



# Ames United Church of Christ



ANNUAL MEETING  
JANUARY 27, 2019

# Agenda

**Convene** (12:30 pm) – Opening Prayer (Rev. Eileen Gebbie)

## Reports

- Clerk (Lynette Spicer)
- Treasurer (Catherine DeLong)
- 150th Capital Campaign - Update (Ken Birt)
- Report from the Central Association (Charles Kniker)
- Church Leadership – How it works (Pr. Eileen Gebbie)
- Questions about any reports contained in the annual reports
- Vice Moderator (Allen Trenkle)

## Business Meeting

- Approve Minutes of 2018 meetings (Lynette Spicer)
  - February 11, 2018 – Annual Meeting
  - December 2, 2018 – Budget and Elections
- Motion from Executive Board: Distribute the \$4,479.78 earned on the endowment fund in 2018 to the 2019 operating budget.
- Any business from the floor

## Comments for the Good of the Church

## Adjourn

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## **Allen Trenkle, Interim Moderator**

With approximately three months experience as interim moderator, as I contemplated writing a report, my mind began to wonder what would be useful to report. When asked to accept this role while Rachel Schelle was on maternity leave, I had to ask myself “Why?” I was beginning to feel some level of contentment in my life. My professional work was research and teaching at the university, so there was a comfort level with change and new concepts. In the past when faced with a challenge at work, my wife Donna often had three words of advice: “Get a Grip”. So, with the help of a very competent staff and the willing assistance of the executive board members, Here I Am.

For several decades, mainline churches have been dealing with declining membership. Studies indicate there has not been significant modification in people’s search for meaning in their lives but are frustrated with slow changes by Church. One major Protestant denomination will have a special meeting soon to consider modifying its teaching on sexual ethics, definition of marriage and ordination standards. Church leaders have put forth a plan with major changes. Several alternate proposals will also be considered. One is the “Modified Traditional Plan”, the modification making it easier for ministers and congregations to leave the denomination.

Fortunately, The United of Christ made significant changes to be more inclusive and Ames UCC approved those changes and incorporated them into our congregational life. The increase in worship attendance we see following a national calamity from which persons feel threatened is evidence that people do respond to changes churches make to be a safe harbor for those in need of comfort. As we asses all that is happening at Ames UCC it would be easy to sit back, rest and enjoy, but change is always with us and we need to continually consider adjustments. A quotation by Alfred North Whitehead might be appropriate: “The art of progress is to preserve order amid change and to preserve change amid order”.

Thanks must go to those who worked so hard to implement the 150th Capital Campaign plans for renovations in the sanctuary, parlor, library and hallway. Work is continuing to improve sidewalks and handrails as well as personal safety between the church and office building.

Welcoming Megan Henson as Youth Director and David Sheridan as Seminary Intern during the past year has been a joy. Considering the number of children going forward for the children’s celebration each Sunday makes the decision a few years ago to maintain the Youth Director position and this year to increase the time commitment seem like a wise investment for the future. The diversity of our congregation can benefit the experience gained by a seminary intern, but we also grow from the intern contributing his talents to our congregational life. We look forward to the covenant relationship with Rev. Melissa Sternhagen as we interact with her in worship and she shares her experiences at Kindred Hospice with us.

Developing the Building Relationships team this past year was another approach to change to helping each other as we travel this journey together. Closing with a Chinese Proverb: “When the winds of change blow, some build walls and others build windmills”. Have we built windmills? I think we have. Do we need to build more windmills? I think we do.

