



**YOU'RE
WELCOME
HERE***

**whoever you are or
wherever you are on life's journey*

WHERE
GOD
IS
STILL
SPEAKING

**Ames United Church of Christ-Congregational
2013 Annual Report to the Congregation**

January 26, 2014

Annual Meeting Agenda January 26, 2014

Convene – Opening Prayer – Rev. Terry Hamilton-Poore

Minutes of past Congregational Meetings, approval recommended by the Executive Board

- Motion: Approve Minutes of the February 10, 2013 annual meeting – page 26
Motion: Approve Minutes of the October 6, 2013 congregational meeting – page 29
Motion: Approve Minutes of the December 8, 2013 congregational meeting – page 32

Dedication of Memorial Gifts Received in 2013

Campus Ministry	(Maury Geist)
Emergency Residence Project	(Joyce Hertz)
AMOS	(Joyce Hertz)
Reiman Gardens	(Meg Speer)
Banner Supplies	(Eileen Exner)
West Doors	(Miriam Dickson and gift pool)
Christian Education	(Meg Speer and Joyce Hertz)
Endowment Fund	(Meg Speer)

Gift to 150th Anniversary Capital Campaign

Reports

Clerk – Lynette Spicer
150th Anniversary Capital Campaign Committee – Amy Johnson
Treasurer – Jim Dickson
Pastor – Terry Hamilton-Poore
Moderator – Ken Birt

Thank You for Serving – Interim selection committee ,officers and team leaders whose terms are expiring:
Allison Anderson, Jan Bauer, Ken Birt, Patrick Camp, Barbara Faidley, Linda Hanson, Rachel Jones, Greg Lamont, Paul Lasley, Roger Parmenter, Jim Peake, Sharron Slinger, David White

New Business

Motion: Executive Board recommends the \$2029.86 interest earned on the endowment fund be distributed 10% to reinvestment, 25% to outreach and 65% to the 2014 operating budget.

Motion: Executive Board recommends the congregation approve use of the sabbatical fund for search and call expenses as needed.

The sabbatical fund now has \$11,877. This is in addition to the \$1500 in the operating budget.

Motion: Executive Board recommends that the congregation approve the 2014 Operating Budget as shown on page 35. Changes since the December 8th congregational meeting:

- Show \$1319 of interest earned on endowment fund (see motion above) as part of budget
- Designate 2013 capital gains income to 2014 operating budget. This is \$18,138.33, the Capital Gains and Losses Fund will have a remaining balance of \$47,835.
- Changes to Minister's salary and benefits package to reflect the agreement reached with the interim minister.
- Increase the Pulpit Supply line item from \$250 to \$2500 to cover pulpit supply on Sundays the interim minister will not be preaching.
- Change Giving Beyond Our Building from 13% to 11% of the 2014 Operating Expenses. This decrease the budgeted amount from \$34,425 to \$29,525.

- With all of the above changes the Operating Budget has a deficit of:
 - Assuming those who pledged in 2013 and have not pledged in 2014 do not contribute in 2014 \$5,481 deficit 2%
 - Assuming those who pledged in 2013 and have not pledged in 2014 give at the 2013 rate: \$8,189 surplus 3%

Welcome new moderator: Phil Spike

Adjourn

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Annual Reports for 2013

Minister

2013 has been a year of change for Ames UCC, and amidst that transition there is much to celebrate. Weekly worship attendance continued to be strong throughout the year and remains significantly above what it was a few years ago. New people have shown up and the Evangelism Team has done a good job of raising the profile of the church in the community. We have new directional signs around the church, a new logo, and a revamped website. We began knocking on the doors of new residents in town. This past year I have had a regular column in the Ames Tribune and Accessline (the statewide gay newspaper), both of which have helped raise the profile of the church.

Our annual Theologian-in-Residence program welcomed Gary Dorrien from Union Theological Seminary in New York City. For Dorrien's visit we tried new advertising efforts that were successful and led to a high turnout at the lectures. That program remains on solid financial footing but faces a big change with Nancy Brown stepping down from her longtime leadership role.

Our student group, Students for Progressive Christianity, had good press coverage in the ISU Daily and regular meetings. Although our attendance at the meetings was weak, it was the best we have achieved since I have been in Ames. With new student leadership and the financial support of the newly established Geist Fund, I am cautiously optimistic that the group can build on this year's work.

As you can see from other parts of the Annual Report, our teams continue to do essential ministry. The church library has been culled of out-of-date or irrelevant books and is better utilized now than in the recent past. Church members continue to have a large impact on LGBT inclusion in Ames and have also been a driving force in some of AMOS's key initiatives, especially with Project Iowa and affordable housing. The church hosted a candidate forum for city council candidates this fall that had well over 100 in attendance.

Finally, the 150th Anniversary Capital Campaign has been moving along well. Plans are afoot to put much-needed money into long term projects for the renovation of the sanctuary and to take care of deferred maintenance.

In the midst of these successes, the congregation has faced some hard times. By far the biggest events in the church's life have been the deaths of long term members and the departure of others from Ames. The loss of Maury Geist, Louise Dengler, Roy Drummond, Meg Speer, Paul Morgan, and Joyce Hertz have all hit the congregation hard. In addition, Julia Carlander, Nancy Brown, Roger Parmenter, and others have moved away. These losses have led to understandable grief and have also affected the financial prospects of the congregation in the near future. Laying to rest so many people also took a personal toll on me.

The congregation also faces some difficult issues with the changing landscape of religion in America. While we have had strong evangelism efforts, these efforts have not translated into new members at the rate the congregation needs to maintain its ministries in the long term. This is a problem that congregations and other organizations have faced across the country. People today are wary of joining and making commitments to institutions of all types.

Moreover, our new team governance structure, instituted to help accommodate the current needs of the congregation, has had mixed results. There is still confusion over how the team structure should work and there is need for more education, reflection, and adjustment. Attempts to institute a more robust small group ministry

have met with limited success, something that must change in the upcoming year if the congregation wants to enhance its spiritual grounding and incorporate new members into its communal life.

At the Association level, it should be noted that 2013 marked the end of the Central Association as it had functioned for many years. The Association delegated its responsibilities for ordination and ministerial fitness to the newly formed Conference Committee on Ministry. I hope this will ensure the best possible process for candidates in discernment and ministers under review.

Another major event this year was my resignation, which I submitted to the congregation during the first week in October. For personal reasons, I decided the time had come to return to New England, to my family, friends, and cultural roots. I am filled with appreciation for everything this congregation has done for me over the past two and a half years. It has been a transformative experience. I will always remember fondly all of the people of Ames UCC. Thank you!

Children and Youth Minister

Children and Youth Minister's Top Ten List of 2013

10. On May 19 this congregation was able to celebrate as we shared in the confirmation of Heather Egeland, Brandon Johnson, Kerry Strum, and Austin Rowland! What a wonderful experience it was for me to be able to help Rev. Jonathan Page lead them in a year long journey of reading scripture, asking questions, and writing a personal statement of faith.
9. Our Annual Palm Sunday Celebration and Easter Egg Hunt! What a joy it is to see so many of you come together at the beginning of Holy Week and for Easter Sunday!
8. We had another fantastic week of Vacation Bible School with our friends across the street at First United Methodist Church! Thank you to all of you that loaned special items from around the world, donated money/supplies, or volunteered your time during the week! Having so many different people involved is part of what makes this week a huge success!
7. Having a CE Team that will step up to help out with a variety of events all throughout the year. A special "thank you" to Barbara Faidley the CE Team Leader!
6. Getting to know each other better outside of the church walls through our congregational dinners. What fun it has been to see these friendships grow even deeper!
5. Being able to present 6 children with Bibles during worship this fall! As a congregation we present an age appropriate Bible to each Kindergarten and 3rd grade child in our Sunday School program.
4. Our Sunday School program expanded this fall to include a pre-school class once again. For several years we did not have enough pre-school age children to be able to have a class designed just for them. This year we do...and they are all boys!
3. Our Youth! This youth group has been through a lot of leadership changes this year, but the youth group itself remains a remarkable group of young people! Throughout this year the youth led us again in a Souper Bowl of

Caring, went on a mission trip to Faith Gardens in Des Moines, had a church lock-in, and have led spirit filled worship services for us to attend.

2. Our newest ministry, WAC, is short for Wednesday Afternoon Club. We have had so much fun with 12 children after school dismisses early on Wednesdays having a snack, learning stories from the Bible, doing crafts, playing games, playing hand chimes, and doing a mini-course each week. Thanks to those of you that have been instrumental in getting this ministry started by volunteering to drive the children from their elementary school to the church, spending time here on Wednesday afternoons, or providing snacks!

1. All of you! What a blessing it is to have a congregation that is supportive of our children and youth. Thanks to each and every one of you for the ways that you donate, volunteer, and pray for our children and youth ministries at Ames UCC.

Music Director

Shout for joy to the LORD, all the earth, burst into jubilant song with music.

Psalm 98:4

We are blessed to have organist Sunny Stewart and our chancel choir leading us in song for worship. In addition to singing for Sunday services, the chancel choir:

- Provided special music for our Pentecost service in May.
- Sang with members of the First Christian Church in summer choir during our joint services in July.
- Participated in the Good Neighbor Emergency Assistance Benefit Concert on November 3.
- Presented a special music service for Christmas.

During 2013, we said goodbye to choir members Louise Dengler, Peter Effertz, Andrew Ryder, and Laura Deal, and welcomed new members Lyle Allen, Val Shedd, Kristin Shields, and Rich White. Chancel choir members also shared their gifts in providing special music for worship services, in addition to Tom Meyer, Carol Smith and her women's ensemble (the Whimsical Warblers) and the vacation Bible school kids. We also welcomed flutist Elizabeth Morse and baritone Shelby Condray and their musical offerings.

With the leadership of Sunny Stewart, music continues to be an important part of our Sunday school program. The Sunday school children have shared their growing enthusiasm for music during Sunday worship.

We appreciate the support of the congregation, especially the parents of our children and the families of the members of the chancel choir, as we all make a joyful noise to the Lord!

Lesley Lackore
Music Director

Executive Board, Moderator

Many things are happening at Ames UCC. In spite of a few problem areas, we continue to be a healthy vibrant congregation.

Membership is steady at 208, church attendance averages 128 per Sunday morning. We have many active groups. We have an excellent staff. The normal activities including worship, many small groups and Theologian in Residence have been functioning well.

