



Agenda for Jan 24, 2016 Annual Meeting

Convene – Opening Prayer (Rev. Eileen Gebbie)

Reports

- Clerk (Lynette Spicer)
Remembrance of members that died in the past year (Lynette Spicer)
- Dedication of Memorial Gifts (Terry Potter)
- Treasurer (Jim Dickson)
- Minister (Rev. Eileen Gebbie)
- 150th Anniversary Capital Campaign Results, Construction Update and Plans (Doug Powell)
- Open discussion of possibility of purchasing Law Offices to our North (Hannah Hannover)
- Questions about any of reports or any questions/concerns of the members
- Moderator (Philip Spike)
 - Thank you to all who contribute to the many activities of the church during 2015. A special thank you to those below that have ended their terms to an elected leadership position in 2015.
 - ✓ Ellen Barnhart – Team Advisor
 - ✓ Jim Peake – Senior Association and Conference Representative
 - ✓ Kris Strum – Christian Education Vice Team Coordinator
 - ✓ Diana McHenry – Financial Stewardship Team Coordinator
 - ✓ Steve Barnhart – Property Team Coordinator
 - ✓ Jan Bauer – Member Services Team Coordinator
 - ✓ Cornelia Flora – Social Justice and Outreach Team Coordinator
 - ✓ Rachelle Schelle – Social Justice and Outreach Vice Team Coordinator
 - ✓ Bradley Duckstein – Worship and Music Team Coordinator

Business Meeting

- Approve Minutes of Congregational Meetings for 2015 (Lynette Spicer)
 - January 25, 2015 - Annual Meeting
 - April 26, 2015 – Extend Call to Rev. Eileen Gebbie
 - June 21, 2015 – Approve construction for priority 1 and 2
 - December 6, 2015 – Outreach Disbursement from 150th Capital Campaign, Bylaw changes, Election of Officers and Budget approval
- Motion from Executive Board to allocate \$1,703.17 in earnings on endowment: 25% to outreach and 75% to 2016 budget
- Vote to approve Revised Budget for 2016
- Any business from the floor

Comments for the Good of the Church

Adjourn

2015 Annual Meeting for Ames United Church of Christ

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Ames United Church of Christ 2015 Annual Meeting

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2015 Annual Meeting for Ames United Church of Christ

2016 Budget for Ames UCC

	2013 Actual	2014 Actual	2015 Budget	As of 12/31/15	2016 Proposed	% Change	Line #
Income							
Pledges	\$267,026	\$260,929	\$287,634	\$281,571	\$278,224	-3.27%	1
No response from 2016 pledges					\$4,800	New	2
Nonpledge contributions	\$13,054	\$13,569	\$7,168	\$8,822	\$9,829	37.12%	3
Prior Year Pledges	\$299	\$790	\$300	\$96	\$100	-66.67%	4
Loose Collection (cash)	\$5,116	\$3,806			\$0		5
Pledges & Collections	\$285,494	\$279,094	\$295,102	\$290,489	\$292,953	-0.73%	6
Investment Income	\$2,658	\$931	\$500	\$642	\$500		7
Use of Building	\$8,648	\$9,914	\$8,700	\$8,663	\$8,150	-6.32%	8
Rummage Sale	\$0	\$1,444	\$0	\$0	\$0		9
Refunds & Fund Transfers	\$482	\$18,176	\$1,100	\$5	\$0	-100.00%	10
Other Income	\$482	\$19,620	\$1,100	\$5	\$0	-100.00%	11
Total Income	\$297,282	\$309,558	\$305,402	\$299,799	\$301,603	-1.24%	12
Expenses							
Member Services Team							
Hospitality	\$761	\$288	\$700	\$1,028	\$700		13
Member Services Team Subtotal	\$761	\$288	\$700	\$1,028	\$700		14
Property Team							
Office Expenses (supplies, postage, equipment)	\$7,181	\$8,368	\$7,949	\$8,837	\$7,949		15
Insurance	\$10,104	\$16,020	\$11,175	\$11,220	\$10,700	-4.25%	16
Annual Repair & Equipment Maintenance	\$22,894	\$15,941	\$17,450	\$17,723	\$14,150	-18.91%	17
Major Long Term Repairs (Escrow)	\$7,500	\$10,000	\$10,000	\$10,000	\$10,000		18
Parking	\$1,680	\$1,680	\$1,700	\$1,680	\$1,680	-1.18%	19
House Expense Subtotal	\$42,178	\$43,640	\$40,325	\$33,623	\$36,530	-9.41%	20
Utilities (gas, water, electricity, phone)	\$17,484	\$21,393	\$19,480	\$16,428	\$17,400	-10.68%	21
Lawn Care & Snow Removal	\$2,433	\$1,800	\$2,000	\$1,775	\$2,000		22
Property Team Subtotal	\$69,276	\$75,201	\$69,754	\$60,663	\$63,879	-8.42%	23
Christian Education Team							
Christian Education Program	\$3,548	\$3,217	\$3,040	\$3,175	\$3,100	1.97%	24
Christian Education Team Subtotal	\$3,548	\$3,217	\$3,040	\$3,175	\$3,100	1.97%	25
Worship & Music Team							
Worship Program	\$556	\$568	\$600	\$1,142	\$600		26
Music Program	\$1,371	\$1,754	\$2,650	\$2,349	\$2,900	9.43%	27
Worship & Music Subtotal	\$1,927	\$2,322	\$3,250	\$3,477	\$3,500	7.69%	28
Financial Stewardship Team	\$377	\$352	\$450	\$98	\$800	77.78%	29
Invitation and Welcome	\$2,335	\$2,235	\$3,136	\$3,333	\$3,136		30
Caring Network	\$206	\$271	\$250	\$0	\$250		31
Social Justice & Outreach Team	\$150	\$0	\$0	\$0	\$300	New	32
Executive Board							
Minister's Salary & Social Security Offset	\$61,677	\$67,359	\$65,000	\$68,390	\$70,823	8.96%	33
Minister's Benefits (annuity, insurance)	\$14,210	\$11,260	\$11,260	\$10,004	\$10,197	-9.44%	34
Workshops & Continuing Education	\$759	\$1,000	\$1,000	\$1,145	\$1,000		35
Minister's Mileage & Reimbursement	\$1,158	\$2,000	\$2,000	\$790	\$2,000		36
Minister Search Expenses	\$0	\$2,588	\$5,000	\$4,159	\$0	-100.00%	37
Escrow for Sabbatical	\$2,006	\$0	\$0	\$0	\$2,000	New	38
Pulpit Supply	\$0	\$2,250	\$4,000	\$3,104	\$1,000	-75.00%	39
Minister Expense Total	\$79,810	\$86,457	\$88,260	\$87,591	\$87,020	-1.40%	40
Association/Conference Expenses	\$0	\$150	\$850	\$826	\$900	5.88%	41
Miscellaneous	\$14	\$200	\$1,300	\$850	\$1,000	-23.08%	42
Treasurer & Financial Secretary	\$3,360	\$3,428	\$3,472	\$3,472	\$3,472	0.01%	43
Office Administrator	\$30,761	\$32,988	\$31,164	\$29,301	\$28,812	-7.55%	44
Sexton	\$11,617	\$11,458	\$12,182	\$11,880	\$12,343	1.32%	45
Technology Coordinator	\$2,153	\$0	\$0	\$0	\$0		46
Child Minister Compensation & Benefits	\$34,027	\$35,168	\$36,925	\$34,859	\$38,772	5.00%	47
Youth Coordinator Compensation	\$2,871	\$4,075	\$4,306	\$4,306	\$4,306		48
Child Care	\$1,618	\$1,804	\$1,647	\$2,653	\$2,691	63.38%	49
Christian Education Personnel Total	\$38,516	\$41,047	\$42,878	\$41,818	\$45,769	6.74%	50
Music Director	\$8,041	\$8,151	\$8,201	\$8,101	\$8,201		51
Keyboardist	\$10,589	\$10,699	\$11,199	\$10,699	\$13,418	19.81%	52
Staff Development	\$126	\$100	\$100	\$100	\$100		53
Music Personnel Total	\$18,757	\$18,950	\$19,500	\$18,900	\$21,719	11.38%	54
Executive Board Subtotal	\$184,986	\$194,678	\$199,605	\$194,637	\$201,035	0.72%	55
Operating Expense Subtotal	\$263,565	\$278,565	\$280,185	\$266,410	\$276,700	-1.24%	56
Outreach							
OCWM (State, National, World)	\$23,928	\$20,152	\$21,014	\$21,014	\$20,752	-1.25%	57
Seminary	\$1,595	\$1,337	\$1,401	\$1,407	\$1,384	-1.21%	58
Local & Regional Outreach	\$6,111	\$6,393					59
AMOS	\$2,629	\$2,657	\$2,802	\$2,802	\$2,767	-1.24%	60
Giving Beyond our Building	\$34,263	\$30,539	\$25,217	\$25,223	\$24,903	-1.24%	61
Total Budget Expenses	\$297,828	\$309,104	\$305,402	\$291,633	\$301,603	-1.24%	62
Income - Expense	-\$546	\$454	\$0	\$8,166	\$0		63
				2.80%	0.00%		64

Giving Beyond Our Building is 9% of the Operating Expense Subtotal.

2016 Budget for Congregational Meeting on January 24, 2016

2015 Annual Meeting for Ames United Church of Christ

Senior Minister

I began my service to God as one of your pastors on Monday, July 6, 2015. Very shortly both Ames UCC and the city of Ames felt like home. You have all been very generous with your time and your energy as you've welcomed my leadership while continuing to share your own.

Below are some highlights from this half year, organized by the general areas of my responsibilities. I send a similar report each month to the Executive Team. I hope it gives you a useful glimpse into what pastoral ministry at Ames UCC is like.

But it really is only a glimpse. Most of parish ministry is impossible to capture in this way. The hugs, the tears, the laughter, the learning, the transformation, the relationships with each other and God, emerge and reveal themselves fleetingly and rarely on schedule. What a blessing.

Thank you for calling me to pastor with you.

WORSHIP

Date	People	Special events/comments	Monthly average
10/25/2015	116		N/A
11/1/2015	154	150th Celebration	
11/8/2015	144		
11/15/2015	140	Sports teams/attack on Paris	
11/22/2015	129	Hearty Eucharist	
11/29/2015	100	Advent 1: Thanksgiving weekend	133.4
12/6/2015	134	Advent 2: Sunday after San Bernardino shooting	
12/13/2015	127	Advent 3: Kids leading worship	
12/20/2015		Advent 4: Choral worship, Holy Communion	
12/24/2015	180	Christmas Eve	
12/27/2015	93	Christmas weekend (poetry)	133.5
			excluding 12/20
TOTAL	1,317		133.45

- Preached 21 sermons.
- Planned or assisted in planning
 - the joint service with First Christian and First Baptist
 - a service of lament
 - my installation service
 - 150th Anniversary service
 - the 2016 community MLK service
 - 2016 Lenten, Ash Wednesday and Holy Week services
 - and all regular Sunday services excluding those by the choir and children during Advent.
- Regular meetings with the Worship and Music team.
- Established a snow day policy with Phil Spike and Katie Bonney: "Occasionally the weather here in beautiful Iowa becomes too cold or too snowy for us to risk attending worship on a Sunday morning. If that looks like we should all stay safely at home, Pr. Eileen, the current Moderator, and the current Chair of the worship team will confer by 7:30 a.m. and then notify the congregation via our e-newsletter, Facebook, Twitter, TV channels 8, 13, and 5, and radio stations KASI and KCCQ."