## Lynette Spicer, Clerk

Active Members, 01/01/18.....	217
Affiliate Members, 01/01/18.....	6
Members Received in 2018.....	2
Benjamin Nels Schrag	02/12/18
Melisa Sternhagen	11/25/18
Transferred.....	2
Gary Deal to Bethesda Lutheran Church, Ames	11/29/18
William S. LaGrange to Collegiate Presbyterian Church, Ames	11/29/18
Removed by Request.....	2
Dylan Adams	11/30/18
Loretta Adams	11/30/18
Deaths.....	2
Joan Jacobs, Affiliate	10/06/18
Mary Elizabeth Pasley	11/01/18
Total Active Members, 12/31/18.....	214
Total Affiliate Members, 12/31/18.....	5

Baptisms.....	2
Fatemah Gonabadi	12/02/18
Eleanor Paull	12/23/18

Marriages.....	2
Angel Hubbard and Joshua Pepe	04/01/18
Tranquillity Jo and Chris Smith	04/04/18

Members Who First Joined This Church 50 or More Years Ago	
Mary Baumann.....	1955
Lillian Blau.....	1958
Jan Breitman.....	1967
James Cue.....	1934
Marilynn Curry.....	1958
Laura Deal.....	1968
Jim Dickson.....	1968
Martha Geist.....	1966
Pat Hopkins.....	1961
Joyce Huisman.....	1955
E. James Peake, Jr.....	1963
Art Pohm.....	1959
Bernie Pohm.....	1959
Barbara Rusk.....	1968
Vaughn Speer.....	1948
Linda Thomas.....	1965
Lois Thomas.....	1942
Carl Tipton.....	1961
Tania Tipton.....	1961
Edna Wiese.....	1963
Russell Jacobs, Affiliate.....	1956

## Nancy Heathman, Financial Secretary

### Distribution of Annual Pledges

<u>Amount of pledge</u>	<u># in 2016</u>	<u># in 2017</u>	<u># in 2018</u>	<u># in 2019</u>
Greater than \$20,000	1	1	1	1
\$6,000 - \$13,000	11	12	12	11
\$4,000 - \$5,999	11	10	11	15
\$3,000 - \$3,999	13	13	15	9
\$2,000 - \$2,999	14	13	14	14
\$1,500 - \$1,999	6	8	10	5
\$1,000 - \$1,499	13	12	10	13
\$500 - \$999	8	16	13	16
\$499 & below	15	11	12	10
Total number of pledges	92	96	98	94

## Catherine DeLong, Treasurer

### *Operating Income and Expenses for 2018*

<b>Income</b>	<b>Year Actual</b>	<b>Year Budget</b>	<b>%</b>
<b>Budget Income</b>			
2018 Pledges (paid in 2018)	255,740.07	267,369.00	96%
2018 Prepaid Pledges (paid in 2017)	38,325.00	38,325.00	100%
Non-Pledge Contributions	13,419.01	12,500.00	107%
Prior Year Pledges	2,000.00	-	
Transfers from Other Funds	7,000.00	7,000.00	100%
Rent	10,765.00	9,960.00	108%
Other Income	193.00	-	
<b>Total Budget Income</b>	<b>327,442.08</b>	<b>335,154.00</b>	<b>98%</b>
Prepaid Pledges for 2019	33,273.42		
<b>Total Operating Income</b>	<b>360,715.50</b>		
<b>Expenses</b>	<b>Year Actual</b>	<b>Year Budget</b>	<b>%</b>
<b>Budget Expense</b>			
Building Relationships	2,434.50	2,880.00	85%
Property	65,056.56	69,350.00	94%
Christian Education	5,237.44	4,780.00	106%
Worship and Music	4,801.61	5795.00	83%
Financial Stewardship	725.45	500.00	145%
Executive Board	213,952.50	221,285.00	97%
<b>Subtotal Budget Expense</b>	<b>292,208.06</b>	<b>304,590.00</b>	<b>96%</b>
Giving Beyond Our Building	29,951.00	30,564.00	98%
<b>Total Budget Expense</b>	<b>320,997.74</b>	<b>335,154.00</b>	<b>96%</b>
Prepaid Pledges 2018	38,325.00		
<b>Total Operating Expense</b>	<b>359,322.74</b>		
<b>Net Budget Income</b>	<b>6,444.14</b>		
<b>Net Operating Income</b>	<b>1,392.76</b>		