In January, we changed the bylaws; which included a change in the governance structure. The team structure has not worked well, because most areas have team leaders without a team. Most of the work has been done by the team leaders, we need to do a much better job of spreading the work load.

In October, we learned that Jonathan would be leaving our congregation in January. While we are sad that Jon has left us, we celebrate the time we had with him.

Linda Hanson, Jan Bauer, Patrick Camp and Jim Peake served on the Interim Selection Committee. Their work culminated when Terry Hamilton-Poore was hired as interim minister starting January 6, 2014. Please join me in thanking them for a job well done.

The Pastoral Search committee has been working, since November, gathering information and updating our church profile. The search committee members are: Bradley Duckstein, Ed Goedeken, Elaine Hieber, Rachel Jones, Linda Shenk, Terisa Thomas and Allen Trenkle.

Financially, we have no external debt. Our 2013 operating fund income matched expenses. We have a number of special purpose funds, in addition to the operating fund. The total of all funds is over \$500,000. The 2014 operating fund is projected to show a deficit. This is due to loss of several members who died or moved in 2013.

Challenges facing us now include

- Continuing our many successful activities
- Recruiting volunteers for leadership positions and for weekly operations
- Addressing anticipated shortfall in the 2014 Operating Fund
- Recruiting a new minister

Ken Birt
Moderator

Theologian in Residence

The fundamental task of the Theologian-in-Residence Committee (TIRC) is to plan ahead, often two years ahead, so as to anticipate relevant religious and spiritual issues and to identify dynamic individuals who can speak about them. However, this year's report must begin by remembering the sterling work of Nancy E. Brown, who served as the TIRC Coordinator for approximately 20 years. Before she moved to Grinnell this summer for her well-deserved retirement, Nancy assisted the Committee by leaving excellent records and providing helpful advice.

The 2013 Theologian-in-Residence weekend occurred on February 23-24, 2013. The theologian was Dr. Gary Dorrien of Union Seminary (New York City). His travel was almost cancelled by snow blizzards. Professor Dorrien gave three provocative presentations on social ethics on Saturday, followed by an analysis of the national political climate in the Sunday morning Adult Learning Center. He then preached at the worship service. His theme for the weekend was "The Crisis and Necessity of Progressive Theology." The statistics for the weekend, based on figures provided by Nancy Brown, are:

- 173 attendees (including a number of new faces)
- 79 persons at the luncheon
- Free will donations (suggested donation of \$30) -- \$4,330. [several gifts were received]
- Total Revenue, including luncheon tickets -- \$4,807
- Total Expenses, including honorarium, airfare, motel, printing, etc. \$6,134.36
- The gap covered by endowment income -- \$1,327.36

Several new strategies were used in 2013 to increase awareness of the program – a church banner, commercials on Iowa Public Radio, postcards mailed by church members. The TIRC owes a debt of gratitude to Nancy and the many volunteers who assisted with the luncheon and numerous other aspects of the program.

Looking ahead, the TIRC invited Phyllis Tickle, Editor of the Religion Department of *Publishers Weekly*, and a leading authority on the future of the Church, to be the 2014 Theologian-in-Residence. We feel fortunate to secure Ms. Tickle in light of the fact this is her last year on the lecture circuit. The dates of the TIR Weekend are February 22-23, 2014. Again, a number of volunteers are needed.

It is anticipated that the TIRC will be ready to announce the 2015 Theologian-in-Residence at the 2014 program. Knowing that the congregation will be celebrating its 150th anniversary in 2015, the TIRC is discussing the possibility of engaging an additional speaker in the fall of 2015.

Due to sparse church records in past years, it has been difficult to report how many years this well-known ministry of our congregation has been offered. A search of annual reports, church newsletters, and worship bulletins has just been completed. We are now able to say that the 2013 TIR weekend was the 29th year and the 2014 program will be the 30th annual Theologian-in-Residence program year. Glory to God!

The Theologian-in-Residence Committee: Jennifer Gelwick-Luecke, Amy Erica Smith, Allen Trenkle, Rev. Jonathan Page, and Charles Kniker, TIRC Coordinator for 2013 and 2014

UCC Association and Conference Delegates

Your elected Church Representatives for 2013 were Rachel Jones and Jim Peake. They represent the Ames United Church of Christ as voting delegates and participants at the UCC – Iowa Conference (state-wide) and the UCC – Iowa – Central Association (made up of UCC churches in several mid-Iowa counties).

The Central Association of the Iowa Conference UCC met in Alleman in the spring of 2013. We took a moment during worship to acknowledge the ministry and life of Rev Louise Dengler. After worship there was an informal conversation about the use of association funds. The conversation focused on where and how to use those funds.

Ideas included but are not limited to an event specifically for the youth of the Central Association, scholarships for those working toward ordination, and support for campus ministries in central Iowa. No decision was made at the conclusion of this meeting.

2013 marked the first ever Recharge event for the Iowa Conference. Recharge was held at Iowa State University in Ames, IA on June 7-8, 2013. This was an opportunity for ordained and lay persons of all ages to come together for worship and learning. Rachel Jones participated in the Emerging Leader's Track offered to young people between ages 15-30. UCC General Minister and President Geoffrey Black joined the Recharge event and was the guest speaker on Friday night. We also celebrated the retirement of Associate Conference Minister Tony Stoik. No formal business was conducted during the Recharge event.

The role of the Church Representative is a very interesting position. You are able to serve in the local, Association and Conference settings of the church. You sit on the Ames UCC Executive Council, and participate in the workings of the Central Iowa and state-wide Church as well.

AMOS, A Mid-Iowa Organizing Strategy

Top Ten Reasons to Celebrate Another Great Year for AMOS:

1. Trained 119 Project IOWA participants, AMOS' workforce development initiative, with the skills they'll need to secure living wage jobs.
2. Secured a spot for Project IOWA in Governor Branstad's biennium budget to the Legislature in 2013.
3. Won state and county funds totaling \$250,000 for Project IOWA. First state check received this month!
4. Educated over 800 central Iowa residents on the in's and out's of Obamacare, helping central Iowa residents gain access to health care.
5. Organized 4 large community conversations among central Iowa's mental health care providers to foster relationships, encourage best practices and ensure our state's mental health care redesign efforts stay funded and on track.
6. Organized the largest City Council/Mayoral Candidate forum in Ames (over 150 people!!) making affordable housing a priority issue for the city's elected officials.
7. Elevated the issue of juvenile justice reform in Polk County and the importance of a restorative justice approach.
8. Launched a Court Watch Program of AMOS court watchers who have observed over 300 juvenile cases.
9. Launched a school mediation program that has trained over 40 volunteer mediators who will begin the work of conflict resolution to ease tensions among Des Moines Middle School students at three pilot schools.
10. Welcomed First Baptist Church-Ames and the Emergency Residence Project in Ames as new member institutions.

Honoring the Past, Empowering the Future – Memorial Gifts

Balance December 31, 2012 \$ 4,685.69

Income:

Memorial Gifts	\$13,285.00
Investment Income	xxx.xx
Total Income	<u>\$13,285.00*</u>

Distribution:

Geist Fund (Campus Ministry)	\$ 2,605.00
Emergency Residence Project (Joyce Hertz)	\$ 20.00
AMOS (Joyce Hertz)	\$ 100.00
Reiman Gardens (Meg Speer)	\$ 20.00
Banner Supplies (Eileen Exner)	\$ 100.00
West Doors (Miriam Dickson)	\$ 1,869.89
West Doors (Gift Pool)	\$ 3,000.00
Total Expenses	\$ 7,714.89

Christian Education (Meg Speer)	\$ 100.00
Christian Education (Joyce Hertz)	\$ 100.00
Endowment Fund (Meg Speer)	\$ 20.00
Total Distributions within Budget	\$ 220.00

Total Distributions **\$ 7,934.89**

Balance December 31, 2013 \$ 10,035.80*

Pending Expenditures

Painting exterior of office windows	\$ 1,071.39
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**Pending investment income*

Treasurer, 2013 Income and Expenses

<u>INCOME:</u>	<u>YEAR</u> <u>ACTUAL</u>	<u>YEAR</u> <u>BUDGET</u>	
Budget Income			
2013 Pledges (paid in 2013)	\$243,275.65	\$254,890.00	95%
2013 Prepaid Pledges (2012)	\$23,750.00	\$23,750.00	100%
Non Pledge Contributions	\$13,054.00	\$7,635.00	171%
Prior Year Pledges	\$299.00	\$500.00	60%
Loose Collection	\$5,115.54	\$4,400.00	116%
Rent	\$8,647.50	\$7,500.00	115%
Investments (int,dvd)	\$2,657.96	\$1,500.00	177%
Other Income	\$482.09	\$0.00	
Total Budget Income	\$297,281.74	\$300,175.00	99%
Prepaid Pledges 2014	\$12,450.00		
Total Operating Income	\$309,731.74		
 <u>Expense:</u>			
Budget Expense			
Member Services	\$760.66	\$700.00	109%
Secretarial Staff	\$30,760.83	\$30,072.00	102%
Office Expense	\$7,180.57	\$7,779.00	92%
House Expense	\$42,178.31	\$35,375.00	119%
Utilities	\$17,484.10	\$19,950.00	88%
Janitorial Staff	\$2,432.66	\$4,000.00	61%
Christian Education Program	\$3,547.83	\$2,900.00	122%
Christian Education Personnel	\$38,515.71	\$40,835.00	94%
Worship Program	\$555.95	\$300.00	185%
Music Program	\$1,371.15	\$1,660.00	83%
Music Personnel	\$18,756.56	\$19,130.00	98%
Financial Stewardship	\$376.85	\$650.00	58%
Ministerial Staff	\$79,810.00	\$81,202.00	98%
Association/Conference	\$0.00	\$1,050.00	0%
Caring Network	\$205.59	\$250.00	82%
Executive Board	\$2,349.08	\$2,650.00	89%
Technology Coordinator	\$2,153.00	\$2,153.00	100%
Sexton	\$11,616.68	\$11,626.00	100%
Treasurer & Financial Secretary	\$3,359.76	\$3,360.00	100%
SoJO Program Expense	\$150.00		
Subtotal Budget Expense	\$263,565.29	\$265,642.00	99%
Giving Beyond Our Building	\$34,263.48	\$34,533.00	99%
Total Budget Expense	\$297,828.77	\$300,175.00	99%
Prepaid Pledges 2013	\$23,750.00		
Total Operating Expense	\$321,578.77		
 Net Budget Income	(\$547.03)		
Net Operating Income	(\$11,847.03)		