2015 Annual Meeting for Ames United Church of Christ

- Invited a small group of congregants to join me in reading "[Standing Naked Before God: The Art of Public Confession](#)" in the new year. We will consider whether the practices suggested in the book might work for/at Ames UCC.

DISCIPLESHIP & CARE

- Individual meetings 36 with congregants.
- Pastoral care for 42 individuals/families.
- Provided pastoral emergency funds for 3 individuals/families. My process is to accept bills and pay those bills directly. No cash or cash equivalents.
- Continued Bible study on Wednesdays at 830am.
- Established "God-Talk," a monthly forum to talk about big theological issues (first Sundays of the month at 9:30 a.m.).
- Hosted New Member Classes and the reception of 9 new members and 3 friends in worship.
- Hosted a holiday movie night ("A Muppet Christmas Carol").
- Collected examples of our church members' methods for "keeping hope for peace alive" and published in a brochure.
- Participated in the ABC sale, WAC, and the Advent Workshop.
- Attending meetings of Financial Stewardship, Women's Fellowship, Youth Group, and Learning Center.

COMMUNITY OUTREACH & ENGAGEMENT

- Individual meetings with 13 community members/stakeholders.
- Delivered our Holy Communion food pantry items to Food at First.
- Participated in
 - AMOS three day training in Des Moines with Michael Johnson and Linda Hanson the Ames Progressive Alliance's [candidate forum](#).
 - AMOS action at City Council re: affordable housing an Ames Public Library interfaith panel on death and dying.
 - the Unity Church's prayer service and staffed their Unity Dance in our Fellowship Fall
 - a panel discussion at the Our Whole Lives training at the UU Fellowship.
 - a Faith in Public Life event around Syrian refugees:
<http://eileengebbie.com/2015/12/01/lets-go-to-the-governors-office/>
 - Monthly Ames Area Religious Leaders meetings
 - the Annual Business Meeting of the Iowa Conference (with Jim Peake and Diana McHenry)
- Monthly Ames Tribune editorials:
 - <http://amestrib.com/opinion/eileen-gebbie-new-ames>
 - <http://amestrib.com/opinion/eileen-gebbie-amos-and-ames>
 - <http://amestrib.com/opinion/eileen-gebbie-good-news-bad-days>
 - <http://amestrib.com/opinion/eileen-gebbie-christmas-eve-sermon>

ADMINISTRATION

- Met with Jonna Jensen and Rich Pleva of the Iowa Conference, attended their New Pastor Day, and was approved for standing in the Conference by the Committee on Ministry.
- Set up/reset our online tools: Facebook, Twitter, Instagram, Constant Contact, and Hootsuite.
- Established a pastoral emergencies line that will forward to any pastoral caregiver on call (for now that's me, but on vacation it would be Pr. Hannah or another trained care-er).
- After having two temporary secretaries, I hired Katie Bonney as our Church Office Administrator. Thank you to Phil Spike for assisting in the interviews. I then trained Katie, and myself, with support from many congregants and fellow staff.
- Offered Katie the duties of Wedding Coordinator previously held by Bradley Duckstein. She accepted.

2015 Annual Meeting for Ames United Church of Christ

- Worked with David Cook and Katie Bonney to address ongoing safety and security on campus.
- Worked with Phil Spike, Ken Birt, and Steve Barnhart to receive new bids for the church's insurance. We have moved back to the Insurance Board as they provide significantly more coverage for not much more money. We also gain access to stronger safe church and background search resources.
- Supported our Financial Stewardship team in their fall pledge drive.
- Met monthly with my Transition Team.
- Successfully recruited members for my new Pastor Parish Relations Committee

CONTINUING EDUCATION & PROFESSIONAL DEVELOPMENT

- Established myself with a new spiritual director at the Des Moines Center for Pastoral Care and Counseling. We meet monthly.
- Joined an Iowa Conference Covenant Community for Pastoral Excellence. We meet monthly.
- Accepted the assignment of a licensed pastor mentee in the Iowa Conference. We speak about every six weeks.

Respectfully submitted on January 4, 2016, The Rev. Eileen Gebbie

Minister to Children and Families

If you have not been upstairs to see our Godly Play space, you are really missing out! This is the second year we've used the Godly Play curriculum during Sunday School. It continues to provide a spiritual, thoughtful, and creative space for children (and adults) to "wonder" together. Thank you to Genya Coffey who has dedicated a great amount of time organizing the space and learning the stories to share!

Sunday, May 24 – Pentecost -- was especially meaningful this year as we celebrated the confirmation of Abby Buchele, Ryan Johnson, and Alison McHenry. These three youth spent Sunday mornings with interim minister Rev. Terry Hamilton-Poore reading Bible stories, asking good questions, and learning from many of you who shared your stories and experiences. The confirmation mentors were a huge part of each confirmand's journey; thanks to Bradley Duckstein, Nathan Hannover, and Rachel Schelle for your time and support to our youth along the way.

Wednesday Afternoon Club (or WAC as we call it) continues to go well each Wednesday afternoon. We have more children this year than any previous year. All (yep, ALL) of our youngest newcomers are boys, which as you might have guessed, has added a lot more energy to our group! Each Wednesday when the Ames schools dismiss at 2:05 p.m., we have faithful volunteers from this congregation waiting at the elementary schools to pick up children and bring them to church. I am so thankful to Ellen and Steve Barnhart, Jerry Chase, and Carl Tipton for helping with transportation each week. WAC would not be possible without them! After school our children are hungry and look forward to having a snack right away. It is a good time for them to fuel up, but also a time for us to check in with each other. The Women's Fellowship has been a tremendous help in providing snacks each week. Thank you!

A lot of time goes into planning for WAC. Each week we have a Bible story, person, or scripture that becomes our theme for the afternoon. We have an activity, craft, and game that follows the theme. We try to get outside and when that's not possible, we use church space for games that allow us to move. I rely heavily on adult volunteers to be with me at WAC until 5:00 p.m. In addition to a second adult being good for my well-being, it is outlined in our Safe Church Policy that two adults be with children at all times. Thanks to Ellen Barnhart, Irene Dohrman, Mim Fritz, Pastor Eileen Gebbie, and Nathan Hannover for the time and care you have given to our children at WAC this last year! I am always looking for more adult help. If you are interested in spending time with our children and getting to know them better, this would be a great way to do so.

It is always so fun each fall to present our children with age appropriate Bibles. This year kindergarten children (Elliott Coffey and Oscar Chelcea) and third grade children (Sarah Frank and Reese Johnson) received new Bibles. This ongoing support of nurturing our children in ways that are meaningful to them is outstanding!

What an incredible opportunity was gifted to us with the children's Christmas program this year. It started in a hallway one Wednesday afternoon when the WAC children shared their thoughts on the nativity story with Amanda Petefish-Schrag. Amanda carefully and creatively turned their words into a delightful play that our children and youth shared with you on Sunday, December 13. All the children, plus youth and adults, helped create the puppets for the program. Many thanks to Amanda and Ben Schrag for the countless hours they spent on the puppets at home so they were ready for the program!

I want to personally thank the Pastoral Search Committee for its dedication to the process and thoughtful discernment to call minister Rev. Eileen Gebbie. What a blessing she is to me and the entire congregation. We have so much to be excited about at Ames UCC and I am so thankful to be part of it with all of you!

--Hannah Hannover, Minister to Children and Families

2015 Annual Meeting for Ames United Church of Christ

Music

I will sing of your love and justice; to you, O LORD, I will sing praise. – Psalm 101:1

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

- Joined with choir members from First United Methodist Church and First Christian Church to sing for our joint services on Ash Wednesday and Maundy Thursday.
- Sang with members of the First Christian Church in summer choir during our joint services in July.
- Celebrated the installation of Pastor Eileen Gebbie in song.
- Led the congregation in learning the hymn *Here We Reach Out*, written by Charles Kniker and Lynn Ziegler for our 150th anniversary celebration.
- Participated in the Good Neighbor Emergency Assistance Benefit Concert on November 8.
- Presented a special music service for Christmas.

During 2015, we said goodbye to choir members Judy Blair, Mary Mulford, Carl Tipton and Allie McHenry, and welcomed new member Katie Bonney and returning member Jennifer Gelwick-Luecke. Chancel choir members also shared their gifts in providing special music for worship services, in addition to Melissa Asklof, Bradley Duckstein, Tom Meyer, David White, the Whimsical Warblers, and the vacation Bible school kids. We also welcomed flutist Elizabeth Morse and violinist Emily Mullaney who shared their musical talents.

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

2015 Annual Meeting for Ames United Church of Christ

Moderator

Ames UCC accomplished some very significant tasks during 2015. We concluded our pastoral search by issuing a call to the Rev. Eileen Gebbie. We said goodbye to Rev. Terry Hamilton-Poore and thanked her for successfully leading us through 18 months of interim ministry. We accomplished some other major accomplishments during the past year. We conducted numerous events to mark the establishment of our church as the first church in Ames an amazing 150 years ago. In an effort to continue the presence of our faith community in Ames, we embarked on a very successful Capital Campaign. As is the tradition of our faith community, we are not only improving our physical facility but we are directing 20% of the funds collected to charitable causes. We even initiated construction on the first two construction priorities (youth room renovation and some deferred maintenance for new roof, drainage and northwest landscaping). Successfully accomplishing these activities required numerous hours from volunteers and generous donations by our members and friends. Thank you to everyone that helped organize or participated in these significant events in our church life.

The Ames UCC conducted many more meaningful activities that have become part of our more routine life at Sixth and Kellogg. We conducted another successful Theologian in Residence Program with Ruth Duck and Cynthia Wilson, a program that is recognized across Ames and the state of Iowa. We had new members join our faith community, some by transfer and some through a confirmation class. We worshipped together and shared the joys and sorrows of the year together including the death of some of our members. Our young children continue to learn about faith through the “Godly Play” program. Our WAC, Wednesday Afternoon Club, provides another meaningful early experience of “church” for children. Pastor Eileen has started a new ‘God Talk’ series before worship each month to discuss questions of faith. Of course, we continue to have Men’s Fellowship, Women’s Fellowship, Learning Center, Youth Group, Peace Bell Ringing, Congregational Dinners, Caregivers, Lenten Soup Suppers, ABC (Attic to Basement Church) Sale, Hearty Eucharist, Vacation Bible School, and many more activities. We are serious about caring for others with our involvement in AMOS, Food at First, Emergency Residence, Ames Ecumenical Housing, Good Neighbor Emergency Assistance, Alternative Gift Market, Angel Tree among other programs in the community. It takes a lot of people to make our church function from week to week and from year to year. Thank you to all that have helped in large or small ways to make us who we are at Ames UCC. Let us continue to welcome and care for the stranger and keep the welcome open to **“Whoever you are or wherever you are on life’s journey, you are welcome here!”**

Phil Spike, Moderator

2015 Annual Meeting for Ames United Church of Christ

Clerk

Active Members, 01/01/15.....197
Inactive Members, 01/01/15.....1
Affiliate Members, 01/01/15.....4

Total Active Members, 12/31/15....204
Total Inactive Members, 12/31/15.....1
Total Affiliate Members, 12/31/15.....6

Members Received in 2015.....20

Ayisha Al-Hassan 01/25/15
 Boyd Dohrmann (transfer) 01/25/15
 Irene Dohrmann (transfer) 01/25/15
 Gordon Knight 01/25/15
 Jean Watts (transfer) 01/25/15
 Justin Watts (transfer) 01/25/15