*Change in Asset and Fund Balances for 2018*

<b>Assets</b>	<b>Balance 12/31/17</b>	<b>Balance 12/31/18</b>
<b>Cash</b>		
First Nat'l Bank Checking	296,750.03	261,061.65
Ameriprise CDs & Money Market	209,896.16	212,597.81
Ameriprise Cash Brokerage Account	18,932.42	14,218.87
<b>Total Cash Assets</b>	<b>525,578.61</b>	<b>487,878.33</b>
<b>Investments</b>		
UC Funds Adult Equity Fund	65,118.26	57,430.72
UC Funds General Equity Fund	62,612.05	54,289.67
UC Funds Adult Balanced Fund	106,113.06	96,324.30
UC Funds Gen'l Balanced Fund	107,664.98	97,733.05
UC Funds Fixed Income Fund	92,131.33	88,863.03
UC Funds Int'l Equity Fund	47,980.28	39,217.52
UC Funds Cash & Equiv. Fund	12,040.97	13,793.70
Progress Energy CVO 200 Shares	80.00	88.00
AT&T 13 shares	505.44	368.75
<b>Total Investments</b>	<b>494,246.37</b>	<b>448,108.74</b>
<b>Total Assets</b>	<b>1,019,824.98</b>	<b>935,987.07</b>
 Liabilities and Fund Balances		
<b>Liabilities</b>		
Accounts Payable	7,540.61	11,834.42
<b>Total Liabilities</b>	<b>7,540.61</b>	<b>11,834.42</b>
<b>Fund Balances</b>		
Operating Fund	61,463.47	43,401.61
<b>Interest and Special Funds</b>		
Allan Fund	16,884.81	16,884.81
Bath Family Educational Fund	28,302.89	28,302.89
Outreach Fund	2,524.52	2,324.52
Adult Program Endowment Fund	184,481.72	168,758.18
<b>Interest Accumulating Funds</b>		
Endowment Fund	184,556.28	179,556.28
Memorial Gifts Fund	13,496.41	10,569.68
Kitchen/Parlor Fund	808.81	808.81
Capital Gain & Loss Fund	88,054.91	52,927.30
Building Escrow Fund	8,339.38	22,750.33
Office Escrow Fund	1,861.04	1,614.56
Instrument Maintenance Fund	8,233.64	6,761.41

<b>Special Operations Funds</b>		
Sabbatical Escrow Fund	6,596.45	8,896.45
Soup Supper Fund	1,361.46	274.77
Funeral Fund	1,207.39	1,207.39
Flower Fund	19.50	103.52
Attic to Basement Sale Fund	5,279.47	8,341.77
Theologian in Residence Fund	(974.76)	13,543.40
Miscellaneous Fund	6,381.79	11,390.54
Confirmation Fund	259.77	259.77
Allan Interest Fund	257.41	257.41
Pastoral Discretionary Fund	(70.29)	4,074.53
<b>Christian Education Funds</b>		
Bath Family Interest Fund	1,468.20	519.68
Sunday School Fund	259.17	259.17
Learning Center Fund	120.00	120.00
<b>Temporary Church Funds</b>		
150 <sup>th</sup> Capital Campaign Fund	348,392.73	298,690.28
150 <sup>th</sup> Capital Campaign Outreach	28,327.73	18,158.36
Geist Campus Ministry Fund	1,787.95	1,787.95
Strategic Planning Fund	2,950.00	2,706.40
Undesignated Outreach Fund	7,741.73	9,128.39
<b>Regular Appeals</b>	1,695.00	1,086.50
<b>Investment Income, not yet distributed</b>		<b>8,496.81</b>
<b>Total Fund Balances</b>	<b>1,012,284.37</b>	<b>924,152.58</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>1,019,824.98</b>	<b>935,987.07</b>

## Building Relationships Team

2018 was a new year for a new team, merging the Invitation and Welcome and Member Services teams into Building Relationships! In Building Relationships we ask: how do we strengthen our sense of “us” and make our congregation as open as possible, but also as connected to each other as possible?

