee is separate from this report. The Committee, and in particular Don Shelton (who stepped down as chairperson after serving in that capacity for nearly seven years), is to be thanked for showing constant diligence regarding the monitoring of the account's performance and asset allocation.

### **Notable issues and events in 2021:**

- Income for the 2021 operating budget came in at about \$401,000, within 4% of projections. That income includes pledges and other regular giving of \$242,000 and a supplement from the Memorial Endowment Fund of \$110,000.
- The 2021 expenses came in at about \$389,000, which is 88% of the approved 2021 budget. The roughly \$12,000 difference between the 2020 income and expenses is being carried over to help support the 2021 budget.
- Upon recommendation of the Endowment Committee, the Finance Committee and Church Council revised the church's Investment Policy Statement to facilitate the church's combined investment account's transition to United Church Funds.
- Technology-related upgrades (including enhanced Wi-Fi infrastructure) were funded by a combination of the Building & Grounds budget, the Petranoff Fund, and the Lentz Fund.
- The Derrick Ping and Walling-Troxal scholarship funds contributed a total of \$3,000 to church members pursuing college and graduate studies.
- As a church, we model the practice of tithing in our budget. In 2021, \$47,100, which is 10.7% of the 2021 budgeted income (11.7% of actual income and 12.1% of our actual expenses), went out to local, regional, and national ministries and agencies through the Outreach budget.
- Beyond the budget, you helped First United contribute to a number of external agencies, including but not limited to:
  - \$5,700 to the church's Love Fund to support people in the community with emergency needs
  - \$1,000 to the Multi-Faith Alliance's 2021 Martin Luther King, Jr. service. The offering was evenly divided among Beacon, Stone Belt, and the Bloomington MLK Birthday Commission.

- \$2,600 beyond that given from our budget for Monroe County United Ministries from the contact-less Food Drives (in addition to the thousands of pounds of food collected)
- \$10,000 for the Displaced Immigrant Support Project (DISP), raised in part from the special offerings for the Candlelight and Carols and Christmas services
- \$6,000 for One Great Hour of Sharing (OGHS), \$1,000 of which came from the Easter season special offering, and \$5,000 came from the Jeanette & Harry Hollis Fund. OGHS supports disaster relief, food/water provision, refugee assistance, and empowerment throughout our nation and the world.
- This year's Stewardship Campaign ran from October 17 to November 21, 2021. Noel Koontz, Emily Caldwell, Ken Sparks, and Rebecca Keith comprised the stewardship campaign team. The campaign resulted in 58 pledges for a total of \$206,300. These totals exclude those who give regularly but do not pledge.

In 2022 so far, thanks to your continued generosity, First United has been able to maintain cash flow to support its ministries, pay its staff, and maintain its building and grounds. However, as has been the case for the past several years, the budget cannot be fully funded without supplementing with income from the Memorial Endowment Fund. Discussion continues among church leaders and members about whether this is the most appropriate use of the endowment long-term, and a vast diversity of opinions remains. The finance team notes that reducing reliance on the endowment for the annual budget would require substantial increases in regular giving and/or sizeable reductions in expenses.

The Finance Committee is grateful to everyone who has given and continues to give to First United Church as they are able.

Respectfully Submitted,

Kyle Hetrick, Treasurer and Finance Committee Chair

# Memorial Endowment Committee

## Annual Report 2021-2022

The Memorial Endowment Committee advises the Finance Committee, Church Council, and Congregation regarding the Church's Combined Investment Account, the major portion of which is the Memorial Endowment Fund. The committee monitors the investment strategy of the investment management firm to assure its compliance with the Church's written investment policy statement. The committee meets with the management firm at least twice each year. Also, each year the committee provides a recommendation to the Council regarding the amount of withdrawals from the Endowment Fund to help support the annual budget.

In addition to the Memorial Endowment Fund, the church's Combined Investment Account includes five other funds, each with a designated special purpose. The investment income of the account is allocated among the six funds on a pro rata basis. By combining all funds in one account, the church is able to obtain a better investment return than could be obtained by investing each fund separately. Following this report is a table showing the balances, annual investment income, and withdrawals from each of the funds for 2021.