Confirmation

Abby Buchele 05/24/15
 Ryan Johnson 05/24/15
 Alison McHenry 05/24/15
 Carla Barnwell (transfer) 09/13/15
 Janet Binder 09/13/15
 Kevin Binder 09/13/15
 Miriam Fritz 09/13/15
 Eileen Gebbie (transfer) 09/13/15
 Tranquility Jo 09/13/15
 Amanda Petefish-Schrag 09/13/15
 Celia Schrag 09/13/15
 Dale Shenefelt (affiliate) 09/13/15
 Donna Shenefelt (affiliate) 09/13/15
 Melissa Haynes (transfer) 12/02/15

Transferred Out.....1

Jonathan Page 11/11/15

Removed by Request.....1

Alan Hertz 01/20/15

Removed by Executive Board.....4

Courtney Cornell 11/17/15
 Devin Kaylene Edds 11/17/15
 Peter Effertz 11/17/15
 D'Riece Wilson Shirley 11/17/15

Deaths.....5

Donna Trenkle 01/24/15
 Elsie "Kim" Williams 02/01/15
 Lowell K. Mathison 05/18/15
 Dorothy Latch Hoff 08/22/15
 E. Robert Baumann 10/23/15

Baptisms.....0

Marriages.....1

Dajsa Deuel and Ashlen Rutherford 08/08/15

Members Who First Joined This Church 50 or More Years Ago

Mary Baumann..... 1955
 Lillian Blau..... 1958
 Nancy Clark..... 1942
 James Cue..... 1934
 Marilyn Curry..... 1958
 Kathleen Drummond 1962
 Pat Hopkins..... 1961
 Joyce Huisman 1955
 Mary Elizabeth Pasley 1929
 E. James Peake, Jr..... 1963
 Art Pohm 1959
 Bernie Pohm 1959
 Vaughn Speer 1948
 Linda Thomas 1965
 Lois Thomas 1942
 Carl Tipton 1961
 Tania Tipton 1961
 Richard Warren..... 1963
 Shirley Warren 1963
 Edna Wiese..... 1963
 Joan Jacobs, Affiliate 1956
 Russell Jacobs, Affiliate 1956

Lynette Spicer, Clerk

2015 Annual Meeting for Ames United Church of Christ

Association and Conference Delegates

Your elected Church Representatives for 2015 were Jim Peake and Bill Slinger. 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 met at Pilgrim Heights in April of 2015 and Ankeny UCC in November while the Iowa Conference met at Plymouth Church in Des Moines in October. Jim Peake and Bill Slinger attended these events along with Cornelia Flora and Pastor Eileen.

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 Board, and participate in the workings of the Central Iowa and state-wide Church as well.

During 2016 meetings we will hear more about a proposal to combine the staffs of the Iowa, South Dakota, and Nebraska conferences.

Jim Peake

Financial Secretary

Distribution of Annual Pledges

<u>Amount of pledge</u>	<u># in 2014</u>	<u># in 2015</u>	<u># in 2016</u>
Greater than \$20,000	1	1	1
\$6,000 - \$13,000	7	13	11
\$4,000 - \$5,999	13	13	11
\$3,000 - \$3,999	10	11	13
\$2,000 - \$2,999	19	11	14
\$1,500 - \$1,999	12	4	6
\$1,000 - \$1,499	11	12	13
\$500 - \$999	12	13	8
\$499 & below	9	12	15
Total Number of Pledges	94	90	92

Number of pledges in prior years

<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
98	93	95	97	96	83	84	95	100

Total Pledge Amount for 2015 as of Jan. 21, 2015 = \$287,634

Total Pledge Amount for 2016 as of Jan. 14, 2016 = \$278,224.

-- Nancy Heathman, Financial Secretary

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Treasurer

<u>ASSETS</u>	<u>BALANCE</u> <u>12/31/14</u>	<u>BALANCE</u> <u>12/31/15</u>
Cash		
First National Bank Checking	\$69,527.15	\$308,812.11
Ameriprise CDs & Money Market	28,122.39	124,062.56
Ameriprise Cash Brokerage Account	18,158.09	13.03
Total Cash Assets	\$115,807.63	\$432,887.70
Investments		
UC Funds Adult Equity Fund	\$49,617.69	\$48,130.49
UC Funds General Equity Fund	49,679.54	47,622.12
UC Funds Adult Balanced Fund	91,822.38	88,467.59
UC Funds Gen'l. Balanced Fund	88,100.37	89,761.44
UC Funds Fixed Income Fund	91,529.32	88,619.95
UC Funds Int'l. Equity Fund	39,249.95	36,765.68
UC Funds Cash & Equiv. Fund	7,878.77	8,999.34
Progress Energy CVO 200 shares	77.60	70.00
13 shares AT&T	436.67	447.33
Total Investments	\$418,392.29	\$408,883.94
Total Assets	\$534,199.92	\$841,771.64
 <u>LIABILITIES & FUND BALANCES</u>		
Liabilities		
Accounts Payable	\$17,917.50	\$18,609.17
Total Liabilities	\$17,917.50	\$18,609.17
 Fund Balances		
Operating Fund	\$522.30	\$13,646.21
Investment Income Fund	\$0.00	\$0.00
Interest Spending Funds		
Allan Fund	11,402.59	16,402.59
Bath Family Educational Fund	28,415.39	28,415.39
Outreach Fund	2,451.31	2,451.31
Adult Program Endowment Fund	150,528.27	146,806.85
 Interest Accumulating Funds		
Endowment Fund	146,113.87	154,812.96
Memorial Gifts Fund	14,047.25	19,286.66
Kitchen/Parlor Fund	775.84	784.84
Capital Gain & Loss Fund	49,140.54	38,923.82
Building Escrow Fund	22,712.02	33,028.75
Office Escrow Fund	1,882.34	2,406.86
Instrument Maintenance Fund	9,697.51	10,312.70

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Special Operations Funds		
Sabbatical Escrow Fund	11,877.31	2,514.38
Soup Supper Fund Balance	60.45	60.45
Funeral Fund	1,290.20	1,145.39
Flower Fund	(189.90)	244.44
Key Deposit Fund	200.00	0.00
Theologian in Residence Fund	3,426.55	(632.49)
Miscellaneous Fund	6,822.89	7,911.89
Confirmation Fund	323.27	259.77
Previous Year Outreach Fund	7,702.13	46.55
Allan Interest Fund	9,505.76	230.73
Pastoral Discretionary Fund	2,260.41	1,930.00
Christian Education Funds		
Bath Family Interest Fund	673.02	583.48
Sunday School Fund	259.17	259.17
Learning Center Fund	0.00	60.00
Temporary Church Funds		
150th Capital Campaign Fund	30,305.25	257,651.53
150th Capital Campaign Outreach Fund	0.00	75,283.32
Geist Campus Ministry Fund	1,787.95	1,787.95
Website Upgrade Fund	343.25	343.25
Undesignated Outreach Fund	1,785.48	6,285.66
Audio-Visual System Fund	0.00	(81.94)
Regular Appeals		
Personal Outreach	160.00	0.00
Total Fund Balances	\$516,282.42	\$823,162.47
Total Liabilities & Fund Balances	\$534,199.92	\$841,771.64

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<u>INCOME:</u>	<u>YEAR</u>	<u>YEAR</u>	-
	<u>ACTUAL</u>	<u>BUDGET</u>	-
Budget Income			
2015 Pledges (paid in 2015)	\$267,421.25	\$287,634.00	93%
2015 Prepaid Pledges (2014)	\$14,150.00	\$14,150.00	100%
Non Pledge Contributions	\$8,821.81	\$7,168.00	123%
Prior Year Pledges	\$96.00	\$300.00	32%
Rent	\$8,663.00	\$8,700.00	100%
Investments (int,dvd)	\$641.87	\$500.00	128%
Rummage Sale (ABC)	\$4,339.06	\$0.00	
Other Income	\$5.40		
Total Budget Income	\$304,138.39	\$318,452.00	96%
Prepaid Pledges 2016	\$14,619.00		
Total Operating Income	\$318,757.39		
 <u>Expense:</u>			
Budget Expense			
Member Services	\$1,027.74	\$700.00	147%
Secretarial Staff	\$29,301.08	\$31,163.00	94%
Office Expense	\$8,836.97	\$7,949.00	111%
House Expense	\$33,622.80	\$40,325.00	83%
Utilities	\$16,428.16	\$19,480.00	84%
Snow Removal & Substitute Sexton	\$1,775.00	\$2,300.00	77%
Christian Education Program	\$3,175.16	\$3,040.00	104%
Christian Education Personnel	\$41,817.50	\$42,878.00	98%
Worship Program	\$1,202.98	\$600.00	200%
Music Program	\$2,273.92	\$2,650.00	86%
Music Personnel	\$18,899.92	\$19,500.00	97%
Financial Stewardship	\$97.52	\$450.00	22%
Ministerial Staff	\$87,591.41	\$88,260.00	99%
Association/Conference	\$826.00	\$850.00	97%
Caring Network	\$0.00	\$250.00	0%
Evangelism (Invitation & Welcome))	\$3,333.24	\$3,136.00	106%
Executive Board Discretionary Exp.	\$0.00	\$200.00	0%
150th Birthday Celebration	\$849.56	\$1,100.00	77%
Sexton	\$11,879.80	\$11,882.00	100%
Treasurer & Financial Secretary	\$3,471.72	\$3,472.00	100%
Subtotal Budget Expense	\$266,410.48	\$280,185.00	95%
Giving Beyond Our Building	\$25,223.00	\$25,217.00	100%
Total Budget Expense	\$291,633.48	\$305,402.00	95%
Prepaid Pledges 2015	\$14,000.00		
Total Operating Expense	\$305,633.48		
 Net Budget Income	 \$12,504.91		
Net Operating Income	\$13,123.91		

Submitted by Jim Dickson, Treasurer

Team Advisor)

The duties of the Team Advisor as stated in the church by-laws are:

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

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

An all church event that showcased the teams, projects and the volunteers needed to help each team's tasks and brainstorm new visions were held in 2015.

This fall the Team Advisor met with all the team coordinators and vice coordinators to discuss a modification in the team structure. First the teams identified their responsibilities to the church, Then team leaders discussed how many core members they would need on their team to assist them and about how many times a year their team would need to meet. This information was then used by the nominating committee to select members to fill the team positions. This information should be evaluated next year.

Respectively submitted by, Ellen Barnhart

Christian Education Team

We have had a lot happening within the Christian Education Team this year!

Our Sunday mornings are happily full with children, youth, and adults participating in unique learning opportunities before worship. Adults can gather in Learning Center each week and hear from a diverse group of speakers engaging us in community, spiritual, or even personal topics. On the first Sunday there is also a chance to attend "God Talk" with Pastor Eileen. God Talk is new to us this Fall and is an informal discussion group focused on one specific topic each month. While this is happening our Youth are meeting in one space (soon to be the newly renovated youth room!) with Jean Watts, school age children are meeting in the Godly Play room with Genya Coffey and Hannah Hannover, and our pre school children are meeting with Emily Kenneke and Mim Fritz! We are always looking for more volunteers to help with the children and youth on Sunday mornings. If you are interested, please let us know. If you are interested in learning more about what is happening in our Godly Play room on Sunday mornings, check out this blog that has been created by Genya Coffey: <http://amesuccgodlyplay.weebly.com/>

Other ongoing learning opportunities include: Bible study with Pastor Eileen on Wednesday mornings, Ames UCC Book Club, and Wednesday Afternoon Club with Hannah.

God was ON THE MOVE during our week of Vacation Bible School with our friends from First United Methodist Church and St. John's Episcopal Church! We had a great week of singing and dancing to new songs, hearing Bible Stories, doing crafts, eating snacks, playing games, completing science experiments and having lots of fun! In addition to our children that attended, we had four of our youth volunteer their time! Thanks to Abby Buchele, Alison McHenry, Ben McHenry, and Aria Pilcher for helping out all week!