Some highlights from 2018 – a year of mixing old with new!

- **Welcome Table** is still going strong led by Bill and Barbara Yungclas.
- **Coffee Service** has been reorganized complete with fancy schmancy new air pots!
- The tradition of **Lenten Soup Suppers** continued.
- As a member of Ames Main Street, formerly the Main Street Cultural District, we participated in the **2018 Music Walk**.
- We met at Roosevelt Park for **Soccer and Donuts**, providing an evening of entertainment for all ages.
- We organized the Hobbit Hill potluck lunch following worship.
- We hosted another lovely **Ice Cream Social** enjoying music from the Roosevelt Summer Sunday concert.
- Ami Frank led another Christmas **Wreathmaking** class!
- And, celebrating our expanded youth program, we began experimenting with **Wednesday Night Meals!** This 2018 experiment will be very helpful as we prepare for 2019 and continued growth in our Wednesday night church culture!

Submitted by Ben Schrag, Team Coordinator



## Christian Education Team

Christian Education staff and lay leaders led many opportunities for education and fellowship in 2018. Highlights include:

- Sunday morning Learning Center during the program year
- Sunday morning Youth Coffee Talk during the program year
- Sunday morning Godly Play during the program year
- Weekly Wednesday morning Bible Study for Sunday scriptures year round
- Spring series of Wednesday evening study of non-canonical gospels
- Fall series of Wednesday evening study on the United Church of Christ
- Wednesday evening unscripted spiritual practices group began in the fall
- Monthly “Potluck for All” January through May
- Valentine’s Day potluck before Ash Wednesday service
- Valentine Making (intergenerational) and delivery (WAC children)
- Wednesday Afternoon Club for children kindergarten through fifth grade during the school year, including pick up at schools
- Wednesday night youth group for teens sixth through twelfth grades during the program year
- Youth Group party at Time Out Arcade
- Rally Day Party
- Second Annual Drag-O-Ween Party
- Advent Party
- Blanket tying with blankets going to Primary Health Care
- Blessing of the Backpacks
- Children’s Christmas Pageant
- Easter Egg Hunt
- Youth trip to Regional Youth Event in June
- Souper Bowl of Caring
- Vacation Bible School

Submitted by Pr. Eileen Gebbie, Pr. Hannah Hannover, and Youth Director Megan Henson

## Financial Stewardship Team

The Financial Stewardship Team is responsible for managing the solicitation, receipt, and deposit of financial contributions to the church. Contributions to be managed include pledges for the annual budget, memorial gifts, planned gifts (bequests), and any other financial campaigns referred by the Executive Board. The team also provides ongoing management of the financial affairs of the church and provides regular reports to church leadership.

This year's team members include Catherine DeLong (treasurer), Bradley Duckstein (coordinator), Rich Fellingham, Nancy Heathman (financial secretary), Joel Johnson (vice coordinator), Sue Lamont, Jim Peake, Rachel Schelle (moderator), Allen Trenkle (interim moderator), and Katie Tschopp (office administrator). Thank you, all, for a wonderful year of service together!

Each week, you may notice a team member slip out of the sanctuary during the final hymn. These individuals help provide weekly assistance to financial secretary Nancy Heathman in counting cash offerings. This may seem a small task but providing assistance each and every week can be challenging to schedule with such a small team! I am thankful to our dedicated team members and their willingness to be ever more present.

Each month, our team gathers for a meeting on the second Monday evening, beginning at 7:15. (If you're curious about how church finances work, please feel free to join us and check it out!) These meetings include time to review monthly balance sheets and reports that office administrator Katie Tschopp has prepared, as well as discuss other relevant topics/projects.

Our annual internal review of financial record-keeping and procedures was completed for the 2017 year on May 21, 2018. The committee consisted of Jim Peake, Joel Johnson, Katie Tschopp (office administrator), Catherine DeLong (2018 treasurer), and Lee Bauer (2017 treasurer). No discrepancies or irregularities were found. The church's safe deposit box was also inventoried in June.