In May 2021, upon recommendation of the Memorial Endowment Committee, the Finance Committee, Council, and Congregation moved the Combined Investment Account to United Church Funds (UCF). The impetus for this decision was to invest in ways that are more consistent with the church's progressive Christian values while providing a competitive financial return, through what is often called "environmental, social, and governance" investing.

- UCF has an established history with this type of investing while serving as a fiduciary for UCC-affiliated churches and other entities.
- UCF divests of companies associated with firearms/weapons, negative environmental impacts, private prisons, and human rights violations.
- UCF invests in companies supporting environmentally sustainable practices, social awareness and action, and diversity in corporate leadership.
- UCF lobbies companies with which it is invested for further changes that benefit individuals and society.
- UCF maintains a reasonable fee structure and has in fact reduced fees for 2022.

The account transitioned to UCF in June 2021. Matt Wagner, Vice President for Institutional Relationships, is our main contact and liaison for all matters regarding the UCF account. The church's investment policy statement dictates that the committee reevaluate the investment management firm every four years and recommend whether the firm should be retained.

The committee recommends the maximum amount of annual withdrawals from the unrestricted Memorial Endowment Fund. The Committee consulted with UCF on the percentage to withdraw which would help maintain the long-term solvency of the Memorial Endowment Fund and also considered other investment management guidance. The committee recommended that the amount to withdraw for the 2022 budget be 5.0% of the average balance of the Memorial Endowment Fund over the last eight quarters ending December 31, 2021, which rounds to \$104,500. The final decision on annual withdrawals is made by the Church Council and Congregation, which approved this recommended amount.

In addition to monthly statements on account activity, UCF provides analyses of market trends and how they relate to the Combined Investment Account's investments. These analyses are provided at least twice a year and upon request. The committee ensures that the allocation of assets remains within the ranges outlined in the investment policy statement: 50-80% equity (stocks) and 20-50% fixed income (bonds). All investment reports are available to interested Church members; UCF also provides regular, informative "town hall meetings" which are open to all.

According to UCF, the S&P500 increased 28.7% in 2021, largely due to significant gains in global equities, particularly U.S. large cap, U.S. small cap, and international developed markets. Fixed income values decreased in 2021. Global commodities skyrocketed in 2021, but fears of volatility remain. The Church's Combined Investment Account increased by 7.16% despite withdrawals of \$122,000 and an asset allocation of about 25% in fixed income and cash equivalent investments.

Looking forward to 2022, UCF is watching whether U.S. equities are over-valued, and is expecting that interest rate hikes by the Federal Reserve will further decrease bond investments. There continue to be concerns regarding supply chains, as well as structural inflation slowing the economy. UCF, and this committee, will monitor the effects of these and other market influences on the church's Combined Investment Account and will continue to provide recommendations on asset allocations that will maintain the fund's ability to support the church's budget and ministry needs.

Respectfully submitted,

Don Shelton, Committee Chairperson (through February 2022)

Winston Shindell

Kyle Hetrick, Treasurer

Rev. Jessica Petersen-Mutai

**First United Church - Bloomington, Indiana**  
 Combined Investment Account at United Church Funds  
 Summary for Fiscal Year 2021

	Memorial Endowment Unrestricted Fund	Jeanette & Harry Hollis Fund	Weigand Family Scholarship Fund	Ping Scholarship Fund	Ash Garden Trust Fund	Walling/Troxal Scholarship Fund	TOTAL
Balance as of January 1, 2021	2,308,374	2,125,608	121,305	6,132	10,346	12,360	2,308,374
Transfers in	0	0	0	0	0	0	0
Subtotals	2,308,374	2,125,608	121,305	6,132	10,346	12,360	2,308,374
<b>Activity for Fiscal Year 2021</b>							
Earnings (Interest & Dividends)	18,651	17,199	951	51	85	99	18,651
Change in Market Value	268,655	247,533	13,944	727	1,226	1,412	268,655
Withdrawals - budget	-115,033	-110,033	-5,000	0	0	0	-115,033
Withdrawals - non-budget	-7,000	0	-5,000	0	0	-1,000	-7,000
<b>Balance as of December 31, 2021</b>	<b>2,473,647</b>	<b>2,280,307</b>	<b>126,200</b>	<b>6,909</b>	<b>11,657</b>	<b>12,872</b>	<b>2,473,647</b>
Change in value:	165,273	154,699	4,894	777	1,311	511	165,273