Balance Sheet

<u>ASSETS</u>	<u>BALANCE</u>	<u>BALANCE</u>		
	<u>12/31/12</u>	<u>12/31/13</u>		
Cash			Interest Accumulating Funds	
First National Bank Checking	\$46,644.53	\$91,389.10	Endowment Fund	146,851.42 144,226.42
Ameriprise CDs & Money Market	10,015.01	27,972.82	Memorial Gifts Fund	4,885.69 10,391.93
Ameriprise Cash Brokerage Account	8,723.15	94.24	Kitchen/Parlor Fund	756.33 766.90
Total Cash Assets	\$65,382.69	\$119,456.16	Capital Gain & Loss Fund	-47,835.66 65,974.14
Investments			Building Escrow Fund	8,450.32 10,992.96
UC Funds Adult Equity Fund	\$39,207.91	\$48,061.99	Office Escrow Fund	1,833.90 2,363.04
UC Funds General Equity Fund	40,167.33	48,724.61	Instrument Maintenance Fund	8,740.28 9,088.60
UC Funds Adult Balanced Fund	76,953.96	90,236.70	Special Operations Funds	
UC Funds Gen'l. Balanced Fund	78,026.76	86,578.97	Sabbatical Escrow Fund	9,871.31 11,877.31
UC Funds Fixed Income Fund	94,170.92	90,213.27	Soup Supper Fund Balance	0.00 (23.55)
UC Funds Int'l. Equity Fund	38,254.54	42,437.37	Funeral Fund	1,511.84 1,290.20
UC Funds Cash & Equiv. Fund	8,479.70	6,607.37	Flower Fund	(8.82) (189.80)
Progress Energy CVO 200 shares	50.00	65.00	Key Deposit Fund	200.00 200.00
13 shares AT&T	337.10	457.08	Theologian in Residence Fund	(1,354.50) 1,790.57
Total Investments	\$375,648.22	\$413,382.36	Miscellaneous Fund	4,420.49 8,298.02
Total Assets	\$441,030.91	\$532,838.52	Confirmation Fund	323.27 323.27
LIABILITIES & FUND BALANCES			Previous Year Outreach Fund	8,964.80 6,145.75
Liabilities			Allan Interest Fund	8,979.75 9,264.73
Accounts Payable	\$2,820.60	\$7,638.18	Pastoral Discretionary Fund	1,587.02 2,126.41
Total Liabilities	\$2,820.60	\$7,638.18	Christian Education Funds	
Fund Balances			Bath Family Interest Fund	3,632.33 4,074.89
Operating Fund	\$6,241.61	(\$5,605.42)	Sunday School Fund	259.17 259.17
Investment Income Fund	\$0.11	\$0.00	Temporary Church Funds	
Interest Spending Funds			150th Capital Campaign	0.00 50,000.00
Allan Fund	11,402.59	11,402.59	Dickson Fund	4,199.79 0.00
Bath Family Educational Fund	28,415.39	27,356.43	Geist Campus Ministry Fund	0.00 2293.15
Outreach Fund	2,451.31	2,451.31	Buiding Repair Fund	1,000.00 205.02
Adult Program Endowment Fund	125,045.63	146,115.49	Website Upgrade Fund	488.00 343.25
			Undesignated Outreach Fund	1,425.60 1,165.48
			Audio-Visual System Fund	40.02 (77.72)
			Regular Appeals	
			Habitat for Humanity	0.00 150.00
			Christmas Fund	0.00 0.00
			Good Neighbor Fund	0.00 (0.10)
			Personal Outreach	0.00 160.00
			Total Fund Balances	\$438,210.31 \$525,200.34
			Total Liabilities & Fund Balances	\$441,030.91 \$532,838.52

Jim Dickson, treasurer

Clerk

Active Members, 01/01/13.....210
Inactive Members, 01/01/13.....3
Affiliate Members, 01/01/13.....6

Members Received During 2013...14

George Belitsos 03/24/13
 Courtney Cornell 03/24/13
 Maryanne DiOrio 03/24/13
 Erica Fjelland 03/24/13
 Diane McHenry 03/24/13
 Kevin McHenry 03/24/13
 Amy Erica Smith 03/24/13
 Laura Swanson 03/24/13
 Devin Kaylene Edds 05/19/13
 D'Riece Wilson Shirley 05/19/13
Confirmands
 Heather Jane Egeland 05/19/13
 Brandon Johnson 05/19/13
 Austin Rowland 05/19/13
 Kerry Ann Strum 05/19/13

New Affiliate Members.....0

Transfers.....9

Levi Melburn Nichols 01/28/13
 Mark Allen Licht 02/13/13
 Melea Ann Reicks Licht 02/13/13
 Kevin Voit 03/10/13
 Linda Voit 03/10/13
 Elwood Roy Hart (inactive) 03/19/13
 Arlene Petersen (affiliate) 10/23/13
 Daleen Pegram (inactive) 12/22/13
 Deb Simdorn Hanson 12/31/13

Removed by Request.....3

Rachel Voit 03/10/13
 Tom Flack 03/13/13
 Rowena J. Hurlbut 09/12/13

Deaths.....7

Maurice Lee (Maury) Geist 03/22/13
 Louise Brown Dengler 04/15/13
 Roy Thomas Drummond 05/23/13
 Mary (Meg) E. Graf Speer 08/26/13
 Joyce E. Dickson Hertz 08/28/13
 Paul Morgan 08/30/13
 Eileen M. Smithers Exner 09/04/13

Baptisms.....1

Lucy Claire Hannover 01/06/13

Marriages.....9

Marli Mesa and Lee Bauer 03/08/13
 Kelley Burton and
 Orlando Moreno 05/04/13
 Filip Zachoval and
 Brent Payton 07/26/13
 Cassandra Fox and
 Jaxson Schaefer 08/03/13
 Lindsey Abbas and
 James Borlaug 09/01/13
 Marcia Brinton and
 Karen Dunlap 09/21/13
 Abbie Smith and
 Graciana Orozco 10/05/13
 Damien Gary Lee McCormick and
 John Hall 11/09/13
 Anna Stevenson and
 Joel Boggs 12/14/13

Reconciliation

Active members +1

Total Active Members, 12/31/13....209
Total Inactive Members, 12/31/13.....1
Total Affiliate Members, 12/31/13... 5

Lynette Spicer, Clerk

Members Who First Joined This Church 50 or More Years Ago

E.R. (Robert) Baumann.....	1955	James Peake.....	1963
Mary Baumann.....	1955	Art Pohm.....	1959
Lillian Blau.....	1958	Bernie Pohm.....	1959
Ruth Brown.....	1940	Vaughn Speer.....	1948
Julia Carlander.....	1950	Lois Thomas.....	1942
Nancy Clark.....	1942	Carl Tipton.....	1961
James Cue.....	1934	Tania Tipton.....	1961
Marilynn Curry.....	1958	Kim Williams.....	1950
Kathleen Drummond.....	1962	Richard Warren.....	1963
Dorothy Hoff.....	1953	Shirley Warren.....	1963
Pat Hopkins.....	1961	Edna Wiese.....	1963
Joyce Huisman.....	1955	Joan Jacobs, Affiliate.....	1956
Mary Elizabeth Pasley.....	1929	Russell Jacobs, Affiliate.....	1956

We Remember

Maurice Lee (Maury) Geist	03/22/13
Louise Brown Dengler	04/15/13
Roy Thomas Drummond	05/23/13
Mary (Meg) E. Graf Speer	08/26/13
Joyce E. Dickson Hertz	08/28/13
Paul Morgan	08/30/13
Eileen M. Smithers Exner	09/04/13

Team Coordinator

“The Team Coordinator helps the various teams stay on task and ensures that the needs of church governance are being met.” - Ames UCC Website

This past year the team coordinator and Pastor Jon Page met with the team leadership, coordinators and vice-coordinators, to support and challenge them as they provided leadership for the church.

The team coordinator also spearheaded two all church events that showcased the teams, projects and volunteers needed.

As this is a new position, many wrinkles need to be ironed out. Scheduling meetings with team leaders on a regular basis, more effective all-church events and developing a master tracking system of church events and opportunities for better communication would be some of the goals for the next year.

Respectively submitted by,
Ellen Barnhart
Team Coordinator

Christian Education Team

Under the new team structure, Christian Education covers a variety of activities at the church. This report will try to cover as much as possible under those guidelines.

Hannah Hannover's report has covered some of the aspects of the Christian Education Team. I (team coordinator) will try to cover other parts of Christian Education at Ames UCC.

During the year of 2013 we offered 3 special offerings for adult education in the church. During Lent, Jonathan Page led a course called "A Life of Faith: Jesuit Spirituality". To help guide us, we read James Martin's book: The Jesuit Guide to (Almost) Everything. This course was offered on Sunday mornings and one evening during the week for six weeks.

On May 17-18, Jonathan Page led a Silent Retreat at Pilgrim Heights. This was a meditative retreat. It was a time for prayer, silence and guided reflection. It was an opportunity to explore more deeply our relationship with God.

In the fall, Charles Knicker offered a "Prophets Course" for eight weeks. This class was appropriate for middle and high school age and college and other adult learners. We were invited to learn about the "superheroes" of their day. Their narratives illustrate the triumphs and tragedies of God's chosen people. The prophets were God's "truth tellers". We learned if they could teach us about how to live our individual and corporate lives today!

An ongoing adult education program at our church is the Learning Center which meets around 32 Sundays a year. Sunday morning starts at 9.00 for a continental breakfast. After breakfast there is a round table discussion that cover a wide range of topics during the year. They have church members speak on topics of interest. They also invite outside speakers to the group to lead a discussion on current topics of interest. Members of the church are also invited to discuss their journeys of faith with the group. Normally between 15 to 20 people participate in the Learning Center discussions. Some of the topics of discussion in 2013 were: Ecumenical Housing in Ames, UCC Green Justice Team, Theologian in Residence, Pilgrim Heights Camps, 150th Capital Campaign, Ask the Minister, AMOS reports, 3rd grade literacy program, Christian Science, Low Cost Housing in Ames and three or four Journeys of Faith.

Every Wednesday morning at 7.30 am an Adult Bible Study took place which was led by Jonathan Page. This dedicated group of people read the bible verses for the coming Sunday and discussed them in detail. Historical context of the bible was included and many versions of the bible were used to read the verses and the differences in those were also discussed.