One of the biggest joys of our CE program is when the adults, youth, and children can all come together! This happens in many ways and in many spaces throughout the year, often unintentionally. However, there are times when it is well planned out and those are the events highlighted here! Super Bowl Sunday everyone gathered during Sunday School to tie fleece blankets which were later donated to MICA. Palm Sunday we enjoyed a light breakfast and a variety of crafts/activities before the children joyfully carried palm leaves into worship to begin Holy Week. Rally Sunday was a lot of fun as children and adults alike dressed up like super heroes to kick off our new program year together! And, of course, the Advent Party! Good food from Valentino's, many hands to decorate the church for Christmas, and crafts to engage all ages!

Genya Coffey, CE Team Coordinator

Financial Stewardship Team

Members: Jim Peake, Diana McHenry (Coordinator), Terry Potter (Vice-Coordinator), Doug Powell;
Ex officio: Rev. Terry Hamilton-Poore/ Rev. Eileen Gebbie, James Dickson (Treasurer), Nancy Heathman (Financial Secretary), Phil Spike (Moderator)

Responsibility: Manage the solicitation, receipt, and deposit of financial contributions; provide routine management of the church's financial affairs and compile the annual budget.

Actions throughout 2015:

We started the year with a planning session setting goals for the coming year. The following goals were set forth: close old accounts, survey interest in electronic giving, develop a Token for the offering plate for those who give electronically, determine a consistent metric for garage sale proceeds in conjunction with Women's Fellowship, look at possibility of offering financial planning classes, encourage the property team to review our insurance coverage for possible savings, look at ways to encourage giving in our children and youth so that they grow up giving to the church, work on developing year round messaging.

- Early in the year we reviewed all of the current accounts. Each account was evaluated based on activity and potential activity. A number of accounts were closed and in some cases combined to more accurately reflect the financial activity of the church. It is hoped that this will simplify the accounting functions for the future. These accounts will need to be periodically reviewed in the future to continue to keep the accounting as stream lined as possible.
- Phil Spike conducted a survey regarding the level of interest in electronic giving. In addition to general interest he asked questions to determine if we pursued electronic giving what it should look like. There was fairly low interest in expanding electronic giving currently, although we did discuss that as time goes on and new people join the church the interest in electronic giving and our ability to provide people with a way to give electronically easily will be important. Late in the year an opportunity presented itself to expand our electronic giving using the same mechanism that we set up annually for the Theologian in Residence. That mechanism has now been put in place and is operational. There is a link on the web site that takes an individual to the electronic giving web site. The electronic giving provides a great deal of flexibility allowing for single payments or re-occurring payments. It also provides an easy to track accounting of payments made so that people can easily track their giving.
- In conjunction with setting up the electronic giving we also worked with SoJo to implement a token for the offering plate for those giving electronically. The token will allow those who give electronically to fill the need to put something in the offering plate, to "feel" their stewardship. This has been a barrier for some who have considered electronic giving in the past. In addition, the token was developed to provide easy access and information for those who might be interested in starting electronic giving. There are instructions on the card for how to find the link on our web page. In addition, there is a QR code on the card that folks can use with their smart phone to get direction to the site.
- We worked with the Women's Fellowship to come up with a designation for the proceeds from the annual Garage Sale. Historically it had alternated between being applied to the annual budget and a local outreach project. The decision was made that the proceeds should go to one place every year so it doesn't change every year. We worked with Women's Fellowship who decided that each year 80% of the proceeds would go to children/youth programming at the church and 20% will go to Local Outreach (specifics to be decided each year by Women's Fellowship).
- Members of the confirmation class last year were all given pledge cards. Additionally, Pastor Eileen is collecting an offering during the children's sermon. This seems to be adequate

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currently but can be re-visited in the future if there is something additional that seems appropriate and desirable.

- Financial Planning classes were discussed and it was decided to set it aside for now.
- We continue to discuss ways to approach year round messaging and this will continue to be a goal in the next year and ongoing.

Every year we give a significant amount of money to support local and regional outreach in our local and broader community. This is part of our ministry and reflects our social justice values. These gifts will be reflected in the Treasurer's Report. There is an additional gift that we give every year that does not show up as clearly on any report. Every year we give the gift of building use. There are a number of groups that use our building thanks to your financial gifts. Your financial gifts keep on the lights and the heat and provide the space for the many community groups that use our space, the people who find support to continue their recovery in our halls, and the community members who are able to connect with local farmers to get their food thanks to your gifts. In addition, we house the People Place organization that provides support to families. We provide space to them at a discounted rate so that they may continue to operate and help the families in our community. Each month we give them a gift of \$480 in discounted rent based on comparable rent for comparable space. This is a great gift to the community and one that we should recognize. Thanks to all of your and your generosity this is possible.

The 2016 Stewardship Campaign had a theme of Connections. We had members speak about their Connection to the Church, Connection to the Community and about Connection to God. Response was slow this year and the budget may need to be adjusted to reflect a lower commitment than was hoped for, however we are not anticipating cutting staff positions. It is hoped that some of the 2015 pledges that have not come in for 2016 will still be given. Last year the message was such a strong message that this year was an intentionally softer message. In retrospect, it was probably too soft. Next year the message should find a middle ground between.

-- Diana S. McHenry, FST Team Coordinator

Memorial Gifts

In 2015 the Memorial Fund received several gifts in memory of:
Lowell Matheison, Donna Trenkle and Kim Williams
Totaling \$ 4,804.76.

We thank the many givers that shared their treasures in memory of these beloved members.

In addition, the church received \$3,411.90 from the Grace B. Engeldinger trust.

Total expenditures were \$ 343.10 for 150th Anniversary Banners.

Terry Potter, Vice Coordinator Finance and Stewardship Team

Invitation and Welcome Team

Students for Progressive Christianity

This ISU student group had been started by Pastor Jon Page in Fall 2014, shortly before he resigned, and the Ames UCC I&W committee continued informally to sponsor the group. Matthew Ellinwood had been the faculty sponsor in the spring and fall of 2014, but became professionally very busy and felt the need to step back. Amy Erica had been regularly attending, but was reluctant to take over formally as faculty sponsor because she also teaches the course Religion & Politics, and felt formal sponsorship might affect perception of her professional neutrality. In the early spring of 2015, she recruited new member Gordon Knight to serve as faculty sponsor.

Unfortunately, the group fell apart in the spring semester of 2015. The level of student participation had been low. When the few regular attendees and committed members became busy with other life activities, there simply was not the student will to keep the group going. No student attempted to revive the group in the fall of 2015. There was no clear way for non-students within the Ames UCC to breathe life into a student group without student champions.

Welcome Table

This is officially a task of the Invitation & Welcome Team, but Bill and Barbara Yungclas have largely taken on this task as their own. They do a very good job with scheduling and with finding replacements for themselves when they need to do so. It helps to have continuity in this position, in order to identify and chat up new people.

Advertising and Publicity

- Ames Tribune: We ran ads for Easter, in September, and again in December.
- Facebook: Pastor Eileen has been advertising on Facebook. Amy Erica asked her to take the money out of the I&W budget. (NOTE: We haven't been doing a good job of sharing information on expense tracking—something to improve in 2016.)
- Iowa Public Radio: We ran 18 public service announcements on central Iowa Public Radio in September, and 18 in December.
- CyRide buses: With design help from people in Amy Pilcher's office, we contracted to run 30 internal signs on CyRide buses for the year from Oct 1, 2015 to Sep 30, 2016. The total cost for the signs is \$2,100; we paid \$900 in calendar year 2015 and will pay the rest in 2016.
- Poster: Amy Erica developed a poster to advertise the church, but used stock photos from the Internet because she wasn't sure whether it was ethical to use photos of church members. Eileen helped solve this problem by adding a media/publicity disclosure notice to the church bulletin, and creating a media opt-out form. Amy Erica has yet to replace the photos on the poster, however.

New Member Class

The I&W team provided support for two new member classes in 2015, one in January under Pastor Terry Hamilton-Poore, and the other in August under Pastor Eileen Gebbie. Every new member was matched to a mentor; we took care to try to match couples with couples. I have placed a list of mentor/mentee matches since I became involved with the committee in the Dropbox, under "Policies & Documents" → "Member Lists."

Challenges, Opportunities, and Tasks Going into 2016

1. We will have some personnel issues. Amy Erica will leave for an academic year fellowship at Notre Dame late this summer and will need to be replaced as coordinator. When Ayisha took the vice coordinator position, we agreed she would step in as coordinator after Amy Erica. However, Ayisha has been extremely busy with her new job as event manager at the Gateway Hotel. On the upside, we now have a team that can help share the work.

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2. I do not see much to change right now in our media strategy, but a few specific, unfinished tasks await us:
 - a. We need to replace the photos on the poster Amy Erica developed with fun photos of church members at church activities. Pastor Eileen (and now Katie Bonney, our new and improved office coordinator) have been working systematically to gather photos of church members. Once the poster is finished, we should organize people to hang it around town.
 - b. We need to add our social media handles to the brochure and reprint it—this was a ball Amy Erica dropped in the fall semester. Brochures should be in boxes in the hall closet, though they may have been moved.
3. Perhaps the most basic task is to make sure we are friendly to new people who walk through the doors. This involves making an effort to talk with every new person, and inviting them to participate in the life of the church. In 2014, when I was vice coordinator, I started an effort called “Pew Pals” to encourage about 15 friendly people to be a bit more intentional in their friendliness. I dropped it in 2015 because I thought a reminder to be nice was unnecessary, but perhaps we should pick it up in 2016.
4. Issues related to tracking attendance and providing more regular social activities remain.
5. It would be great to pick up the “outreach to the fringes” task. It will be a large endeavor that will require commitment from several members.
6. The question of how, if at all, to outreach to the ISU student body remains.

Submitted by Amy Erica Smith, Team Coordinator

Member Services Team and Caring Network Team

The annual Lenten Soup Suppers once again were organized by the Member Services Team, The team in turn asked individual church connection groups to provide and serve one meal during the Lenten season. The intention being to strengthen the organizations of existing connection groups—i.e. Executive Board Officers and Conference Representatives, Chancel Choir, Women's Group, LGBT Group, Men's Group, Young Adults Group. SignUpGenius.com was successfully used to recruit volunteers. Once again, Youth Group cleaned up after each meal and thereby received all donations from those attending soup suppers. Connection group members especially appreciated being able to attend worship services rather than clean up.

Initially attendance was down from previous years; however it noticeably increased as the Lenten season progressed.

Of all the 150th anniversary activities of both the Capital Campaign and Celebration Committee, many continued to be coordinated with Member Services team members throughout the summer and fall. May was a particularly busy month for the team. May 3rd pizza and ice cream sundaes were served during the 150th Capital Campaign's outreach priorities discussion held after worship. And then on May 10th the 150th Capital Campaign hosted a discussion with the parents of our Sunday school children and asked the team to provide coffee cake and pastries. One week later, on May 17th a multi-generational style show and reception celebrated weddings throughout Ames UCC's 150 years in the Ames community. At the culmination of the 150th Capital Campaign on June 21st the Members Services Team held an old-fashioned pie and ice cream social after worship. And then on November 1st at the conclusion of the 150th celebration, team members organized and hosted a luncheon in Fellowship Hall immediately following the celebration worship service.

In addition, Member Services provided refreshments for Rev. Terry's farewell party on June 21st and for Pastor Eileen's installation on September 27th.

Due to the wide-ranging activities of the 150th Capital Campaign and Celebration, the customary social events hosted by Member Services—i.e. I-Cubs baseball game, fall picnic and Chili Cook-off and Pie Fest were put on hold.

The last function of the Member Services Team in 2015 was to oversee the revision, and then distribution of the Time & Talent Survey during individual Life Touch photo appointments this fall.