Non-MEF withdrawals:  
 \$10,000 from Hollis Fund (50% to annual budget; 50% to One Great Hour of Sharing Offering)  
 \$1,000 from Weigand Fund for one \$1,000 scholarship  
 \$1,000 from Walling/Troxal Fund for one \$1,000 scholarship

**First United Church Income Budget: Approved by Congregational Vote - 1/23/22**

Income	Acct. No.	2020			2021			2022
		Budget	Actual	% of Budget	Budget	Actual	% of Budget	Budget
Identified Giving	4030	262,404	246,648	94%	247,610	242,347	98%	244,400
Unidentified Giving	4040	5,000	813	16%	1,000	1,065	107%	1,000
Endowment Distribution for Budget	4521	101,426	101,426	100%	118,500	110,000	93%	104,500
Building Use/Miscellaneous	4610	4,000	1,685	42%	1,500	2,925	195%	3,500
Carryover from Prior Year		6,970	6,970	100%	39,330	39,330	100%	11,000
Hollis Fund Distribution for Budget		7,500	5,000	67%	10,000	5,000	50%	10,000
Solar Renewable Energy Credit (SREC)	4630	500	449	90%	500	550	110%	500
<b>TOTAL</b>		<b>387,800</b>	<b>362,991</b>	<b>94%</b>	<b>418,440</b>	<b>401,216</b>	<b>96%</b>	<b>374,900</b>