Another adult learning opportunity was the UCC Book Club. It normally meets on the 3rd Wednesday of the month at 2.00 pm for a discussion of that month's book. Members of the group decide among themselves about what books we wanted to read. Each month's discussion had a discussion leader in the group. The group normally meets January-June and September-December. During the past year we had two different authors visit the book club meetings.

A new opportunity for fellowship and adult learning were the Religion and Society Movie Nights that were held in Fellowship Hall and at members' homes. We enjoyed watching the movies together and generally had a discussion about the movie at the end of the evening.

The other major effort this year for the Christian Education Team was the Church Library.

An on-line and paper survey was taken by the entire congregation. The survey made us realize that many people knew nothing about the library and had never visited it. Our goals were to make people in the congregation more aware of what the library had to offer, to re-organize the library so it was more user friendly, to get new books in the library and to make our books more available for people to use.

Our first project was to re-vitalize the library. We cleared all the clutter from the library, put new covers in the chairs and moved some furniture around to meet our needs. We also took the more academic (seminary quality) books out of the library and housed them in the church office and conference room. Then we asked for donations from members of the congregation. All of the new books of some of the new books had to be stamped with the church name and pockets and check-out cards had to be made for all these books.

The children's books were sorted and re-organized on shelves. Some were also put into tubs on a low table so it was easier for the children to reach the books. A book display was also moved into the back of the church sanctuary which was supplied with children's books from the church library. These books were used by children during the church service. The books were changed every month to expose the children to the wide variety of books we have.

At our volunteer sign-up Sundays, volunteers were requested to do book reviews on books from our Church Library. These reviews were then published in the church newsletter. Each month an adult book is reviewed and a children's book. The books that have been reviewed have a special sticker on them. We have also established a special Picks of the Month book group. Different people from the congregation were asked to pick two books from the Church Library and these books are then displayed in the Church Parlor. Adults and children have been asked to select favorite books.

A new reading program was started during the summer to encourage the children in our church to use the Church Library. The entire Sunday School was invited to the library and were shown how to check out books and the new reading program was explained at that time.

Starting in December we had our first BOOKS AND BREAD display in the church parlor after church. Refreshments were offered along with a display of Christmas books that were available to check out from the library. It was successful and monthly displays on different topics will bring books from the library out into the church parlor.

As the coordinator of Christian Education I also attended two meetings of the Mid-Iowa Church Library Volunteers. One meeting was held in Ames and the other was in Ankeny.

This is a network of church library people and we share concerns and ideas about our church libraries. This has been a very helpful group and very supportive.

Barbara Faidley

Co-ordinator Christian Education Team

Financial Stewardship Team

Members: Sharron Slinger, Doug Powell, Jim Peake

Ex officio: Rev. Jonathan Page, James Dickson, Nancy Heathman

Responsibilities: Routine management of the church's financial affairs, including oversight of the receipts and expenditures of Memorial Gifts; Organization and leadership of the annual stewardship pledge campaign; Compilation of the annual budget for presentation to the Executive Board and the Congregation.

Actions:

- An anonymous gift of a freezer for the big kitchen was given in memory of Louise Dengler.
- A gift of \$500.00 was given to be used for concrete repair and another gift of \$150.00 was given to be used for music.

- The Financial Stewardship Team participated in the Celebration of Service on March 3rd, introducing what we do, opportunities for service and upcoming events.
- Cornelia Flora coordinated the annual Attic to Basement rummage sale held in August. The sale netted \$1,750.53 to be used for outreach this year.
- The Pastor's Discretionary Fund received a 25% distribution from the communion collections this year. It has proven to be a highly useful fund to provide immediate financial assistance to those in need. At the end of the year it has ~\$2,126.00 in it.
- The Financial Stewardship Team, Treasurer, Pastor and Property Team Coordinator met to assess the future needs and maintenance concerns for the physical property of the church. This year \$31,307.56 was spent in major repairs and an additional \$1,316.72 for elevator maintenance came from the Other Services budget line. The amount in the Major Repairs line of the 2013 budget was \$7,500.00. To meet some of the expenses beyond the budgeted amount, the following amounts were taken from other funds: \$6,160 from the Building Escrow Fund with the approval of the Executive Board; \$3,410 from the Dickson Fund with the approval of the Dicksons; \$1,310 from the Building Repair Fund; and \$4,869.89 from the Memorial Gifts Fund. The Building Escrow Fund is not adequately funded.
- \$789.66 from the Miriam and Keith Dickson Fund was used for new directional signs pointing out the entrances to the church.

Annual Review of Financial Records: Jim Peake and Troy Strum met with treasurer Jim Dickson on June 1st to review the 2012 financial records. All questions were reconciled, and the records appear to be accurate.

Annual Stewardship Campaign for 2014 Operating Budget: The Financial Stewardship Team and the Rev. Page used the theme, "Surprising Gifts," to shape the annual pledge drive last fall. In addition to a letter to the Congregation from the FS team and another from the Pastor, two members spoke during church services about the gifts they have received from participating in the Ames UCC-Congregational and the wider church. There were Mission Moments identifying how important the outreach work of the church is to the community and world. The stewardship sermon was given on October 20th, and Pledge Sunday was October 27th with a congregational celebration potluck following.

Compilation of the 2014 Operating Budget: Jim Peake led the budget process, soliciting expense requests from the various teams and then working with the FS Team to present a budget that projects realistic income and expenses to the Executive Board in November and to the Congregation for a vote in December.

Member Services Team

The overall role of the Member Services Team is to promote the well-being of congregants, nurturing members and friends, actively fostering growth in the commitment to develop, use and share individual time and talents in response to God's mission.

During 2013 the member services team continued to organize and promote a variety of fellowship opportunities. The goal was to provide many different types of fellowship opportunities for members to connect with one another.

These activities included:

- Overnight winter retreat in January at Pilgrim Heights Retreat Center
- Together with the Christian Education Team, implemented a monthly Women's Fellowship gathering
- Together with the Worship and Music Team, coordinated a worship service, followed by a potluck lunch at Hobbit's Hill, the home of George Belitsos and Peter Wolfe

- Movie nights to watch interesting, thought provoking movies We watched *Chariots of Fire*, *The Mission*, *Wall-e*, and *Gasland*
- Iowa Cubs baseball game and tailgating
- All church picnic at Inis Grove Park
- Annual chili cook-off and pie fest

The team also implemented a simplified method of serving coffee fellowship following worship to make it easier for volunteers. The team also updated the process of recruiting volunteers to serve coffee. Assignments are now done three months at a time, with new volunteers matched with experienced volunteers to encourage new friendships and fellowship. Our biggest accomplishment for the year was the start of a monthly, young adults, small group meeting. This group has met several times, each time doing something fun and different. Lastly, we have met with members of the congregation to find out what types of other small connection groups we can coordinate to engage members and encourage fellowship. Those groups will begin to meet in the next couple of months.

Team Coordinator: Allison Anderson

Team Vice-Coordinator: Terisa (Tee) Thomas

Property Team

The Property Team is responsible for the maintenance and repair of the buildings, grounds, and equipment and the insurance and bonding needs of the church. The coordinators work closely with the Sexton in evaluating the physical needs of the church and in recommending tasks for consideration at the All-Church Meetings and by the Executive Board...

Board to Team Structure Change

In October of 2012, upon the resignations of both the Custodian and the Building Superintendent, the Church Sexton position was created, combining the responsibilities of the two positions. To this upgraded position was added lawn care and removal of minor amounts of snow/ice. With the hiring of then Property Board chair, David Cook, to this position, the decision was made for the Property Board to become the Property Team under the new team structure, with Greg Lamont and Roger Parmenter agreeing to serve as Team Coordinator and Vice-Coordinator, respectively.

The Year in Review

2013, then, was the first full year operating with these significant changes. In September, Roger Parmenter moved out of state, leaving the Vice-Coordinator position vacant for the remainder of 2013. His service was appreciated. Thanks also to Jaxson Schaeffer for his substitute custodial work during the Sexton's vacation.

Also formed in the summer was a work group that met on Wednesday mornings for fellowship and to work on the tasks highlighted below that did not require outside contractors. This group consisted of Ken Dave Cook, Ken Birt, Carl Tipton, Doug Powell, Jerry Chase, Phil Spike, Steve Rogers-Smith and Greg Lamont. A number of tasks listed below were completed, either in whole or in part, by this group, resulting in substantial savings to the church. Dinah Kerksieck, Steve Rogers-Smith and others also did their usual wonderful job in maintaining the landscaping around the church. Many thanks to all who helped in these endeavors to maintain the church buildings, systems and landscaping.

Among the myriad of minor and not-so-minor repairs and maintenance issues that aging buildings present, the following notable projects were completed during the year:

- Installation of new shingles and replacement of some rotting fascia boards on the church office building.
- Painting of some of the trim.

- Replacement of cracked belt stone on north side of church building. Plaster repair and painting of the water-damaged wall in the Thou Art room.
- Bat removal and abatement project completed.
- Installation of new energy-efficient electronic ballasts in almost all of the fluorescent fixtures in the main church building.
- Installation of a new storage shed to securely house the lawn and snow removal tools and equipment.
- Replacement of the west doors on the church building and refinishing of the south doors to match
- Removal of a large amount of junk from the various storage areas of the church. Old carpeting removed from first floor of church office,

The following projects, initiated in 2013, will be completed in 2014:

- Review and revision of the Church Facilities Use Policy and fee structure
- Completion of trim and window painting on church office building and of fascia boards on the east side of the church building (when weather permits)
- Replacement of floor covering first floor of the church office building

The Year Ahead and Beyond

“Transition” and Transformation” will again be keywords for 2014, with the change in pastoral leadership and a reexamination of our governance structure. The transition from separate Custodian and Building Superintendent positions to a single Sexton position has been very smooth we look forward to its successful continuation. As always, constructive input and suggestions from members of the congregation are welcome and encouraged.

Looking forward in 2014 and as we enter into our sesquicentennial celebration year and its planned capital campaign, a number of major (and expensive) projects will need to be undertaken as major systems reach the end of their life spans. Chief among these will be the replacement of the flat roof sections over the education wing, replacement of aging furnaces in the church building, window replacement in the church office building, and fairly extensive exterior concrete work to replace cracked sidewalks, steps and retaining walls, replacement of failing exterior hand rails. In addition to any funding that becomes available for these projects through the capital campaign, the church’s Building Escrow Fund will need to be quickly built up to an anticipated \$50,000 level and maintained at that level so that major projects can be afforded more readily and easily.