Caring Network now is a part of the Member Services Team; however, it still operates as a separate group thanks to Kristin Shields and Christa Anderson. The only thing to change, it no longer sends a separate representative to Executive Council meetings.

The Caring Network provided various services for UCC members and friends. In 2015 these services included:

1. Providing meals for people who were ill or had new babies. Many people were involved in preparing and delivering the meals.
2. Performing yard work.

Respectfully submitted by Jan Bauer, Laura Beason, Christa Andersen & Kristin Shields

Property Team

The Property Team works to operate and maintain the building, grounds and associated equipment. With a large, aging structure this can be challenging. The team works closely with the Church Sexton. David Cook provides a wide range of skills and knowledge to our organization. Two groups that have done a lot to maintain our facilities deserve special mention. Dinah Kerksieck, Steve Rodgers and others have done a great job taking care of the grounds and landscaping around the building. The Wednesday Morning Work Crew, coordinated by Ken Birt, does a wide variety of tasks, from changing exterior banners to major demolition, renovation and equipment maintenance. Both of these groups have small core groups, and would welcome additional help on an occasional or frequent basis.

Projects and activities during the year

- The team took care of cleaning the building during the Sexton's vacation
- Implemented suggestions made by the Fire Marshall following his annual building inspection
- Reviewed and modified the building use activities of People Place
- Renovated/prepared a larger second floor office space for People Place Staff
- Repaired broken and loose floor tiles in the Fellowship hall and large kitchen
- Coordinated 4-H volunteer group helping with cleaning of carpets in the Sanctuary, Parlor and Hall
- Replaced wallboard and improved ventilation in areas adjacent to Choir Room.
- A section of gutter was replaced on the northwest corner of the Church building
- Many small repairs and improvements too numerous to mention, have been made.

Coordinated work with the 150th Anniversary Building activity

'Deferred building maintenance' was included Priority 1 of the 150th Anniversary projects. An ongoing problem with storm water and groundwater along the north wall of the building is being addressed with roof repair, during the renovation of the Youth Room and as part of the Landscaping changes on the northwest corner of the property. Property Team, Wednesday Work Group and other volunteers have been contributing to some of these projects and defraying some of the costs. More volunteer help, when appropriate, will be appreciated as other components of these building projects continue.

Projects still in the works

- Renovation of Choir Room work including: new floor covering, rebuilding east wall, painting and misc. other finishing
- Downspouts taking storm water runoff from the south-facing roof of the Church Building were not reconnected to the City storm sewer in the past and are continuing to contribute to surface runoff and erosion on the south side of the building. Alternative drainage routing is to be considered
- Providing more security for staff and property
- Continuing to work with People Place with 'joint-use space', which will provide more useful space for meetings and activities during the week
- Looking for an appropriate solution for providing a second 'exit' for the second floor of the Office building
- Additional help is always needed. This includes building maintenance and repairs, gardening/landscaping, locking the building after worship, evaluating policies and insurance coverage, and other tasks.

Steve Barnhart, Property Team Coordinator

Social Justice and Outreach Team

Members: Cornelia Flora, Jan Flora, Jan Bauer, Doug Powell and Jim Dickson

Ames UCC is proud to serve God by serving human beings in Ames, in Iowa, in the U.S. and around the world. We do this because God's love for us compels us to improve life for others on earth. While we serve where we discern the greatest need, we do so with a respect for those we touch with our gifts, understand that social justice and outreach is an interactive process to build Christ's community.

Our members take Meals on Wheels to shut-ins. We provide food and friendship weekly at Food at First and the Emergency Residence Shelter. These opportunities are shared throughout the congregation. We share our expertise by sitting on the boards of many local social service entities as members of the church, including the Emergency Residence Shelter. We participate in CROP Walk. We put on the Attic to Basement Sale, where members can clear their houses of things they don't need so that people who do need them can access them at reasonable prices. We use the proceeds to support our youth work and support local charities. And what we don't sell is distributed to other groups with social justice and outreach ends.

We provide access to our building for children through the People Place, for meetings for such groups as AA, for healthy food for the community through Farm to Folk Community Supported Agriculture.

And we give 20% of the money we take in to organizations that meet the needs of the diverse population of our area, including Access, the Ames Boys and Girls Club, Ames Ecumenical Housing, the Emergency Residence Project, Food at First, the Primary Care Center, Project Iowa fellowships, Good Neighbor Emergency Assistance, Habitat for Humanity, Heartland Senior Center, Mid-Iowa Alliance on Mental Health (MICA), Planned Parenthood, Story County Community Housing and Youth and Shelter Services. Regionally, we give to Bread for the World, Interfaith Power and Light, Mayflower Homes, IA, Pilgrim Heights and Threshold Learning Center.

In our work with AMOS we advocate for affordable housing, prison reform, health access for all, and improved public transportation. And through our Theologian in Residence series, we allow the greater community of faith to come together, learn, and be further inspired to serve.

Although we had a number of people sign up, few were able to make the meetings. However, the congregation participated actively in social justice and outreach activities, including AMOS, Food at First, Meals on Wheels, and Emergency Residence Shelter. We have expanded our collaboration with Food at First by bringing food with us for them as we approach the communion table.

A great deal of committee time was spent surveying the congregation on their priorities for outreach for the 150th anniversary campaign and then analyzing the data and matching congregational priorities to the denominational requirements. Those priorities were reported to the congregation and approved.

We began, but did not complete a count of volunteer hours that our congregation gives through out social justice and outreach activities. This should be considered for 2016.

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We had a number of special offerings and activities surrounding them, including One Great Hour of Sharing and Crop Walk.

We tried to showcase one of our SoJO outreach partners in the monthly church bulletins.

We participated in a number of programs with other churches around immigration and international development, including a program with OXFAM on Ethiopia and with WOLA and Amnesty International on the impact of Plan Colombia on farmers in that country in the Choco.

Worship and Music Team

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.

Lenten & Easter Events

Five congregational soup suppers were held throughout Lent, with interim minister Rev. Terry Hamilton-Poore leading a Taize service following each dinner. During our first Lenten season with Pastor Terry, these services centered on the theme of fire and light; this year they centered on water and baptism. As a part of the service, participants were invited to take a stone and meditate, drop it into the water, and feel the refreshment that comes from the living waters of our baptism. Lenten Taize service attendance remained steady with 2013 & 2014, with about 30 participants at each session. Communion was also held each Sunday throughout the season.

We again continued our longstanding tradition of building an ecumenical community with the other downtown churches, coming together for Lenten and Holy Week events. Ash Wednesday, Maundy Thursday, Good Friday, and Easter sunrise services were held with First United Methodist and First Christian churches. After hosting this year's sunrise Easter service, we enjoyed our traditional egg hunt and concluded with over 180 in attendance for Easter worship.

Spring & Summer Happenstances

On April 26th, the Pastoral Search Committee welcomed Rev. Eileen Gebbie to our church for a Candidating Weekend. This weekend included several opportunities to meet and talk with Pastor Eileen, as well as hear her preach on Sunday morning. The congregation voted to call her as our next minister in a meeting held after worship that day. After moving from California with her wife Carla Barnwell, Eileen began work at Ames UCC in early July. Welcome, Eileen!

Confirmation Sunday was held on May 24, where we heard the meditations of our three confirmands and welcomed them into full membership.

On June 7th, we enjoyed the 3rd Annual Worship at Hobbits' Hill. Once again, member George Belitsos and his husband Peter Wolfe rolled out the welcome mat, providing attendees with a truly unique experience. Attendance for the event held strong at around 100 guests coming together to worship, share a potluck picnic, and enjoy the grounds, hammocks, llamas and goats. The event was a true success, thanks to nearly 20 volunteers. Thank you to all, and thank you to our wonderful hosts!

June 28th marked our last service with interim minister Rev. Terry Hamilton-Poore. We bid Terry a fond farewell during worship, thanking her for her months of dedicated service to our congregation. A reception was also held during the coffee fellowship hour.

July and August were rounded out with our ecumenical traditions. July services were shared with First Christian Church and worship was held at Brookside Park with FCC and First Baptist Church on August 2nd.

Autumn & Advent

On September 27th, congregants and members of the community and clergy were invited to welcome Rev. Gebbie during a Service of Installation. In addition to elements not usually seen, like a formal processional and choreographed call-and-response litany, attendees were moved by the words of Rev. Waltrina Middleton, as she inspired us to acts of justice.

November 1st marked the culmination and finale of our year-long 150th anniversary celebrations. A special worship service was held, including historic liturgies, music from Ames' Collegiate Brass, and a hymn written and composed by Charles Kniker and Lynn Ziegler. Thank you to all who made this a special occasion and year!

2015 Annual Meeting for Ames United Church of Christ

Thanksgiving Sunday brought our annual Hearty Eucharist, as we broke bread (and other “goodies”) in celebration of all we have been given. Many thanks to the nearly 30 volunteers who brought food, helped with serving communion, and those who helped with setup and cleanup.

Our family-focused annual Advent party and Hanging of the Greens was held on November 29, the first Sunday of Advent. We had a wonderful turnout, decorating the sanctuary and parlor in just around two hours! Many hands made the job easy, and fun was had by all! Thanks to the many, as well as to Minister to Children & Families, Hannah Hannover, for organizing the activities and food!

As has been our custom the last several years, our children’s Christmas pageant was held on a Sunday during Advent. This year’s production was *Making Room*, written and directed by Amanda Petefish-Schrag, with music by Ben Schrag. Thank you to all the kids and parents for all your work to include the children of our church, and to Amanda and Ben for all of your work!

The annual Chancel Choir service was presented on December 20th. Attendees were treated to *Sing We Now of Christmas*, a collection of carol arrangements by H. Helvey. Liz Morse, flautist, also joined the choir for the program. While the group remains displaced from their rehearsal space, due to renovations in progress, they persevere and we continue to enjoy their regular offerings of song and special music. Many thanks to the choir, and to Music Director Lesley Lackore and accompanist Karen “Sunny” Stewart for all of your hard work!

Advent celebrations concluded with our traditional Christmas Eve candlelight service, with 180 in attendance.

Odds & Ends and Some Closing Thoughts

Attendance dropped slightly during the first half of 2015, with an average 112 (2014:125) in Sunday morning worship. With the arrival of a called minister, we have seen increased attendance again, with the last two months averaging at 133. We are glad to see so many faces call Ames UCC “home”, whether new or returning!

The Worship Planning team continues to meet on a monthly basis. Regular participants in 2015 included Rev. Terry Hamilton-Poore, Rev. Eileen Gebbie, Minister to Children & Families Hannah Hannover, Music Director Lesley Lackore, Keyboardist Karen “Sunny” Stewart, and WAM coordinator Bradley Duckstein. If you have an interest in learning how services are pulled together, or you have comments and suggestions, please feel welcome to these meetings; they are open for all. Check the online calendar or contact the office for scheduling.

As the new year begins, I remain ever thankful for the many people that helped in so many ways throughout the year. And I give thanks for longstanding traditions and new adventures yet to come, for there will surely be exciting things down the road! I thank Linda Shenk and Elaine Hieber for taking on the coordinator and vice-coordinator roles, respectively, in Worship and Music for the coming year, and for the many who have volunteered to serve on the new core team. They all have a strong background here, and I’m excited to see what is ahead! I would also like to thank all of you here at Ames UCC for giving me this opportunity to serve – it has *truly* been life-changing in so very many ways. Ames UCC has a strong, vibrant history, yes, but it’s all thanks to the many wonderful people who have called, currently call, and will call it home.