In their August meeting, Executive Board approved a new fundraising policy. It is our hope that providing guidance and an approval procedure for all fundraisers in our buildings will prevent giver fatigue and help ensure that all requests fall within the mission and goals of the church. If you are considering fundraising for a cause, please keep this policy in mind.

### **Ames UCC Fundraising Policy Adopted August 21, 2018**

To respect the spiritual and financial resources of the congregation, all requests should meet the mission and goals of Ames United Church of Christ.

The following policy applies to the sale of goods, requests for donated items, and financial contributions:

### **Individual fundraising**

Individuals should not use church resources, including the campus, the newsletter, weekly emails, and the Facebook Fellowship Hall page, to raise money or other goods for unapproved causes.

### **Committee coordination and approval process**

Both causes for individuals and charitable organizations should seek sponsorship from a church team, whether direct sales, asks for goods, or asks for money. Teams should evaluate requests, based on the scope and responsibility of the team, and forward appropriate requests to the Executive Board for final approval and scheduling. Teams are encouraged to budget for items/goods regularly requested throughout the year.

### **Timing of fundraising outside the annual fund drive**

In general, no extraneous fundraising will occur during the annual giving campaign.

The autumn brought the annual stewardship (pledge) campaign and budgeting process for 2019. Many heartfelt thanks to the work of office administrator Katie Tschopp for her dedicated work in developing pledge packet materials and wrangling the many team requests for the budget. Katie, we couldn't have done it without you! The final 2019 operating budget was approved at the December 2 congregational meeting, and is available online at [amesucc.org/reports-and-budgets](http://amesucc.org/reports-and-budgets).

	Dream Budget	Final Budget
Pledge Income	\$367,387	\$315,104
Other Income	\$29,860	\$31,600
TOTAL INCOME	\$397,247	\$346,704
TOTAL EXPENSES	\$397,247	\$360,645
INCOME-EXPENSE	-	(13,941)

As shown above, the congregation approved a deficit budget of \$13,941 for 2019. The financial stewardship team would like to thank the congregation for taking this step forward in faith. While we never like to see a deficit budget, the team felt that expenses had been pared down as much as possible, with only proposed staff changes left to reduce/modify. In light of our congregation's strong growth in attendance, participation, and programming offerings, the personnel proposal was kept intact. Several avenues to address a deficit year are available to us, including the potential use of our cash brokerage account, though it is our hope that additional pledges/gifts will come in throughout the year so that we do not have to draw on these funds. The financial stewardship team and executive board will review the church's cash position as 2019 progresses and, if needed, bring a proposal to the congregation.

The year came to a close with a much-needed, unexpected surprise: the Weatherspoon Charitable Foundation presented Ames UCC with a \$3,500 gift to fund our pastoral emergency fund. This fund provides assistance to those in need, keeping people in their homes, food on the table, and utilities operating. We are indeed quite grateful to the foundation for supporting such a precious part of our church community.

In looking ahead to 2019, the financial stewardship team has a busy year ahead!

**Memorial Gift Directives.** Our church has received a number of named memorial gifts over the years, and a handful still remain to be spent. Our team's hope is to gather intentions/hopes of families, create a written record of such, and match these to some projects for disbursement.

**Adult Programming Endowment Fund.** Established with an anonymous gift in 1999, this original gift of \$90,000 has grown to more than \$184,000 and never seen expenditures. The fund's stated purpose was to support "adult programming for spiritual growth," and we have now reached the end of the original timeline for the gift's investment and disbursement guidelines. We understand that the donor is still available for contact, and so the financial stewardship team hopes to reach out and clarify this generous gift, so that it can be best used to support our growing program needs.

**Internal Financial Review Process.** Our team has reviewed other examples of institutional financial reviews of record-keeping and processes, though we have found them to be scaled inappropriately for application in our church. We will continue to look for improvements in process, and further yet strengthen our internal controls.