Respectfully submitted,

Greg Lamont

Property Team Coordinator

Social Justice and Outreach Team

Members: Paul Lasley, Sharon Slinger, George Belitos, Jim Dickson, Jan Bauer, Cornelia Flora and Kim Spangler

Responsible to support social justice issues in the world and empower members to respond as Christians with concern and active caring.

Distribution of Funds:

Communion

75% of Communion Offering is given to Good Neighbor Emergency Assistance and 25% to the Pastor’s Discretionary Fund

Special Offerings	Dollar Amount
One Great Hour of Sharing	3162
Strengthen the Church	1805
Neighbors in Need	2429
The Christmas Fund	1596
Christmas Eve Offering	1870

Christmas Eve Offering given to the Emergency Residence Project.

Outreach Fund giving: More funds were available in 2013 so giving was increased overall as compared to 2012.

Local Outreach	2012	2013
Access	700	1200
Ames Boys and Girls Club	500	500
Ames Ecumenical Housing	200	250
Beyond Welfare	500	0
Emergency Residence Project	1200	1200
Good Neighbor Emergency Assistance	500	500
Heartland Senior Center	250	500
Mid-Iowa Community Action, MICA	750	750
National Alliance on Mental Health, NAMI	400	400
Planned Parenthood	400	400
Story County Community Housing	0	250
Youth and Shelter Services	500	500
Habitat for Humanity	500	500
Food at First	200	500
Lavender Umbrella	0	250
Interfaith Power and Light	0	250
Regional Outreach		
Back Bay Mission, MS	550	0
Threshold Learning Center, IA	0	550
Bread for the World	500	500
Charles Hall Youth Services, ND	250	250
Emmaus Homes, MO	250	250
Mayflower Homes, IA	200	200
Pilgrim Heights	350	350

Kim Spangler, Coordinator

Worship and Music Team

Coordinator: David White

Vice-Coordinator: Bradley Duckstein

Responsibility: Provide support to the pastor in planning & providing meaningful worship experiences, including special worship services, and to oversee the coordination of weekly volunteers, the Sanctuary Arts Committee and the Theologian-In-Residence program.

Worship & Music at Ames UCC saw a lot of changes in 2013. Revered traditions were updated with new life, energy, and enthusiasm. We also underwent some challenges, particularly when facing the new governance structure, but came out on the other side, pleased that Ames UCC was able to faithfully and enthusiastically worship God.

Lenten & Easter Events

Six congregational soup suppers were held throughout Lent, some in conjunction with First United Methodist Church and First Christian Church. Free will offerings from the suppers were given to church outreach efforts. Many thanks to Kristin Shields for coordinating and to all those who contributed their time, talents, and wonderful dishes! Weekly worship & meditation services were also held, following the traditional Taize style, which focuses on tranquility, music through chant, and times of deep contemplation. Average attendance was 30.

Lent was also celebrated with the addition of a set of new banners – “Pray, Reflect, Believe”. Thank you to all who helped design and create them.

Easter was celebrated with a joint sunrise service at First Christian Church, as well as a later service here. Children and adults of all ages joined together for an inter-generational egg hunt before our worship.

Summer Happenstances

May brought a full house to welcome the Des Moines Gay Men’s Chorus. Attendees were serenaded by a variety of music, while the event raised money for the Emergency Residence Project.

On Pentecost Sunday, four candidates were confirmed into our congregation and a special music service presented by the Chancel Choir.

June’s Worship in the Park saw a rejuvenation when we were welcomed to Hobbits’ Hill, the homestead of new member George Belitsos & husband Peter Wolfe. Over 100 guests were treated to llama kisses and garden & home tours, as well as a potluck picnic, following worship. Thank you to Allison Anderson for coordination, as well as the nearly 25 volunteers who helped make this new venture a success!

July brought the traditional combined worship services with First Christian Church, two in their space and two in ours. The congregations’ choirs also joined forces for each service.

The summer was closed out with a worship service at Brookside Park. Congregants from Ames UCC, First Baptist Church & First Christian Church came together for the occasion.

Autumn & Advent

On November 17th, the congregation spent time breaking into smaller “connection” groups, taking time to get to know one another better, study, and pray together. The service was a chance to experience the groups, which will likely be forming later down the road.

Thanksgiving worship was supplemented with a second annual Hearty Eucharist. This newer tradition has been well received. Thank you to Diane Birt and Aidan & Ailis Cook for help with setup, and to all of the additional servers!

The annual Advent party and decorating took place on the first Sunday of Advent. In addition to our traditional décor, we were blessed with a new banner for Christmas Eve, “The Word Became Flesh”. The banner coordinates with the other Advent banners, but features a beam of light shining down on the hand of Christ in the manger. Many, many thanks to Dinah Kerkisiek for leading the project and to all those who worked around the clock to complete the banner in time for the Christmas Eve service!

The children and youth’s Christmas program this year was *A Sign for All*, a rousing modern interpretation of the Christmas story. Thank you Linda Shenk for coordinating the ensemble, and to all the parents and many helping hands needed for costuming, set/prop decoration, and “kid wrangling”!

Odds & Ends and a Closing Note

Average attendance for Sunday worship during 2013 was 125, down just slightly from 2012 (132).

The Worship Planning Committee met throughout the year on a bi-weekly basis. The committee was composed by Rev. Jonathan Page, Minister to Children & Youth Hannah Hannover, Music Director Lesley Lackore, Keyboardist Karen Stewart, and WAM Vice-Coordinator Bradley Duckstein. As always, if you would like to give your input or sit in on one of these meetings, please feel welcome.

Thank you to Paul Lasley for his woodwork on the rescued stained glass window, now permanently on display in the southwest corner of the Sanctuary. We are all so glad to see this beautiful piece of history preserved for generations to come!

Thank you to the Sanctuary Arts Committee for their efforts throughout the entire year! From new banners to floral arrangements and seasonal décor to selecting the color of our new external doors, your continued presence is very much appreciated.

Thank you to the many members and friends who served as ushers and greeters, provided flowers for the Sanctuary, or volunteered in some other way for our weekly services. Your help is truly appreciated!

And finally, I would like to leave you with a call to action. As you can see, there is a LOT going on in our church. All of these special services and events take volunteers and finding those volunteers has proven increasingly difficult as 2013 progressed. Please take some time to prayerfully consider volunteering. Many hands truly do make light work.

Respectfully submitted,
Bradley Duckstein
Vice-Coordinator, WAM

Evangelism

“The Evangelism Team is responsible for recruiting new members and promoting awareness of the life and work of Ames UCC. As one of the most progressive Christian churches in the community, our church is dedicated to worshipping God and making the world a better place. Simply put, it is the Evangelism Team’s job to inform the community that God is Still Speaking at Ames UCC.”

To accomplish the above goal, the Evangelism Team experimented with a number of new programs and projects this past year.

The Mentor Program pairs new members and prospective members with mentor families. Mentors are encouraged to welcome “their” individual or family by getting to know them, inviting them to church, informing them about other church activities, introducing them to other church members, sharing time together outside of church, answering questions about our church, making them feel at home.

The Student Host Family Program is very similar to the Mentor Program. Students are matched with families who enjoy spending time with young people, offering occasional meals, providing rides to and from church, basically providing students with a “home away from home”.

Another project was to work with a graphic designer to create the new church logo used for bulletins, newsletters, stationery, business cards, the website and facebook and directional signs. The team also created a new promotional brochure to increase our church’s visibility the community.

Likewise, the Evangelism Team continues to look for creative ways to expand Ames UCC's presence in the community, especially among new members of the community. To this end, our Welcome Committee visited over 200 residents new to Ames, last year. Committee members have had such a great experience they are eager to continue and are looking for others to join them, thereby expanding our reach.

Similarly, the team is searching for opportunities to increase our church's online visibility by using our website and social media. The more members interact with our facebook page, the greater our presence.

Still, the easiest and most important thing members can do on behalf of our evangelism effort is to welcome and introduce themselves to people they do not know before, during and after worship service on Sunday mornings. Let visitors know they are welcome at Ames UCC and that the entire congregation is happy they chose to attend church with us. That is what brings people back to Ames UCC.

Caring Network

Kristin Shields, chair and Christa Andersen - vice chair

Responsibility: To coordinate short-term services to members and friends of the congregation when needs arise from events such as birth, death, illness or accidents.

This year, the Caring Network provided services to 11 members. This involved:

- 1 assist with weekly transportation for 2 months,
- 1 assist with unpacking,
- 1 assist with lawn watering for 2 months,
- 3 assists with moving and
- 41 meals (to 5 families)

There were 32 individuals who provided these services. This was Caring Network's second year of operation. We are pleased to note that we saw an increase in the number of members who helped provide services. As people learn more about us, we hope to assist more members.

Respectfully submitted ,

Kristin Shields

Ames UCC Green Team

The Green team organized our congregations participation in the nationwide United Church of Christ Mission 4/1 Earth campaign to care for our Earth. During the 50 days after Easter, beginning April 1, to Pentecost, May 19, over 50 individuals and families in our congregation engaged in earth care, sent letters to local, state and national elected officials advocating for environmental concerns, and helped to plant trees both locally and globally. The national goals called for ONE MILLION HOURS of earth care, 100,000 TREES PLANTED and 100,000 ADVOCACY LETTERS. Our congregational goals to contribute to the national effort included 1000 HOURS of earth care, 100 TREES PLANTED and 100 ADVOCACY LETTERS, we surpassed our all of our goals. Throughout the year the Green team also collected items from the congregation such as CFL light bulbs, rechargeable batteries and eyeglasses and delivered them to appropriate recycling-reuse programs.

150th Anniversary Capital Campaign

The 150th Capital Campaign began work in 2013 to begin a project to address the question:

What can we do today to sustain and grow an active progressive membership for tomorrow?

After having some initial committee meetings to try to address the central question above, the committee organized three focus group opportunities during the summer to collect ideas from the congregation. The ideas were organized into a survey for the membership to identify the projects that had the most support from the congregation. About 40 responses to an all member survey were used to identify priorities among the suggestions that had been collected. The list of possible projects was reduced from 29 to 15 possible projects. Based upon input from the Executive Board, an expected replacement of the flat roof on the educational wing and needed improvements in outside landscaping including handrails and a new retaining wall were added to the possible projects to consider for funding with the our 150th capital campaign. It was determined that some of the projects would really benefit from the services of a professional architect.