Respectfully submitted, Bradley Duckstein, Coordinator, WAM

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150th Anniversary Capital Campaign Committee

The 150th Capital Campaign officially ended the active/open campaign phase in June 2015. As of December 31, 2015, members and friends of Ames UCC had pledged and donated \$836,795 to the 150th Capital Campaign. Our campaign costs were \$11,226 and design costs in preparation and support of the campaign were \$22,895.

Initial outreach expenditures of \$19,530 were approved by the congregation on January 25, 2015 as part of approving the contract with UCC Capital Campaign Services. This was paid through the national office and the funds will be given in the name of Ames UCC for Our Churches Wider Mission \$9,765; Theologian in Residence, \$4,882.50; Renovation of a unit at the Emergency Residence Shelter \$4,882.50. A congregational vote on December 6, 2015, approved the priorities for the remaining outreach funds expected of over \$146,000.

We are now into the construction phase of priority 1 (Improve Facility/Deferred Exterior Maintenance) and priority 2 (Youth Room Renovations). The construction costs alone of these two priorities are now expected to run \$128,949 vs \$120,000 at conception. If priority's 3-5 run close to current estimate, we are very close to funding through all of priority 4. When campaign, pre-campaign design, priority 1 and 2 construction, priority 3 design, and 20% of contributions to date for outreach are tallied we have \$250,027 committed or spent. This leaves \$586,768 remaining for building and outreach priorities. Priorities 3-5 are currently estimated to cost \$708,750 (including the 20% of total costs to go to outreach). Remaining are Priority 3: East Entrance Enclosure at \$437,500 (revised for FYE 2015 reporting, an increase of \$281,250 from \$156,250); Priority 4: Sanctuary Enhancements at \$153,750; Priority 5: Upgrade Sanctuary Ceiling and Lighting at \$117,500.

We hope to be able to close the gap of \$121,982 so that we can complete priority 5 of the building phase and provide a total of \$191,755 toward outreach. At FYE 2015, our initial hope of being able to fund Priority 6 at \$205,000 appears beyond reach due to 1) unanticipated deferred maintenance cost involving concealed conditions, 2) updating to current code standards voluntarily so as to make the Youth Room more welcoming, and 3) unanticipated complexities involved in the design and construction of the East Entry Enclosure.

The following congregants officially served on the 150th Capital Campaign:

Campaign Executive Committee; Pastor, Terry Hamilton-Poore; Campaign Administrator, Diane Birt; Leadership Gifts: co-chairs, Tom Hertz and Charles Kniker; Commitment Callers, Rich Fellingham; Communications Task Group – Printed Materials, Lesley Lackore; Communications Task Group – Publicity, Cornelia Flora; Group Meetings, Sharron Slinger; Hospitality, Jan Bauer; Administrative Support, Larry Trede; Recording, Nancy Heathman; Follow-up, Doug Powell.

Administrative Support task group (Larry Trede chair); Laura Beason, Ed Godeken, Nancy Marks, Bonnie Trede; Commitment callers tasks group (Rich Fellingham chair); Jerry Chase, Paul Clark, Doug Heathman, Bill LaGrange, Paul Lasley, Donna Starck, Bill Yungclas, Communications task group (Lesley Lackore/Neal Flora co-chairs), Amy Pilcher, Lynette Spicer, Sunny Stewart; Hospitality task group (Jan Bauer chair): Christa Andersen, Irene Dohrmann, Terry Potter, Peg Powell, Kristen Shields, Kim and Pat Spangler, Barbara Yungclas; Leadership gifts (Tom Hertz/Charles Kniker co-chairs) Ken Birt, Jim Dickson, Elaine Hieber, Diana McHenry, Phil Spike, Rachael Schelle, Allen Trenkle and Vaughn Spear.

Those members assisting with Priority 1 design decisions were: Dinah Kerksieck, Steve Rogers-Smith, Bill Yungclas, Steve Barnhart, and Phil Spike. Other members also volunteered time to transplant materials in order to make things ready for construction operations: Bob Kerksieck, Sharron Slinger, Barbara Faidley, and Jerry and Sally Chase.

Those members assisting with Priority 2 design decisions were: Josh Pilcher, Hannah Hannover, Dave Cook, Emily Kenneke, and Jean Watts. Other members also volunteered time to help prepare the area for construction operations and included Steve Barnhart, Ken Birt, Dave Cook, Kathryn Shields, Peg Powell, and Andrea, Abby, and Jenna Buchele.

Those members now assisting with Priority 3 design decisions are: Bill Yungclas, Justin and Jean Watts, Kim Spangler, Dinah Kirksieck, Hannah Hannover, Laurie Olk, Eileen Gebbie, and Gordon Knight.

Diane Birt, Campaign Administrator and Doug Powell, Follow-up Chair 150th Capital Campaign

150th Anniversary Celebration Committee

The 150th Celebration committee initiated several activities through out the past year. They included a fashion/style show of wedding clothes from different decades written by and coordinated by Jan Bauer, the creation of a celebration banner with related photos-designed and co-ordinated by Dinah Kerksieck, the writing of an extensive history of Ames UCC paralleling national and local events by Charles Knicker, a 4th of July parade entry co-ordinated by Jan Bauer, history displays, history decade Sundays co-ordinated by Charles Knicker and Rev. Eileen Gebbie, and an updated historical/pictorial church directory-co-ordinated by Barbara Faidley, Katie Bonney and Laurie Olk

The year culminated in a celebration service attended by former pastors, members and leadership in the UCC Conference. The service included a fanfare of music provided by the Collegiate Brass, the world premiere of a song written by Charles Knicker and Lynn Ziegler and performed by the chancel choir. It was followed by a luncheon co-ordinated by Jan Breitman, Peg Powell, Irene Dohrman and Ellen Barnhart and served by the youth group. The celebration ended with an afternoon program highlighting some of the history facts Charles Knicker uncovered in researching the history book he wrote that was assembled by Janet Binder. The history can be found on the church website under the "Members" page.

Respectfully Submitted, Laurie Olk, 150th Celebration Steering Committee Chair

2015 Annual Meeting for Ames United Church of Christ

ABC Sale

The ABC Sale was held on August 29-30 in 2015. Friday evening from 4.00 – 7.00 pm, Saturday from 8.00-12 noon. Sunday for church members after church and Sunday afternoon for anyone in need all items are free. The sale was VERY SUCCESSFUL and after everything was sold we made more than \$4,000.00. We took in more than \$2,000.00 on Friday evening. We had been collecting items from about March in the upstairs church rooms. In June, the ABC Work Group started meeting every Wednesday morning from 10.00-12 noon. We sorted, we priced, we cleaned up items and we tried to organize the donations. The donations were excellent this year, we had a couple of families re-locating and they gave us many good donations. Most of the donations went to the sale, but some were used by the church office, church library, church youth room and the Godly Play (Sunday School) Room. People in the community are remembering that our sale is at the end of August and flyers were distributed along Main Street and also to some stores in Campus Town. Our presence on different social media this year was significant. We also had a front page article with a photo in the Ames Tribute. Our sale is known for its helpful people who carry items to cars and deliver items at no cost. We made many sales because of the delivery help. The sale was so successful because we had more than 45 dedicated volunteers involved in the sale and the preparation for the sale.

We collected so many donations it was necessary to host a Christmas Bazaar where we sold all types of Holiday Donations. This sale was Saturday, October 24 from 8.00 to 12 noon, Sunday after church and Sunday afternoon for those in need all items were free. The preparation for this sale was in the choir room, which worked quite well for our purpose. It was another successful event and we made more than \$1,000.00.

With the two sale totals (\$5,000) we were then able to make a 20% donation (\$1000) to Vic Moss at the Emergency Residence Program to purchase gas coupons for people in need. All leftover items from both sales went to charitable organizations like Overflow, Salvation Army and Affordables in Story City. Profits from the sales this year were designated to be split. Half was to go to Godly Play materials and half to help with the finishing of the new youth room.

Chairpersons for the sales this year were Barbara Faidley, Barbara Yungclas and Cornelia Flora.

Report submitted by Barbara Faidley

Pastoral Search Committee

Members: Bradley Duckstein, Ed Goedeken, Elaine Hieber, Diana McHenry, Rachel Schelle, Linda Shenk, Allen Trenkel.

In late November 2013, the search committee began meeting. Our first task was to develop a local church profile. We sought input from the congregation through a family questionnaire and with the leadership of our interim pastor Terry Hamilton Poore we conducted "A Morning to Remember". Using the meaning statements that were developed from this event, the committee identified qualities, trends and reoccurring themes important to our congregation. We also conducted interviews with church leaders, staff, our departing pastor, youth and young adults. The information and data gathered was used to assess our strengths and challenges, formulate a vision for our leadership statement and prepare our church profile. Based on the congregations comments related to our future goals and what the congregation most valued in a pastor, we developed criteria to use in evaluating each candidate's profile.

The profile was submitted to the conference office the first week in June 2014, and electronically distributed nationally.

The search committee reviewed 69 ministerial profiles. We requested and reviewed additional materials, including sermons, church bulletins, and newsletters. We conducted Skype interviews with four candidates, and conducted two in person interviews.

In early April 2015, it was with great joy and excitement that we recommended to the Executive committee that we call the Reverend Eileen Gebbie. The candidate weekend occurred the weekend of April 24-26th. On April 26, 2015 Moderator Phil Spike conducted a congregational meeting and vote. Following the vote, Pastor Eileen Gebbie was introduced as our senior minister.

Reverend Gebbie began her ministry with the Ames UCC on July 6, 2015. Her installation was Sunday, September 27th 2015. Our guest preacher that afternoon was The Rev. Waltrina Middleton, the National Minister for Youth Advocacy and Leadership Formation in the United Church of Christ and a leader in Black Lives Matter movement.

J. Elaine Hieber, chair

Transition Team

The Transition Team served in place of the Pastor-Parish Relations Committee from May through December 2015. The team helped the Rev. Eileen Gebbie get established as the new pastor by providing support, information, and guidance about Ames UCC and the community. The team members were Eric Abbott, Elaine Hieber, Linda Shenk, Allen Trenkle and Lynette Spicer, chair. Moderator Phil Spike joined the team in October because he will be a member of the 2016 Pastor-Parish Relations Committee.

From the United Church of Christ – Congregational bylaws:

The Pastor-Parish Relations Committee shall be responsible for supporting the Pastor in his/her duties by encouraging proper self-care, good communication with the congregation, and appropriate professional boundaries.

Pastor Eileen, her wife Carla Barnwell, and pets arrived in Ames on June 12 from California. Gebbie began work at Ames UCC July 6.

Actions before Pastor Eileen arrived

The team asked staff and church officers to set up a church email address for Gebbie, add her as an administrator on social media accounts, and ensured the pastor's laptop computer was ready for her use. Shenk and Trenkle talked to Gebbie about the pastoral role she envisioned.

The team created documents Gebbie requested to help her quickly acclimate to the community:

- Calendar of events at Ames UCC and pastor's role
- Meetings pastor is expected to attend
- 15 congregants to meet
- Community leaders to meet
- Major events in the community

Pastor Eileen sent a list of services she and Carla would need in Ames. The transition team asked congregants to recommend services and tallied the results for a 'Best of Ames' service list.

The team asked Caring Network to create a list for members to provide meals and welcome treats for Pastor Eileen, Carla, and their pets upon their arrival.

Installation as Ames pastor September 27

The team helped Pastor Eileen plan and coordinate her installation service. The team worked with guest speaker the Rev. Waltrina Middleton, United Church of Christ Minister for Youth Advocacy and Leadership Formation, to reserve lodging. Shenk served as deacon in charge and helped Gebbie draft the invitation letter for community leaders. Abbott, Trenkle and Hieber participated in the service. Spicer, Abbott, and Trenkle greeted visiting officials and clergy and coordinated their entrances and participation in the service.