**2020 Stewardship Campaign.** Many ideas arose during this year's stewardship campaign, one of the foremost being a need for strengthened education for new contributors. What does it mean to pledge? Why is it important? How can we give to the church? These are important questions!

**Continuing Conversations on Our Future.** As difficult decisions were made this year to reduce expenses and better balance the budget, it was clear to the team and leaders present that our conversations on the future need to continue. What is the long-term plan for Ames UCC? What equipment and facilities are needed in that plan? What staffing model best fits our hopes and dreams? These conversations must continue, and not just during the budget process.

Thank you, our family at Ames United Church of Christ, for your ever-present, ever-willing dedication to supporting the life and work of our church!

Submitted by Bradley Duckstein, Team Coordinator

## Property Team

Members: Jan Bauer (Coordinator), Laurie Olk (Vice Coordinator), Kevin Binder, Ken Birt, Bob Kerksieck, Dinah Kerksieck, Justin Watts

Responsibilities: The Property Team's charge is to oversee the property, grounds, and equipment of the church and work in cooperation with church sexton, David Cook, to make sure all are maintained. A large, historic structure presents many challenges.

### Completed Projects

- Two trees located on the north side of the church caused ongoing water damage to an upstairs classroom wall and were therefore removed.
- The upstairs classroom wall with water damage was repaired and painted.
- Exterior kitchen door replaced.
- Exterior steps from kitchen repaired.
- Handrail on the exterior kitchen steps replaced.
- Emergency lights installed in entrances and sanctuary.
- Elevator entrance ceiling/wall leaks and plaster damage repaired.
- Two mobile coat racks were purchased for the parlor for us during the winter months.
- Successful all-church spring and fall workdays scheduled and completed.

### Ongoing Projects

- Dinah Kerksieck, Steve Rogers-Smith and others continue to take care of the grounds and landscaping around the buildings.
- East church door and office door need to be painted to match kitchen door.
- Elevator entrance ceiling/wall must be painted, floor cleaned and trim replaced.
- Installation of wood trim in parlor extension must be completed.
- A wide variety of tasks, from changing exterior banners, building renovations and equipment maintenance are done by other volunteers.
- Additional help is always needed: including building maintenance and repairs, placing disabled parking signs before and after worship, locking building after worship, evaluating policies and insurance coverage, and other tasks.

### Pending Projects

- Increased security needed for staff and property.
- Leak in sanctuary must be repaired.
- Plumbing in office basement needs repair/replacement.
- Hire engineering firm to determine condition of wooden supports under sanctuary in year or two.
- Repair south exterior stairs and install handrails.

- Connect south rain leader to storm drain system or at least beyond south sidewalk to prevent further erosion and winter glaciation of sidewalk.
- Repair or replace retaining wall along the south, southwest, and southeast side of church.
- Repair or replace retaining wall along the north side of church bordering law offices.

#### **150th Anniversary Projects Completed**

- Parlor renovated, painted, new lighting installed, new furniture purchased.
- Sanctuary lighting improved, hardwood floor refinished, expanded legroom between pews provided and ADA accessible spaces between pews added.

#### **150th Anniversary Projects Pending**

- Update sanctuary sound system.
- Improve east entrance concrete work, handrails and awning.

Submitted by Jan Bauer, Team Coordinator

## **Social Justice and Outreach Team**

SOJO held seven meetings in 2018. Team members included: George Belitsos, Linda Best, Diane Birt, Matthew Ellinwood, Cornelia Flora, Jan Flora, Linda Hanson, Anna Johnson, and Christy Oxendine. Guests included Paul Lasley, Terry Potter, and Ann Reinhardt.