- Brighten sanctuary possibly including brighter ceiling panels and lighting changes
- Replace pews with flexible seating
- Upgrade audio system in sanctuary
- Purchase quality video system for sanctuary (screen, camera recording, control panel)
- Redecorate parlor (paint, furniture, carpet, wall hangings, light fixtures)
- Parlor renovations including removal of walls to expand space
- Youth room renovations to include asbestos flooring abatement and addition of sink
- Youth room redecorating (paint, furniture, TV, stereo, games)
- Improve internal church signage
- Considerations for flat roof replacement over educational wing
- Outside landscaping including handrails and retaining wall

Other projects did not appear to need the input of an architect.

- Second floor carpeting replacement
- Create endowment for small grants for social justice mission to augment annual operating budget (possible as our usual 20% outreach goal)
- Student Ministry Endowment
- Extend wireless internet access to all church facilities
- Motion controlled lighting in appropriate areas
- Incorporation of contemporary music

The tentative timeline for our project is as follows:

- Architectural Firm interviews on January 27th and 28th
- Meeting to choose a firm to recommend to the Executive Board on February 4th (recommendation to Executive Board to engage an architect to undertake Design Criteria Phase services to be completed late March)
- We hope to report to the Executive board with more specific dollar amounts and specific project details to take to the congregation for vote of support in fundraising by the April board meeting.
- Design will resume once funds are assured, hopefully in spring 2015. The architect will continue to engage the Congregation in dialogue for its input and feedback through focus group meetings throughout the design process.
- Selection of contractor(s) following a bid process.

UCC Board Representative to Ames Ecumenical Housing

Ames Ecumenical Housing is a nonprofit organization founded by 15 Ames churches including ours. It governs Keystone of Ames and Stonehaven Apartments. The building of Keystone, which was opened in 1984, was spearheaded by the Rev. Roy Key from First Christian Church. It has 56 studio and one-bedroom apartments. Stonehaven was established in 1992 and has 54 one-bedroom apartments. The apartments are federally subsidized and their operations and finances are monitored by the Department of Housing and Urban Development (HUD). Residents must be age 62 or older or younger adults with mobility impairment. Residents generally pay 30% of their income for rent and HUD pays the balance. The assistance is generally limited to families whose incomes are at or below 50% of the area's median income.

During the first part of its life the Ames Ecumenical Housing Board has had to hire a professional management organization. Since December of 2007, the board has been completely responsible for the management of the properties under the supervision of HUD. There have also been two separate mortgages and two separate sets of books for the two facilities. During 2009 both buildings were refinanced with a single mortgage at a lower rate of interest and the board was allowed by HUD to use just one set of books for all of its operations. The \$4,705,600 mortgage contains money to install a sprinkler system at Keystone and carry out other maintenance projects.

During 2010 our Administrator Brad Snodgrass retired and was replaced by Hope Brown who had been our bookkeeper. Brad has continued to serve on a part time basis as HUD Coordinator for the organization. In 2011 both Hope and Brad retired and the Board hired K. D. Burkett as the new manager.

In recent times it has been difficult to keep all of the apartments rented, particularly the studio apartments and units that are not designed for the mobility impaired.. Last year we received permission from HUD to ease some of our admission requirements resulting in greatly improved occupancy. If you know of persons who might be interested in this kind of low cost housing, it would be appreciated if you could let them know of its availability.

Respectfully submitted,

Jim Peake, board representative from United Church of Christ Congregational

UCC Board Representative to Emergency Residence Project

The three program areas of Emergency Residence Project continue to be: 1) Emergency Shelter for the homeless, 2) Transitional Housing for those families without housing who have potential of finding and maintaining housing, and 3) Assistance to Individuals to prevent homelessness or loss of utilities. The house at 225 South Kellogg is primarily to provide emergency shelter for men, but there is limited space in the basement with separate bathroom facilities for women or families. The length of stay in the house is intended to be two weeks or less (this past year there averaged 26.4 individuals/night who stayed an average of 13.5 nights). When the house is fully occupied emergency shelter is provided in local motels for up to one week (512 individuals helped). Transitional Housing consists of six apartments in two buildings and provides housing for families, but more frequently women with children. The intended length of stay in transitional housing is one year (this past year the average was 23/night with an average stay of 14 months). Assistance to Individuals provides once per year financial assistance, to help with rent, deposits for rental units or payment of utility bills to continue or restore service (approximately 70% was used to prevent evictions or to assist with

securing new housing following eviction). Most frequently this assistance is to single women with children or families that lost employment. Limited funds continues to constrain the number of individuals that can be helped.

Two fulltime and two part time staff, conduct the functions of Emergency Residence Project. Occasionally people are employed on an hourly basis to assist with night duty. The staff routinely works more hours than compensated. The shelter is staffed 24 hours per day. Staff works closely with other agencies in Ames and Story County that help with needs of the homeless and low-income individuals and families. They counsel families in Transitional Housing and help with referrals for those coming to the shelter for assistance.

The advisory board has 13 members representing 11 faith groups and two members at large. During the past year there has been one new member. Several board members have served as volunteers at the house to help with phone calls when staff is absent, assist with office work and cleaning.

Funding for Emergency Residence Project is provided primarily by United Way, Story County, City of Ames, donations from individuals and organizations and occasional grants from other sources. United Church of Christ-Congregational continued to be a major supporter of the shelter with donations from Social Justice and Outreach Team, the Christmas Eve offering, members providing Monday evening meals and individuals providing donations of money and supplies.

The past year marked the 28th year of Emergency Residence providing shelter in Ames. There were 2,132 people helped in 2013. Emergency shelter was provided for 767 people with 9,649 nights of short-term shelter (The most in 28 years of operation). There were 12 families (59 individuals) helped in Transitional Housing. Assistance to Individuals helped 1,473 people in 571 households .

Since August 1985 when Emergency Shelter was initiated the following has been provided: 138,929 nights lodging for 13,474 individuals, 158 nights for 765 individuals in Transitional Housing, 21,315 individuals helped in Assistance to Individuals and approximately 165,330 meals provided. While the dream of closing the house because lack of need remains, it appears that homelessness and poverty will remain in our community for the foreseeable future. There continues to be an erosion of affordable housing in Ames for low income families. How we respond as a community of faith is a challenge for all of us. Staff at the shelter is willing to meet with individuals or groups and discuss possibilities of how they might help in addressing these issues in our community.

Allen Trenkle - UCC representative to Emergency Residence Project Board

Congregational Meeting Minutes

United Church of Christ – Congregational Ames, Iowa Minutes – Annual Meeting, February 10, 2013

The annual meeting was originally scheduled for January 27, but inclement weather led to the postponement of the meeting until February 10. Ken Birt, moderator, called the meeting to order at 12:50 pm. The meeting was attended by 67 people (64 members eligible to vote). Moderator Birt gave the opening prayer.

Minutes of Congregational Meetings

MOTION: Approve the Minutes of the January 29, 2012 Annual Meeting (Executive Board). Motion carried.

MOTION: Approve the Minutes of the December 2, 2012 congregational meeting (Executive Board). Motion carried.

Dedication of Memorial Gifts Received in 2012

Appreciation was expressed for the following memorial gifts received in 2012:

- 72 pew Bibles (George Clark and gift pool)
- Exterior sign on east wall (Miriam Dickson)
- Equipment to record sermons (Farwell Brown)
- 2 MP3 players, 2 speakers to play sermons (gift pool)
- Sanctuary banner fabric and supplies (gift pool)
- Paperbarked maple tree for courtyard (Danny Christie and gift pool)

Reports

Clerk – Nancy Brown. A moment of silence was observed to remember the death of one member during 2012. The membership numbers reported for 2012 are 213 full members (210 active and 3 inactive) and 6 affiliate members. This reflects a concerted effort to contact and remove from the membership rolls those who have moved away, have joined other congregations, or did not respond to communications from the church. In total, 124 full members and 3 affiliate members were removed. We received 13 new members.

Green Team – John Mazzeo. The Green Team will be promoting the national UCC Mission 4/1 Earth, a 50-day awareness campaign for the environment. The goal is to accumulate nationally one million hours of engaged earth care, 100,000 trees planted, and 100,000 letters of environmental advocacy from UCC congregations. The project will run from April 1-May 19. The Green Team will be sharing ideas with the congregation encouraging every member to participate.

Treasurer – Jim Dickson. Net operating income for 2012 was \$35,510.98. Pledges were up and expenses for the minister were down from the previous year. Investment funds showed an increase of about 10%.

Minister – Jonathan Page. Attendance at Sunday worship has been strong, and there has been good participation in adult Christian education opportunities. Four youth are participating in confirmation class. The generosity of the membership during the stewardship campaign was noted. The minister is involved in the wider community through service on the boards of Youth and Shelter Services Foundation, Friendship Ark, and the Interfaith Alliance of Iowa; membership in Rotary and Young Professionals of Ames; and writing a monthly column for *The Tribune* on religion and culture.

Moderator – Ken Birt. Attendance, finances, and enthusiasm are all positive for our congregation. People are the church; connection and the personal touch encourage people to join a church. A capitol campaign is projected in conjunction with the 150th anniversary of the church in 2015. He thanked the members who have served and are leaving office, board, committee, and representative positions.

New Business

Allocation of Interest Income

MOTION: Allocate \$2,593.97 of interest earned on endowment funds in 2012 to outreach (Executive Board). Motion carried.

Election of Nomination Slate

MOTION: Elect the slate of officers for positions not filled at the December 2, 2012 congregational meeting:

- **Officer** – Jim Peake, church representative
 - **Team Coordinators** – Barbara Faidley, Christian Education; Kristin Shields, Caring Network
 - **Team Vice-coordinators** – Doug Powell, Financial Stewardship; Allison Anderson, Member Services; Bradley Duckstein, Worship and Music; Christa Andersen, Caring Network
- Motion carried.

Amendment of the Bylaws

MOTION: Approve amendments to the Bylaws, Draft 3, dated 12/18/12 and 01/02/13 (Executive Board).

Rev. Page commented that the governance structure should facilitate the healthy functioning of the church and involve members in the various activities of the church. Our current governance structure does not do that. It is difficult to fill board positions, meetings can be tedious, there is little passion for the work, and a number of the functions of the church are not included in the structure. The proposed team structure will have coordinators to orchestrate the work that will be determined by members of the congregation at bi-annual all-church meetings.