Meeting rooms and reservations

When Pastor Eileen explained some problems with meeting space in the church and office building, the team worked to improve room reservations and use by groups inside and outside the church. The goals were to have fewer meetings in the office building to be less disruptive to staff, encourage room reservations, find more meeting space, and reduce the clutter to make rooms more presentable for meetings. Spicer met with Hannah Hannover, Minister to Children and Families, and Lisa Heddens, Director of People Place, to create an addendum to the agreement with People Place that would define when upstairs church rooms would be available for meetings and what furnishings could be in the rooms when People Place takes over new space upstairs in 2016.

--Lynette Spicer, chair

Theologian in Residence

The 2015 Program

To prepare the Ames UCC congregation for worship on March 1, Theologian-in-Residence Cynthia Wilson played and sang “Surely the Presence of the Lord is in This Place.” Those words also serve as a description of the presence of the Holy Spirit during the events of the February 28-March 1 TIR Weekend. In the first Saturday session Dr. Wilson and noted hymn-writer, Ruth Duck, both from Garrett Theological Seminary in Evanston, Illinois, helped attendees gain understanding of how worship services can be enriched with music. Because we had two Theologians-in-Residence, the TIR Planning Committee decided to have each present a workshop during the second session. Dr. Duck focused on healing with the aid of music in her workshop. Dr. Wilson, in her session held at First Methodist Church, shared songs she has composed. The afternoon session on “Spirit-filled Worship” was a “hymn fest.” The highlight was Dr. Wilson’s rendition of “Mary Had a Baby.” On Sunday morning, Ruth Duck’s handout at the Adult Forum and sermon included references to a handout she and Cynthia Wilson had developed, “Seven Principles and Practices of Vital Christian Worship.” Copies are available at the Church Office.

Approximately 150 persons attended the sessions. Over 40 members of the Ames UCC volunteered to help with the 31st annual program. The TIR Planning Committee is truly thankful for the involvement of so many members. Without that assistance, the event would not be successful.

The members of the Theologian-in-Residence Committee were told repeatedly by Ames UCC members and participants from 16 other Iowa cities and two states that this program moved them to reexamine how their congregations worship. As a result of this program, worship services can be enhanced to be more “Spirit-filled.”

Two “firsts” occurred in this TIR Weekend

For the first time, the Central Association provided financial support for the TIR program with a \$1000.00 contribution. Publicity was mailed to Central Association congregations advising them that up to three (3) luncheon meals would be provided free of charge as a result of this gift. Several churches took advantage of this offer.

The other “first” was on-line registration for the event. The TIR Committee was pleased with the response. Many who registered for the luncheon also included a donation for the program. Another outcome was that the Saturday morning registration went more smoothly than in the past.

Observation and request

The 2015 Theologian-in-Residence program was the 31st in its history. The list of past theologians and their subjects is impressive. It was begun as an opportunity for Ames UCC church members to become more informed about being faithful disciples. It has evolved into an event that is open to the public, so in addition to attending ourselves please invite your neighbors and friends to attend. Yes, it is also a vital yet inexpensive “continuing education” event for area ministers, church staff members, and lay people.

In addition to appreciation for all the hard work by our volunteers, we thank those who contribute to building the funds to make it possible to bring leading theologians who help us explore issues of theological importance, so that we can engage in meaningful social actions.

Charles Kniker, Coordinator of the Theologian-in-Residence Committee

Ames Ecumenical Housing

Ames Ecumenical Housing (AEH) is a nonprofit organization founded in the early 1980s by 15 Ames churches, including ours. It is responsible for two apartment buildings: Keystone of Ames, opened in 1984, has 56 studio and one-bedroom apartments and Stonehaven, opened in 1992 with 54 one-bedroom apartments. The apartments are subsidized by the federal Department of Housing and Urban Development (HUD), which also monitors their operations and finances of AEH. Residents must be age 62 or older or younger adults with mobility impairment. They generally pay 30% of their income for rent and HUD pays the balance; this assistance is generally limited to families whose incomes are at or below 50% of the local median income. Church members who know of persons who meet the criteria mentioned above and need housing are urged to encourage them to investigate these apartments. Occupancy usually is over 90% but there is constant turnover and apartments are often available. Brochures describing these facilities are available in the church office.

Some additional history of the organization is in last year's report, written by Jim Peake and available on the church's website.

Respectfully submitted, Carl Tipton, UCC representative on the AEH board.

AMOS

AMOS (A Mid-Iowa Organizing Strategy), has 28 institutional members in the greater Des Moines and Ames areas. In Ames, eight churches belong (6 Protestant and 2 Catholic), along with the Emergency Residence Project and Story County Housing Corporation. AMOS is a line-item in our church's budget. AMOS accomplishments in Ames in 2015 are as follows:

- 1) There has been considerable progress in raising the visibility of affordable housing in Ames and Story County. AMOS has secured sponsorship of a housing conference by the City of Ames, Iowa State University, and the Story County Board of Supervisors, with AMOS as the organizing entity. The Title of the conference is "A Place to Call Home: Options for Housing Stability in Ames and Story County" and it will occur in late March. The expected outcome of the conference will be a blue ribbon committee for developing a proposal for a local housing trust fund, which, if funded by the Iowa Finance Authority, would guide long-term efforts to improve the quality and quantity of low-cost housing for low- and moderate income individuals and families. Persons from UCC who have contributed to this effort in 2015 include Diane Birt, Jan Flora, Eileen Gebbie, Linda Hanson, Terry Potter, Christa Andersen, Lynette Spicer and Bill and Sharron Slinger. Below are activities and accomplishments in 2015:
 - a) Securing sponsorship of the conference (including offering funds for the conference) from the City of Ames, Iowa State University, and Story County.

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- b) Involvement of more than a dozen civic organizations and local government agencies in the planning of the program. Many of those organizations will be endorsers of the conference, including the League of Women Voters, ACCESS, the Emergency Residence Project, the Story County Community Housing Corporation, etc.
 - c) AMOS sponsored a presentation by Eric Burmeister, Executive Director, Polk County Housing Trust Fund entitled "Housing Trust Funds: Advantages and Opportunities for Developers, Non-profit Organizations, & Communities" over the lunch hour of November 10 in the Ames City Council Chambers. Some 45 people attended, including eight Ames UCC members. This is an important prelude to the March 2016 conference and provides it with a central focus.
- 2) The AMOS Immigration Research Team held a panel discussion at the Unitarian Universal Fellowship on the question of issuing special drivers licenses to undocumented immigrants in order to make Iowa roads safer, reduce everyone's insurance premiums, and simplify life for immigrant families that include undocumented adults. That event occurred on January 18, 2015 and included a panel of Latino leaders, including DACA (Deferred Action for Childhood Arrivals) recipients, commonly known as DREAMers, as well as Story County Sheriff Paul Fitzgerald.
- 3) Other AMOS efforts in Ames include incipient efforts to secure adequate mental health funding for the State of Iowa (not yet realized), promoting sentencing reform and seeking to make the school-to-prison pipeline in Iowa smaller. Finally, support is offered to Project IOWA, an AMOS spin-off organization that organizes job training and wraparound services for low-income individuals, many with criminal records. People are trained only for jobs that provide a living wage. Employers are actively involved in Project IOWA to ensure that the jobs for which people are being trained actually exist! The year has also seen the maturation of Primary Health Care, a community health center for persons without access to adequate health care insurance. PHC, which opened in Ames in 2014, received funding through the Affordable Care Act, and was championed by AMOS for many years.

Emergency Residence Project

4)

The past year marked the 30th year of Emergency Residence Project providing emergency shelter in Ames. A total of 1,933 people were helped in 2015. The three program areas of Emergency Residence Project continue to be: 1) Emergency Shelter for the homeless, 2) Transitional Housing for 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, however 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 24.9 individuals/night who stayed an average of 14.7 nights). When the house is fully occupied emergency shelter is provided in local motels for up to one week (282 individuals helped). Emergency shelter was provided for 618 people with 9,078 nights of short-term shelter. 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 18.3 individuals/night with an average stay of 14 months). The number of individuals helped was less this year because of remodeling of the four-plex. 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). The remainder was used to prevent loss of or restore utilities. Financial assistance was provided to 1315 people living in 569 households. Limited funds continue 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 shelter is staffed 24 hours per day. Staff works closely with other agencies in Ames and Story County that help homeless and low-income individuals and families in needs for food, clothing, employment, medical care and transportation. They counsel families in Transitional Housing. Volunteer help is welcomed and used.

The advisory board has 13 members representing 11 faith groups and two members at large. Several board members have served as volunteers at the house to help with phone calls when staff is absent, assist with office work, cleaning and working with residents in care and maintenance of the Transitional Housing apartments.

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 Ames community is very supportive of the shelter, however funding continues to be a challenge because of increasing costs for maintenance and operation of the shelter and increasing requirements for obtaining and securing records of use of the programs provided by the shelter.

This past year the advisory board spent considerable time dealing with maintenance and upkeep of the property. As a result several faith groups in Ames donated funding and time to completely remodel the four-plex for Transitional Housing. Currently efforts are underway to also remodel the two apartments in the house south of the main shelter and bathrooms in the main shelter. Development of a benefits package for staff and a succession plan to replace the Director when he decides to retire were completed.

Erosion of affordable housing in Ames for low income families remains a problem. How we respond as a community of faith is a challenge for all of us. Staff and several board members are participating with AMOS in addressing these issues in our community.

Allen Trenkle - UCC representative to Emergency Residence Project Board

Meals on Wheels

One part of our church OUTREACH program is “Meals on Wheels.” Mary Greeley Medical Center (MGMC) contracts yearly with UCC Volunteers to deliver year round noon meals on Saturday mornings. Meals are picked up from the West Entrance of MGMC around 11:15 a.m. A clip-board may be signed-up for a route after 10 o’clock a.m. Delivery usually takes around an hour.

The responsibility of the Contract Person is to recruit volunteers, to ensure the deliverer has access to an insured vehicle in working condition, to provide orientation for the Meals on Wheels program and to inform volunteers not to discuss any information regarding Meals on Wheels clients with anyone outside of MGMC. Confidential information should only be discussed with staff or other volunteers when necessary. Homeward office (239-7594) is contacted if there is a change in delivery from the hospital.

Recruitment is yearly, volunteers sign up monthly – January through May, June through August, and September through December. A sign-up sheet is on a clip-board attached to the bulletin board in the parlor. Regular Volunteers and new members are always welcomed! The month’s list is given to the Church Office Administrator to be used in the Courier and Sunday bulletins. Homeward is also given the Volunteers’ names. Volunteers may trade among other church members if necessary if alerting the Contact Person. In 2015 eleven families served as Volunteers fulfilling the MGMC contract with our church They are Chase, Dirks, Hernandez, Hieber, O’Neal, Potter/Andersen, Shields, Spicer, Trenkle, and Clark. Congratulations to these families!

Nancy N. Clark – 232-6039

2015 Annual Meeting for Ames United Church of Christ

United Church of Christ – Congregational Ames, Iowa Minutes – Annual Meeting January 25, 2015

Phil Spike, moderator, called the meeting to order at 12:48 p.m. The meeting had a quorum of 50 members. The Rev. Terry Hamilton-Poore opened the meeting with prayer.

Minutes of Congregational Meetings

MOTION: Approve the minutes of the January 26, 2014 annual meeting. (Art Pohm/Terry Potter)
Motion carried.

MOTION: Approve the minutes of the November 2, 2014 congregational meeting. (Art Pohm/Terry Potter) Motion carried.