Our congregation is broadly committed to social justice work. We'd like to lift up the social justice work of the broader congregation. We provide food, meal preparation and cleanup, and friendship at Food at First free meal program. At the Emergency Residence Project, members of our congregation provide family style meals and eat with the residents Monday evenings throughout the year. Longtime coordinator Ellen Barnhart has stepped aside while she goes through cancer treatments, and Pr. Hannah Hannover has taken over the responsibility. Hannah is also serving as the church's representative on the Emergency Residence Project Board of Directors. At the Ames Ecumenical Housing Corporation, Lynette Spicer serves as the church's representative. The church had a lively booth at Ames second PrideFest. Finally, we provide access to our building for children through the People Place (Lutheran Services in Iowa) and for meetings for groups such as Alcoholics Anonymous.

### **2018 SOJO activities**

In considering the results from the 2017 all-church survey, the SOJO team articulated the congregation's mission to be healing our world and those broken by life's circumstances. With this in mind, we pursued and supported several activities in 2018.

We asked the congregation for help and support on several initiatives, such as holding an offering of letters where we sent 105 letters to our representatives in Congress to ask for their support of hunger programs. We asked for congregational donations of school supplies and books for local children. With the support of the League of Women Voters, we had voter registration information available during coffee hour.

We continued our racial justice work, including involvement and leadership in the Ames Interfaith Refugee Alliance. We also continued discussions in our capacity as a supporting congregation for sanctuary work, although no opportunity has yet presented for us to serve in this capacity. Also in 2018, George Belitsos represented SOJO and Ames UCC in the Ames March for Peace.

In environmental efforts, we held a fundraising drive to participate in The City of Ames' community solar project, SunSmart Ames, buying generation units for the construction of a solar array. SOJO members also participated in a new city-wide effort, the Climate Solutions Circle.

### **Local and Regional Support**

Every year, Ames UCC sets aside a portion of the annual operating budget to support local and regional outreach efforts. In the spring of 2018, the SOJO team conducted a "dot survey" where congregants voted which specific organizations should be funded. After compiling the votes, we distributed \$7,082 to the following groups:

Local -- Planned Parenthood, Access, National Alliance on Mental Health, Emergency Residence Project, Youth and Shelter Services, Good Neighbor Emergency Assistance, Primary Health Care Farm to Clinic, Ames Boys and Girls Club, Ames Ecumenical Housing, Ames Interfaith Refugee Alliance, Habitat for Humanity, Food at First, Heartland Senior Center, Story County Community Housing, Story County Housing Trust Fund, NAACP, ISU DACA Scholarship Fund, Pilgrim Heights, Threshold Learning Center.  
Regional -- Mid-Iowa Community Alliance, MICA; Network Against Human Trafficking, Interfaith Power and Light, Bread for the World, Mayflower Homes, St. Mary's Hispanic Ministry in Marshalltown.

SOJO funds also covered the church's fee to have a booth at PrideFest. Finally, the committee had reserved funds for supporting Ames sanctuary work, but no immediate need arose during the year, and the committee decided to put funds instead towards tornado relief efforts for the immigrant community in Marshalltown.

Submitted by Anna Johnson, Team Coordinator



*From Ames Pridefest and the first Ecumenical Pride Worship Service*

## Worship and Music Team

Our team meets four times a year to discuss and do tasks around the church such as clean the candlesticks, change Bibles and hymnals in the pews, etc. The coordinator and vice coordinator also attend a monthly Worship and Music Staff Meeting at which details for upcoming worship services are discussed and past services are evaluated. This year our team suggested that we celebrate International Women's Day in March at one of our services. It was coordinated during these meetings. We also share concerns about worship that any congregants share with us.

One of the major roles of this team is to provide deacons, greeters and ushers for each worship service. In 2018 we held 53 services at our church. At the beginning of the year we were recruiting three ushers per service. Starting in September we started recruiting just two ushers per service. **During the year we had 73 people participate in providing an Extravagant Welcome by being an usher or greeter. We had 45 people who volunteered at least twice.** We also had elementary school age children and part of the youth group provide an Extravagant Welcome during services planned by the children. Thank you all for making sure our church gives a warm welcome to newcomers and members alike.