Rachel Jones explained that the current structure requires the election of 39 people to serve 3-year terms. The new structure calls for the election of 16 people for 2-year terms; this enlarges the pool of members available to do the actual work of the church. The new structure will call for good planning and visioning by the team coordinators as well as delegation to ensure that the same people are not always doing the work. A period of adjustment will be needed for the congregation to get comfortable with the new model of church governance.

Comments and responses to questions about the proposal:

- The team concept will work only with effective planning and communication.
- The Time and Talent Surveys will be a necessary tool to enlist church members to carry out tasks, but coordinators should not be limited to the volunteers indicated on the surveys.
- The Executive Board meets monthly and provides for accountability.
- Ad hoc committees can be set up to accomplish specified tasks.
- Some tasks, such as Deacon of the Month, are described in a manual.
- The church office secretary will continue to enlist and coordinate volunteers for tasks that need to be carried out each Sunday morning.
- A possible format for the bi-annual all-church meetings was explained.

Jones proposed that a new position of vice-moderator (or some other term) be added to serve as the primary communication link among teams, a task currently performed by the Minister.

AMENDMENT to Main Motion: Add position of Team Coordinator who shall be elected for a maximum of three 1-year terms, be a non-voting member of the Executive Board, and will have the following duties:

- Serve as an organizational assistant to the team coordinators
- Have a sense of all projects of the teams
- Use historical reference to ensure all desired programs and projects are being considered
- Keep a record of the year's projects and missions for the benefit of future moderators and team coordinators
- Consult on scheduling of projects and missions based on the plans of all teams.

Bill Yungclas/Bob Kerksieck). Motion carried (62 for, 0 opposed, 2 abstentions).

VOTE on Main Motion as Amended: Motion carried (58 for, 3 opposed, 3 abstentions).

Announcements

Moderator Birt asked for volunteers to bring soup to the Ash Wednesday soup supper that will be a joint event with members of the First United Methodist Church and the First Christian Church with the UCC as host for the supper and the worship service to follow.

The meeting adjourned at 2:20 pm.

Respectfully submitted,
Nancy E. Brown, Clerk

United Church of Christ – Congregational Ames, Iowa Minutes – Congregational Meeting, October 6, 2013

Ken Birt, moderator, called the meeting to order at 12 noon. Approximately 63 members plus several guests were present. Birt announced two items would be topics of brief discussions but no votes would be taken.

Resignation of Jonathan Page, Called Pastor

The Rev. Jonathan Page sent a letter to members of the congregation October 1, 2013 submitting his resignation effective January 5, 2014.

Birt said he expected the period with an interim pastor will be short because the congregation has gone through search and call a little more than two years ago and the church profile can be adapted from the last search. The Executive Board will form a small interim selection committee soon and hire an interim pastor. Jonna Jensen, Iowa UCC Associate Conference Minister, will help in search efforts.

150th Anniversary Capital Campaign Committee Update

Amy Johnson, chair of the committee, presented a handout summarizing findings from meetings with members and friends of the church. The summary included the strengths of the church and items for consideration to include in the capital campaign. (Addendum)

The Rev. Jonathan Page gave background and his perception of overarching campaign goals.

Changes in the congregation should focus on flexibility and the core mission of the church which is a progressive vision of Christianity including social justice.

He said flexibility is important as churches are changing. The more flexible a congregation, the better. Young people join fewer organizations than people of older generations. Giving trends are different. The World War II generation is very generous. The Baby Boomer generation is less generous and young adults are even less generous. Today there are 55 churches in Ames and most likely, not all those churches will survive.

It will be difficult to replace organist Sunny Stewart when she decides to retire. If the congregation was to attract someone of Stewart's caliber, it would need to consider tripling the salary, include more hours of work per week or use instruments other than the pipe organ for worship.

The United Church of Christ denomination is committed to a mission of social justice. Social justice is important to the Ames congregation.

The appearance of the sanctuary is very important. The space needs to be lightened up with white panels on the ceiling. Audio visual equipment is an important consideration. Video screens could be placed on the north wall.

A church in the round makes sense for UCC theology. The word emerges from the people. Congregational singing would improve. The choir should be on the same level as the congregation so people sing to one another. People come to churches for music. They remember the music as they visit churches. In place of pews, Ames UCC could replace the pews

with padded wooden chairs. The communion table could be in the center. With that flexible arrangement, outside groups could use the sanctuary. Page believes Ames UCC has one of the most beautiful sanctuaries in Ames.

The parlor could be enlarged by taking out an unused storage closet and taking out the wall where the name tag board is mounted.

As we look for new congregational leadership, a congregation that is open to change is very attractive to ministers seeking a new church.

Comments from the congregation

Member Terry Potter asked how suggestions the capital campaign committee has received will be prioritized. Johnson said in the next month the committee will ask the congregation to rank the suggestions on a survey.

Guest Matthew Ellinwood said the demographics of the congregation are not sustainable. He asked how suggestions would improve membership and attendance. He suggested Ames UCC could offer needed services, for example a UCC daycare in the building.

Member Charles Kniker said the congregation needs to start work on the celebration aspect of the 150th church anniversary. Birt said he will work on setting up the celebration committee soon.

Birt adjourned the meeting at 12:30 p.m.

Respectfully submitted,
Lynette Spicer, Clerk

Addendum

The 150th Anniversary Capital Campaign Committee has received some great input from the congregation over the last few weeks! We would now like to report back and confirm what we heard and give everyone an opportunity to let us know if we misinterpreted anything or if we have missed anything. Listed below are the strengths of our church and the items on our list to look into further.

Strengths:

- Extraordinary welcome, open and affirming
- Candidness of members and sharing
- Fellowship
- Service opportunities
- Caring network
- Social justice activities
- Theologian in residence program
- Involvement of our members in Iowa Conference of UCC
- Explanation of worship elements
- Intimacy of the worship space
- Warmth of wood in sanctuary
- Growth but continue with 1 service
- Worship music

Items for consideration to include in the 150th Anniversary Capital Campaign:

Sanctuary

- Top quality sound system
- Improved video capabilities

Modernize sanctuary space (lighting, seating, layout, etc.)

More space between pew rows

Brighter sanctuary

Structural Non-Sanctuary

Renovate parlor

Improved church signage

Update entries (bell tower + southeast)

Technology

Columbarium (vault for ashes of the dead)

Modernize/update church property

Children/Youth Areas

Second floor updating

New library upstairs and expand

New carpet 2nd floor hallway

Update youth room

Green Things

Motion sensing or other "green" projects

Investigate roof garden

Everything should be done green

Endowment/Other

Invest in facilities for use by community outreach Organizations

Theologian in Residence (TIR) enhancement

Expand TIR to outreach in residence

Fund/endowment to support small grants for social justice mission

Transportation support (youth trips, Sunday attendance, etc.)

Student ministry endowment

Outreach program to International students and scholars

Targeted advertising

Endowment to foster program with sister church

There were several items that are great ideas, but did not specifically fit into the scope of our committee and we felt would be better addressed by other groups. Here is a list of those items that will be referred to the executive committee for consideration of the individual teams:

General Programming

Choir sit in congregation for service

Use organ more

Communication vehicles/methods

Enhance interpersonal communication

Build on evangelism strengths

Be more welcoming

Current efforts in contacting new residents seen as positive

More after church meals

Music

Choir space accessibility

Choir risers

Expand music program/Contemporary Music

New hymnals

Paid section leaders in choir

Band in the choir loft

Youth/Children

Community service events with children

Youth serve meals as fundraiser

Bring children, parents will come

Adult Programming

Programming outside business hours with child care

Targeted social groups

Small group bible studies

Coffee in fellowship hall/coffee changes
 Improved church signage
 Open windows when possible
 Green team available to consult on projects

Physical Maintenance:

Hand rail replacement
 Code compliance
 Coat racks
 West side planter access when retaining wall is replaced
 Regularly Conduct Energy audit
 Consider solar for power
 Open windows when possible

***Deferred maintenance is covered by operating expenses

United Church of Christ – Congregational Ames, Iowa
Minutes – Congregational Meeting, December 8, 2013

Ken Birt, moderator, called the meeting to order at 11:46 a.m. Birt announced two items would be discussed for voting.

New Business

Slate of officers, team coordinators and vice coordinators

Team/Office	Coordinator	Vice Coordinator
Caring Network	Christa Andersen	Kristin Shields
Christian Education	Linda Hanson	_____
Evangelism	Bill Yungclas	Amy Erica Smith
Financial Stewardship	Doug Powell	_____
Member Services	Terisa Thomas	Jan Bauer
Property	Ken Birt	_____
Social Justice & Outreach	Kim Spangler	Bill Slinger
Worship and Music	Bradley Duckstein	Laura Beason
Team Coordinator	Ellen Barnhart	
Moderator	Phil Spike	
Church Representative	Jim Peake	_____
Clerk	Lynette Spicer	
Treasurer	Jim Dickson	
Financial Secretary	Nancy Heathman	

MOTION: Accept the slate of officers, team coordinators and vice coordinators from the Nominating Committee and Executive Board. (Terry Potter/Allison Anderson). Motion carried.

2014 operating budget

Those present received a handout showing

- the status of the income and expenses through November 30, 2013 compared to the 2013 budget,

- proposed budget for 2014 approved by Executive Board, and
- a 2014 budget amended by the Financial Stewardship Team.

Currently the pledges for 2014 total \$227,488 and proposed operating income is \$255,484. The proposed expenses total \$299,213. Adding in \$23,370 for pledges not yet received from those who pledged last year and are still active members leaves a deficit of \$20,377.

Jim Peake, member of the Financial Stewardship Team, explained his team had worked to balance the budget at \$282,368 for income and expenses, still assuming an additional \$23,370 would be pledged.

The team made cuts:

- No pay increases for staff
- Leave the youth coordinator position vacant, not fund it for 2014
- Reduce Giving Beyond the Building from 13 percent of expenses to 10 percent
- Suspend funding the sabbatical account

Take \$3,514 from the sabbatical escrow account and include in as 'other income.'

Congregations members asked

- if there were any suggestions on who would facilitate the youth group. There were no suggestions from the financial team.
- If the interim pastor could be employed less than full time. Most members advocated that not be done.
- If a second mile campaign for the operating budget would be feasible. Considering the upcoming capital campaign before the 2015 church sesquicentennial, members were reluctant to schedule an additional campaign.

MOTION: Accept the proposed deficit budget which includes a 2 percent salary increase for staff other than the minister and funds the youth director position. Keep the congregation informed of projected budget income and expenses. (Cornelia Flora/Bradley Duckstein). Motion carried 34 yes to 13 no.