**First United Church Expense Budget: Approved by Congregational Vote - 1/23/22**

	Expense	Acct. No.	2020			2021			2022
			Budget	Actual	% of Budget	Budget	Actual	% of Budget	Budget
Senior Pastor	Senior Minister Salary	5061	56,000	41,240	74%	43,008	43,008	100%	57,684
	Housing	5062	24,000	20,903	87%	39,996	39,996	100%	27,000
	Pension	5063	11,200	0	0%	11,620	10,652	92%	11,970
	Medical (Dental, Vision, Life Insurance)	5064	11,967	8,792	73%	16,100	19,901	124%	21,406
	Social Security/Medicare (FICA offset)	5065	6,120	1,802	29%	6,890	6,890	100%	7,100
	Mileage/Entertaining Expenses	5066	3,250	247	8%	5,650	39	1%	1,000
	Cellular Phone Expense	5067	840	140	17%	840	840	100%	420
	Books/Continuing Education/Meetings	5068	3,000	153	5%	5,400	2,790	52%	1,500
	Other Expenses (incl. Tution Asst.)	5069	2,400	4,963	207%	2,000	1,447	72%	2,000
				<b>118,777</b>	<b>78,240</b>	<b>66%</b>	<b>131,504</b>	<b>125,563</b>	<b>95%</b>
A. Min.	Assistant Minister Salary -> Director	5071			-	26,000	26,000	100%	15,600
	Other Expenses (Mileage, Mem. Dev.)	5079			-	500	14	3%	200
						<b>26,500</b>	<b>26,014</b>	<b>98%</b>	<b>15,800</b>
Administrative Expenses	Office Manager Salary	5155	30,588	30,563	100%	31,047	31,028	100%	31,980
	Office Manager Medical Benefits	5156	11,967	10,014	84%	12,542	13,625	109%	13,140
	IT/Web/Dig. Media Support Specialists	5160				15,000	1,353	9%	10,400
	Worship Leader Salary	5185	12,612	10,900	86%	0	0	-	0
	Worship Leader Expenses	5186	1,500	0	0%	0	0	-	0
	Office Manager Christmas Bonus	5270	200	200	100%	200	200	100%	200
	Workers Comp. Insurance	5310	1,000	602	60%	600	689	115%	600
	Publicity	5410	2,000	0	0%	2,000	694	35%	1,000
	Bank & Brokerage Fees	5419	1,000	1,063	106%	1,000	1,602	160%	1,000
	Office Supplies - General	5430	3,500	2,999	86%	3,500	2,372	68%	3,000
	Internet	5450	1,200	673	56%	1,200	720	60%	720
	Computer Expenses	5453	500	82	16%	500	1,184	237%	3,000
	Leased Equipment	5457	1,000	1,545	154%	2,000	1,776	89%	2,000
	Social Security & Medicare for Staff	5461	8,266	6,026	73%	7,000	5,793	83%	7,210
	Comprehensive Insurance	5480	9,000	9,434	105%	9,400	9,905	105%	9,400
Professional Services	5490	500	0	0%	500	313	63%	500	
Lay Leaders' Travel/Meetings	5496	600	50	8%	600	0	0%	500	
			<b>85,433</b>	<b>74,151</b>	<b>87%</b>	<b>87,089</b>	<b>71,253</b>	<b>82%</b>	<b>84,650</b>
Building & Grounds	Utilities	5630	17,500	12,008	69%	20,500	17,624	86%	20,500
	Cleaning Service	5710	30,804	30,804	100%	30,804	24,735	80%	22,100
	Trash & Recycling	5720	1,020	1,747	171%	2,500	1,534	61%	1,250
	Bldg. Maintenance & Supplies	5730	5,000	3,991	80%	5,000	5,665	113%	5,000
	Bldg. Equip & Maintenance	5740	2,000	837	42%	2,000	6,658	333%	0
	Heating/Cooling Maintenance/Repairs	5750	5,000	12,305	246%	6,000	15,022	250%	12,000
	Fire Alarm Maintenance	5760	1,826	3,135	172%	1,826	3,113	170%	2,000
	Energy Conservation Measures	5770	4,000	0	0%	4,000	0	0%	4,000
	Lawn & Grounds Maintenance	5810	5,000	2,395	48%	5,000	6,056	121%	5,500
	Grounds Equipment	5820	500	0	0%	500	0	0%	0
Shared Areas Maintenance	5830	4,500	2,493	55%	4,500	6,294	140%	7,500	
			<b>77,150</b>	<b>69,715</b>	<b>90%</b>	<b>82,630</b>	<b>86,700</b>	<b>105%</b>	<b>79,850</b>
Outreach	ABC Support	6010	10,000	10,000	100%	10,000	10,000	100%	8,000
	UCC Support	6011	10,000	10,000	100%	10,000	10,000	100%	8,000
	MCUM (Self Sufficiency Center)	6012	12,000	12,000	100%	10,000	10,000	100%	8,000
	Amethyst House	6013	1,100	1,100	100%	1,100	1,100	100%	1,100
Community Kitchen	6014	2,000	2,000	100%	2,000	2,000	100%	2,000	