MOTION: Approve the minutes of the December 7, 2014 congregational meeting. (Art Pohm/Terry Potter) Motion carried.

Remembrance of members who died in 2014

Clerk Lynette Spicer asked for a moment of silence in memory of Julia Carlander, Valree Mae Blewett Dickson and Ruth Mosher Brown.

Dedication of Memorial Gifts Received in 2013

Diana McHenry, Financial Stewardship Team, recognized the receipt and distribution of memorial gifts in 2014:

- Public Address System (gift pool)
- Name Tag Cart (Louise Dengler)
- Godly Play Christian Education Materials (Louise Dengler and Val Dickson)
- Carpet for Church Offices (Louise Dengler)
- Insulation for Church Office (Louise Dengler)

Reports

Treasurer – Jim Dickson. The net operating income at the end of 2014 was \$6,838.33 after using a one-time transfer of \$18,138 to supplement the budget.

Financial Stewardship and Social Justice and Outreach Teams – Change in Collection of Money for

Outreach – Diana McHenry. Local and regional outreach has been a line item in the budget. As the congregation has needed money to balance the budget, the congregation has chipped away at the percentage designated for local and regional outreach. In an effort to increase the amount Ames UCC gives to local and regional outreach and for better communication about outreach efforts, the 2015 operating budget no longer has an expense line for local and regional outreach. Instead loose offering (no longer an income line in the operating budget) and offerings designated for outreach will be disconnected from the operating budget. Team members will highlight outreach efforts throughout the year.

Interim Minister – Terry Hamilton-Poore. The congregation has made great strides in the past year and is ready for the call of a minister. The governance structure has been improved.

150th Anniversary Celebration Committee – Laurie Olk. The committee has sponsored an entry in the Ames July 4th parade and a historical play about the founding members of the church. Members and friends are encouraged to sign up to help with various activities in the coming year. Ellen Barnhart asked if any money has been budgeted for the celebration; Spike responded there is no budget for the celebration.

150th Anniversary Capital Campaign Committee – Diane Birt. The committee has enlisted the congregation's ideas on selecting improvements and the priority of those projects. The committee and

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members of the Executive Board met with the Rev. Priscilla Bizer from the United Church of Christ national office to discuss methods to raise funds.

Ginny Shenk asked if endowment funds or other inactive church funds could be used in the capital campaign. Spike said he would ask the Financial Stewardship Team to consider that. Treasurer Dickson said that would be a good task for this year and he would be willing to help with the effort.

Pastoral Search Committee – Elaine Hieber. The committee continues to review candidate profiles and conduct interviews. The Rev. Jonna Jensen, Iowa UCC conference minister, has told the committee it is making good progress.

Moderator – Phil Spike. Spike thanked the officers, team leaders and representatives whose terms are expiring: Laura Beason, Ken Birt, Judy Blair, Greg Lamont, Doug Powell, Bill Slinger, Kim Spangler and Bill Yungclas.

New Business

Motions from Executive Board

Motion: Distribute the \$1,684.42 interest earned on the endowment fund in 2014: reinvest 10% in the endowment fund, 25% to outreach and 65% to the 2015 operating budget.

Amendment: Dedicate 65% of the interest earned for 150th anniversary celebration expenses in the operating budget rather than adding the money to the operating budget without designating the use of the money. (Cornelia Flora/Terry Potter)

Amendment and motion passed.

Motion: Approve the proposed church bylaw changes distributed in the material for the annual meeting. Motion passed.

Motion: Engage the Rev. Priscilla Bizer, Office of Philanthropy and Stewardship and Church Building and Loan fund, United Church of Christ, to assist with the Ames UCC 150th capital campaign. The Ames congregation will use the 10 percent tithe option. The total tithe is estimated at \$27,909 based on 10 percent of the 2014 contributions to the annual operating income.

The initial payment (30 percent, estimated at \$8,372.70) to the Church Building and Loan Fund will come from the lead gift already donated to the 150th campaign. The 70 percent (estimated at \$19,536.30) to go to outreach will be part of the 20 percent designated for outreach in any Ames UCC capital campaign.

Diane Birt explained Bizer will provide a manual, will come back to train a leadership group, will help with timing to keep the campaign on schedule, will help access a line of credit while we wait for deferred money to come in and will help with promotional materials. Bizer proposes a 17-week campaign.

Doug Powell asked if we know what we will fund with the outreach portion of the campaign. Spike said the Social Justice and Outreach Team will work to identify recipients.

Motion passed.

Meeting adjourned at 1:55 p.m.

Respectfully submitted, Lynette Spicer, Clerk

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**United Church of Christ – Congregational
Ames, Iowa
Minutes – Congregational Meeting
April 26, 2015**

Phil Spike, moderator, called the meeting to order at 11:45 a.m. Approximately 90 members plus several guests were present.

MOTION (Rachel Schelle for Executive Board): I move that the United Church of Christ-Congregational of Ames extend a call to the Rev. Eileen Gebbie to be our minister beginning July 6, 2015 according to the terms that are contained in the “Letter of Call” that has been reviewed by the Executive Board.

Members of the Ames UCC Search Committee gave information on their work, research and passion to call Eileen Gebbie as pastor.
Search Committee members: Bradley Duckstein, Ed Goedeken, Elaine Hieber (chair), Diana McHenry, Rachel Schelle, Linda Shenk (vice chair), Allen Trenkle

Congregation members voted by ballot.

Passed: 87 yes, 4 no

The Rev. Eileen Gebbie accepted the call. She and Lynette Spicer, clerk for the congregation, signed the letter of call.

Spike adjourned the meeting at 12:17 p.m.

Respectfully submitted,
Lynette Spicer, Clerk

**United Church of Christ – Congregational
Ames, Iowa
Minutes – Congregational Meeting
June 21, 2015**

Phil Spike, moderator, called the meeting to order at 10:35 a.m. More than 50 members plus several guests were present.

MOTION (Executive Board)/passed: Authorize spending \$168,000 for construction projects related to priorities 1 and 2 of the 150th Capital Campaign with \$42,000 set aside for outreach projects. The Executive Board is authorized to spend up to 10% more if needed.

Spike adjourned the meeting at 10:41 a.m.

Respectfully submitted,
Lynette Spicer, Clerk

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United Church of Christ – Congregational Ames, Iowa Minutes – Congregational Meeting December 6, 2015

Phil Spike, moderator, called the meeting to order at 11:52 a.m. Approximately 58 members plus several guests were present.

150th Capital Campaign Outreach

Twenty percent of income to the capital campaign will be distributed as outreach. The outreach is in three levels, determined by a poll of Ames UCC members. The numbers in parentheses are the scores calculated from the degree of importance given to each item on the survey. Our Church's Wider Mission is part of the agreement with the UCC national office.

Allen Trenkle asked how the distribution would be affected if the agencies have completed or have the money to complete specific projects listed below when they receive the UCC money. Spike responded that the agencies would be asked to identify how the funds would be used. If the Social Justice and Outreach Team determined that the funds were to be used in substantially different ways, they should seek Executive Board approval for the changes.

Jim Dickson said he was concerned about the solvency of the organizations. He offered to write letters to the agencies to verify solvency.

MOTION (Executive Board)/passed: Approve spending outreach funds from the 150th Capital Campaign, as follows:

Our Church's Wider Mission (OCWM) \$9,765*

Level 1 priorities

1. Low mileage used car for Primary Care Center (115) \$22,000
2. Renovation of a unit at the Emergency Residence Shelter (125)** \$13,000
3. Commercial dishwasher for Food at First (118) \$15,000
4. Partial support for a new Habitat for Humanity home (116) \$40,000
5. Scholarships for two Project Iowa Students (114) \$12,000

Level 2 priorities

6. Infrastructure or equipment for the Boys and Girls Club (104) \$6,000
7. Endowment for Heartland Senior Services (101) \$20,000
8. Outdoor classroom for Pilgrim Heights Camp (100) \$12,000

Level 3 priorities

9. Van for Threshold Learning Center (90) \$10,000
10. Youth and Shelter Services Rosedale Shelter –furniture replacement and LGBYQ training materials (90) \$7,000
11. Theologian in Residence Endowment Fund (70) **\$10,000

*Commitment to UCC National in our contract, approved by the congregation November 4, 2014

**\$4,882.50 of this comes through UCC National in our contract, approved November 4, 2014

Note: The total (\$176,765) is somewhat above what has been committed (~\$166,000), but we want to have the allocation approved when more money comes in.

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By Law Changes

Spike explained three proposed changes:

1. The congregation has been struggling with the team structure where coordinators and vice coordinators are elected but there were no members on the teams. Electing core team members on the annual ballot will help rectify the problem.
2. A vice moderator position replacing the team adviser will allow a person to serve on Executive Board for one year before becoming moderator for a year.
3. Several staff positions have new titles: Church Office Administrator, Minister to Children and Families, Keyboardist so the bylaws need to have the current titles.

MOTION (Executive Board)/passed: Add core team members to the bylaws. Add vice moderator in place of team adviser; the three-year term made up of one year as vice moderator, one year as moderator, one year as the senior delegate to the Iowa UCC Conference and Central Association of the Conference. Change staff titles to Church Office Administrator, Minister to Children and Families, Keyboardist.

2016 Ballot of Officers and Teams

Spike reviewed the nomination ballot for 2016:

Officers

Moderator - Phil Spike

Vice Moderator – Jennifer Gelwick-Luecke

Clerk - Lynette Spicer

Senior Association and Conference Delegate - Bill Slinger

Junior Association and Conference Delegate – Bill Yungclas

Treasurer - Jim Dickson

Financial Secretary - Nancy Heathman

Teams

Christian Education – coordinator Genya Coffey, vice coordinator Ellen Barnhart, core team Gordon Knight, Kris Strum

Financial Stewardship - coordinator Terry Potter, vice coordinator Janet Binder, core team Jim Peake, Larry Trede

Invitation and Welcome – coordinator Amy Erica Smith, vice coordinator Ayisha Al-Hassan, core team Allison Anderson, Tranquility Jo, Paul Lasley, Bill Yungclas

Member Services - coordinator Laura Beason, vice coordinator Irene Dohrmann, core team Ami Frank, Donna Shenefelt, Kristin Shields, Bonnie Trede

Property – coordinator Josh Pilcher, vice coordinator Justin Watts, core team Steve Barnhart, Ken Birt, Jan Breitman, Bruce Hanson, Laurie Olk

Social Justice and Outreach – coordinator Diane Birt, vice coordinator Jan Flora, core team George Belitsos, Marlys Benck, Linda Hanson, Jeremy McMahan

Worship and Music – coordinator Linda Shenk, vice coordinator Elaine Hieber, core team Carla Barnwell, Abby Buchele, Greg Lamont, Peg Powell, Dale Shenefelt, Kim Spangler, Pat Spangler, Donna Starck

MOTION (Executive Board)/passed: Approve the slate of officers and teams for 2016. The officers and teams will begin their terms at the January 24, 2016 annual meeting.

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Operating Budget for 2016

Diana McHenry, Jim Peake and Spike provided updates. Pledges total \$278,012 including 13 new pledging units this year. The amount pledged by units in 2015 but who have not pledged in 2016 is \$14,180. Total income for the 2016 operating budget is now \$309,492. Total expenses are \$310,237 creating a deficit of \$745.

A balanced 2016 operating budget will be presented at the January annual meeting. If the income does not equal expenses, cuts will be made across non-personnel items to balance the budget. Trenkle asked that cuts be more selective. McHenry said anyone can attend the financial stewardship meetings.

MOTION (Executive Board)/passed: Approve the proposed 2016 operating budget.

Spike adjourned the meeting at 11:57 a.m.

Respectfully submitted, Lynette Spicer, Clerk