The Rev. Jonathan Page provided comments on the budget and financial situation of the church:

When he arrived in August 2012, he asked to have access to the amounts members and friends pledged to the church and their actual giving, figures that in recent years were seen only by the Financial Secretary. With that information this year, he projected from summer on that the church would have less money pledged for the 2014 budget.

Evangelism efforts have been good but there is always more work that can be done. He believes the congregation can be more dynamic and increase its welcome.

2014 will be a transition year so the congregation can think creatively and survive with a deficit budget. He has done everything he can think of to not have a deficit budget. When asked about the office secretary position, Page said technology makes this position less necessary. The church could reduce the hours the office is open. Perhaps 2014 could be the last year with the secretary's position as it exists today.

Birt adjourned the meeting at 12:23 p.m.

Respectfully submitted,
Lynette Spicer, Clerk

2014 Officers and Representatives

Team Coordinators serve one year. Vice coordinator serves one year, followed by a year as coordinator.

<u>team / office</u>	<u>coordinator</u>	<u>vice coordinator</u>
Christian Education	vacant	vacant
Financial Stewardship	<u>Doug Powell</u>	<u>Diana McHenry</u>
Member Services	Terisa Thomas	Jan Bauer
Property	Ken Birt	vacant
Social Justice & Outreach	Kim Spangler	Bill Slinger
Worship & Music	<u>Bradley Duckstein</u>	<u>Laura Beason</u>
Caring Network	<u>Christa Anderson</u>	<u>Kristin Shields</u>
Evangelism/Outreach	Bill Yungclas	Amy Erica Smith

Moderator (term 1 year, maximum 3 years)	Phil Spike (1st year)
Clerk (term 1 year)	Lynette Spicer (2 nd year)
Team Coordinator	Ellen Barnhart (2 nd year)
Church Rep (term 3 years)	<u>Jim Peake</u> (2nd year)
Church Rep (term 3 years)	vacant
financial secretary (term 1 year)	Nancy Heathman (6 th year)
treasurer (term 1 year)	Jim Dickson (3 rd year)

Budget for 2014

2014 Budget for Ames UCC								%	Line #
	2011 Actual	2012 Actual	2013 Budget	As of 12/31/13	2014 Approved	2014 Proposed	Change		
Income									
Pledges	\$231,451	\$261,595	\$274,130	\$267,026	\$231,388	\$245,004	-10.62%	1	
No response from 2013 pledges					\$20,370	\$13,670	New	2	
Nonpledge contributions	\$12,745	\$16,883	\$12,145	\$13,054	\$12,145	\$12,145		3	
Prior Year Pledges	\$0	\$940	\$500	\$299	\$500	\$500		4	
Loose Collection (cash)	\$3,062	\$4,648	\$4,400	\$5,116	\$4,400	\$4,400		5	
Pledges & Collections	\$247,258	\$284,066	\$291,175	\$285,494	\$268,803	\$275,719	-5.31%	6	
Investment Income	\$1,525	\$600	\$1,500	\$2,658	\$500	\$500	-66.67%	7	
Use of Building	\$9,445	\$9,431	\$7,500	\$8,648	\$8,700	\$8,700	16.00%	8	
Rummage Sale		\$1,779	\$0	\$0	\$1,751	\$1,751	New	9	
Refunds & Fund Transfers	\$6,225	\$2,228	\$0	\$482	\$0	\$19,457	New	10	
Other Income	\$6,225	\$4,007	\$0	\$482	\$1,751	\$21,208	New	11	
Total Income	\$264,454	\$298,104	\$300,175	\$297,282	\$279,754	\$306,127	1.98%	12	
Expenses									
Member Services Team									
Hospitality	\$706	\$576	\$700	\$761	\$700	\$700		13	
Member Services Team Subtotal	\$706	\$576	\$700	\$761	\$700	\$700		14	
Property Team									
Office Expenses (supplies, postage, equipmen	\$8,958	\$7,768	\$7,779	\$7,181	\$7,589	\$7,589	-2.44%	15	
Insurance	\$13,382	\$10,532	\$10,675	\$10,104	\$11,175	\$11,175	4.68%	16	
Annual Repair & Equipment Maintenance	\$12,010	\$13,234	\$15,500	\$22,894	\$17,300	\$17,300	11.61%	17	
Major Long Term Repairs (Escrow)	\$3,000	\$5,000	\$7,500	\$7,500	\$10,000	\$10,000	33.33%	18	
Parking	\$1,680	\$1,820	\$1,700	\$1,680	\$1,700	\$1,700		19	
House Expense Subtotal	\$30,073	\$30,586	\$35,375	\$42,178	\$40,175	\$40,175	13.57%	20	
Utilities (gas, water, electricity, phone)	\$17,002	\$16,490	\$19,950	\$17,484	\$18,100	\$18,100	-9.27%	21	
Janitor, Lawn Care, Snow Removal	\$9,399	\$8,065	\$4,000	\$2,433	\$1,250	\$1,250	-68.75%	22	
Building Superintendent	\$3,122	\$2,537	\$0	\$0	\$0	\$0		23	
Property Team Subtotal	\$68,553	\$65,446	\$67,104	\$69,276	\$67,114	\$67,114	0.01%	24	
Christian Education Team									
Christian Education Program	\$4,521	\$2,490	\$2,900	\$3,548	\$3,040	\$3,040	4.83%	25	
Christian Education Team Subtotal	\$4,521	\$2,490	\$2,900	\$3,548	\$3,040	\$3,040	4.83%	26	
Worship & Music Team									
Worship Program	\$244	\$93	\$300	\$556	\$600	\$600	100.00%	27	
Music Program	\$1,519	\$1,611	\$1,660	\$1,371	\$1,925	\$1,925	15.96%	28	
Worship & Music Subtotal	\$1,763	\$1,704	\$1,960	\$1,927	\$2,525	\$2,525	28.83%	29	
Financial Stewardship Team	\$140	\$275	\$650	\$377	\$450	\$450	-30.77%	30	
Evangelism	\$1,741	\$2,474	\$2,450	\$2,335	\$2,450	\$2,450		31	
Caring Network	\$0	\$0	\$250	\$206	\$250	\$250		32	
Social Justice & Outreach Team	\$25	\$96	\$0	\$150	\$0	\$0		33	
Executive Board									
Minister's Salary & Social Security Offset	\$69,941	\$60,468	\$61,677	\$61,677	\$62,295	\$65,000	5.39%	34	
Minister's Commuting Mileage Allowance	\$3,526	\$0	\$0	\$0	\$0	\$0		35	
Minister's Benefits (annuity, insurance)	\$18,113	\$14,024	\$14,269	\$14,210	\$14,358	\$11,260	-21.09%	36	
Workshops & Continuing Education	\$0	\$367	\$1,000	\$759	\$0	\$1,000		37	
Minister's Mileage & Reimbursement	\$0	\$1,071	\$2,000	\$1,158	\$1,250	\$2,000		38	
Minister Search Expenses	\$1,493	\$0	\$0	\$0	\$1,500	\$1,500		39	
Escrow for Sabbatical	\$0	\$700	\$2,006	\$2,006	\$0	\$0	#####	40	
Pulpit Supply		\$0	\$250	\$0	\$250	\$2,500	900.00%	41	
Minister Expense Total	\$93,073	\$76,629	\$81,202	\$79,810	\$79,653	\$83,260	2.53%	42	
Association/Conference Expenses	\$839	\$432	\$1,050	\$0	\$350	\$350	-66.67%	43	
Miscellaneous	\$19	\$176	\$200	\$14	\$200	\$200		44	
Treasurer & Financial Secretary	\$3,230	\$3,294	\$3,360	\$3,360	\$3,428	\$3,428	2.02%	45	
Office Secretary	\$28,516	\$29,485	\$30,072	\$30,761	\$31,752	\$31,752	5.59%	46	
Sexton	\$0	\$0	\$11,626	\$11,617	\$11,859	\$11,859	2.00%	47	
Technology Coordinator	\$0	\$718	\$2,153	\$2,153	\$0	\$0	#####	48	
Child Minister Compensation & Benefits	\$34,092	\$33,774	\$34,914	\$34,027	\$35,582	\$35,582	1.91%	49	
Youth Coordinator Compensation	\$0	\$897	\$4,306	\$2,871	\$4,306	\$4,306		50	
Child Care	\$1,169	\$1,103	\$1,615	\$1,618	\$1,647	\$1,647	1.98%	51	
Christian Education Personnel Total	\$35,261	\$35,774	\$40,835	\$38,516	\$41,535	\$41,535	1.71%	52	
Choir Director	\$7,632	\$7,885	\$8,041	\$8,041	\$8,201	\$8,201	1.99%	53	
Keyboardist	\$10,208	\$10,416	\$10,989	\$10,589	\$11,199	\$11,199	1.91%	54	
Staff Development	\$100	\$100	\$100	\$126	\$100	\$100		55	
Music Personnel Total	\$17,940	\$18,402	\$19,130	\$18,757	\$19,500	\$19,500	1.93%	56	
Executive Board Subtotal	\$178,877	\$164,910	\$189,628	\$184,986	\$188,277	\$191,884	1.19%	57	
Operating Expense Subtotal	\$256,325	\$237,971	\$265,642	\$263,565	\$264,806	\$268,413	1.04%	58	
Outreach									
OCWM (State, National, World)	\$20,399	\$20,715	\$23,928	\$23,928	\$23,853	\$20,151	-15.78%	59	
Seminary	\$1,360	\$1,381	\$1,595	\$1,595	\$1,590	\$1,343	-15.78%	60	
Local & Regional Outreach	\$9,000	\$3,987	\$6,381	\$6,111	\$6,361	\$5,373	-15.79%	61	
AMOS	\$0	\$2,474	\$2,629	\$2,629	\$2,621	\$2,657	1.05%	62	
Giving Beyond our Building	\$30,759	\$28,557	\$34,533	\$34,263	\$34,425	\$29,525	-14.50%	63	
Total Budget Expenses	\$287,085	\$266,527	\$300,175	\$297,828	\$299,231	\$297,938	-0.75%	64	
Income - Expense	-\$22,631	\$31,577	\$0	-\$546	-\$19,477	\$8,189		65	
				-0.18%	-6.51%	2.75%		66	

Giving Beyond Our Building is 11% of the Operating Expense Subtotal.

2014 Budget for Congregational Meeting approved on December 8, 2013 and updated January 26, 2014