**First United Church Expense Budget: Approved by Congregational Vote - 1/23/22**

	Expense	Acct. No.	2020			2021			2022
			Budget	Actual	% of Budget	Budget	Actual	% of Budget	Budget
Outreach	LGBTQ+ (new name)	6015	800	800	100%	800	800	100%	1,000
	Habitat for Humanity	6016	2,000	2,000	100%	2,000	2,000	100%	1,000
	Hoosier Hills Food Bank	6017	1,500	1,500	100%	1,500	1,500	100%	1,000
	Middle Way House	6018	1,500	1,500	100%	1,500	1,500	100%	1,500
	Outreach Supplies	6020	250	0	0%	250	46	18%	100
	My Sister's Closet	6021	1,100	1,100	100%	2,100	2,100	100%	1,500
	Area 10 Agency on Aging	6028	600	600	100%	600	600	100%	0
	Nurse Family Partnership	6029				1,000	1,000	100%	500
	Girls, Inc.	6030	1,000	1,000	100%	500	500	100%	0
	Farm to Family (Healthful Food for All)	6031	300	300	100%	300	300	100%	500
	Mother Hubbard's Cupboard	6032	1,000	1,000	100%	1,000	1,000	100%	1,000
	Stone Belt	6033	1,500	1,500	100%	1,000	1,000	100%	1,000
	Racial Justice (new name)	6037	0	0	-	1,000	1,000	-	1,000
	New Leaf, New Life	6038	750	750	100%	750	750	100%	750
			<b>47,400</b>	<b>47,150</b>	<b>99%</b>	<b>47,400</b>	<b>47,196</b>	<b>100%</b>	<b>37,950</b>
Christian Education	Nursery Care	6210	4,500	3,635	81%	4,500	740	16%	4,500
	CE Programming - Children	6211	600	78	13%	600	155	26%	350
	CE Programming - Youth	6212	500	0	0%	500	0	0%	250
	CE Programming - College	6213	0	0	-	0	0	-	100
	CE Programming - Adults	6214	1,000	1,300	130%	1,000	916	92%	800
	VBS Curriculum/Marketing	6215	0	80	-	300	21	7%	300
	Supplies & Equipment	6216	0	64	-	400	160	40%	400
	Bibles	6217	100	0	0%	100	0	0%	100
	Library	6218	300	122	41%	500	532	106%	400
	Continuing Ed for Laity	6219	500	134	27%	300	0	0%	0
	Fellowship/Community Events	6220	3,200	2,369	74%	2,700	173	6%	500
	CLT Teachers	6223	1,000	0	0%	500	0	0%	0
	Children & Youth Ed. Coordinator	6224	16,080	17,755	110%	0	0	-	0
Play Friday Coordinator	6225	1,512	182	12%	1,512	0	0%	0	
			<b>29,292</b>	<b>25,717</b>	<b>88%</b>	<b>12,912</b>	<b>2,698</b>	<b>21%</b>	<b>7,700</b>
Music	Music Director	6279	15,756	15,756	100%	15,992	15,992	100%	16,470
	Organist	6280	14,712	0	0%	14,933	0	0%	7,500
	Section Leaders Compensation	6281	11,200	10,585	95%	11,200	9,370	84%	11,200
	Special Music	6282	1,050	75	7%	1,050	400	38%	1,050
	Literature & Supplies	6283	800	538	67%	800	1,192	149%	800
	Tuning & Repairs	6284	1,720	580	34%	1,720	780	45%	1,720
	Bells	6285	500	111	22%	500	500	100%	500
	Substitute Expense	6287	960	360	38%	960	175	18%	960
	Continuing Education	6288	500	0	0%	500	0	0%	500
			<b>47,198</b>	<b>28,005</b>	<b>59%</b>	<b>47,655</b>	<b>28,409</b>	<b>60%</b>	<b>40,700</b>
Worship	Fellowship Meals & Supplies	6460	300	0	0%	300	0	0%	0
	Nametags	6461	300	110	37%	300	0	0%	300
	Coffee Hour	6462	750	0	0%	750	16	2%	250
	Flowers/Gifts	6465	150	0	0%	150	0	0%	0
	Pulpit Supply	6470	300	300	100%	300	0	0%	900
	Special Worship Service Exp	6480	1,250	228	18%	1,250	1,086	87%	1,500
				<b>3,050</b>	<b>638</b>	<b>21%</b>	<b>3,050</b>	<b>1,102</b>	<b>36%</b>
MeRC RJWG	Ministers of Care (former Denom. ID)	6551	0	0	-	300	0	0%	300
	MeRC: Printed Material	6552	200	0	0%	200	0	0%	200
	MeRC: Hospitality	6553	400	0	0%	400	0	0%	400
	MeRC: Supplies	6554	400	45	11%	400	166	42%	400
	Racial Justice Working Group (RJWG)	6555	0	0	-	2,000	142	7%	1,000
			<b>1,000</b>	<b>45</b>	<b>5%</b>	<b>3,300</b>	<b>309</b>	<b>9%</b>	<b>2,300</b>
	<b>TOTAL</b>		<b>409,300</b>	<b>323,660</b>	<b>79%</b>	<b>442,040</b>	<b>389,244</b>	<b>88%</b>	<b>401,980</b>
	Budget \$ over/under Prior Year		11,354			10,190			-40,060
	Budget % over/under Prior Year		2.85%			2.36%			-9.06%
	Budget \$ over/under since 2014		-25,925			-15,144			-55,204
	Budget % over/under since 2014		-5.96%			-3.31%			-12.07%
	<b>Difference</b>		<b>-21,500</b>	<b>39,330</b>		<b>-23,600</b>	<b>11,972</b>		<b>-27,080</b>