Team members were in the church parlor once a month to recruit ushers and greeters. Toward the end of the year we tried to recruit every other month. The slots we did not fill were recruited by phone or e-mail. This seems to be working and will continue into 2019. All names of ushers and greeters are registered on Sign-up Genius. Katie Tschopp prepares sign-up genius for the dates of our services. Since people are signing up far in advance, an e-mail or phone reminder is sent to everyone the Saturday before their volunteer time. Substitutes are sometimes needed and team members do that also.

This year we used team members as deacons in charge on Sundays. Three people who left the team were willing to serve as deacons. We recruited two additional people to serve as deacons who were not members of the team. We will expand this in 2019. The deacon handbook was updated a number of times throughout the year.

Safety was a concern of this team. We scheduled a severe weather drill on June 3 after worship. Prior to the event, the congregation was informed of the drill and all supplies in our shelters were checked. A fire drill was planned and executed on November 11. A gathering place was designated with a sign in the parking lot this year. All people not able to navigate stairs left through the east door and met on the sidewalk outside the church. We tried to involve other Executive Board members in the drills as it is the responsibility of all leadership to know how to do this.

Part of our team responsibility includes taking attendance at all worship services. Our team is also involved communion, distributing the food donated by congregants on communion Sundays, clearing the communion table after worship and caring for the communion cloths.

Another responsibility we take on is decorating the vestibule near the west doors and the elevator. Items and pictures are placed there related to the liturgy or the seasons of the year.

This year the entire team was encouraged to serve as lay leaders reading scripture or leading the prayers.

With the Building Relationships team, we planned the service at Hobbit Hill in June.

As a service project, the Worship and Music Team sponsored a non-food drive during Lent. The theme was “Don’t give UP SOMETHING FOR LENT, GIVE TO the non-food drive for Mid-Iowa Community Action (MICA)”. We collected 245.5 pounds to donate.

With the renovations in the parlor and the sanctuary this fall, our team removed everything from the sanctuary that could be harmed during the renovation and then put things back when we returned to the sanctuary. During the time we had worship in Fellowship Hall, our team was involved with making sure we had seats for all. We had to re-write the deacon handbook for those services as things were quite different.

Our team was responsible for decorating the church for the holidays. We got all the boxes, tubs and wreaths out of storage before decorating day and made sure everything was ready to be used. We added a new swag on the handicapped door. Steve Rogers-Smith did a great job decorating two large pots of colorful poinsettias on the west and east side of the building. Steve also added large decorations to the wall trellis in the courtyard. We did all the decorating on the first Sunday of Advent. We added some new nativities in the parlor. We are still looking for a darker skinned Joseph and Mary to add to our collection. The sanctuary, vestibule and parlor were all decorated during the church’s advent party. A job well done. We had fun, got things done and had great fellowship. As an aid for the future we made a photobook of the Christmas decorations in the sanctuary and the parlor. It will be kept with the Christmas decorations.

This year again we hosted an undecorating party on Epiphany, January 6. All trees and decorations were taken down and put in marked boxes. All wreaths were hung in the large basement room. Outside wreaths were marked. Team members put items away all items in the Christmas storage area. It is such a small area that only a few people can work there at a time. Non-Christmas things were moved out of the storage area to provide space for all Christmas items. We had about 12 people involved in our clean-up efforts. Thanks again.

The banners in the church are a committee of our team. Dinah Kerksieck and Steve Rogers-Smith change the banners at the request of the pastor. This past year we have used both new and older felt banners in the sanctuary.

Submitted by Barbara Faidley, Team Coordinator

## Pr. Eileen Gebbie, Senior Minister

Psalms 23 begins in the first person, a statement by the author about God:

The *Lord* is my shepherd, I shall not want.  
God makes me lie down in green pastures,  
and leads me beside still waters;  
God restores my soul.  
God leads me in right paths  
for The Name's sake.

In the fourth verse, though, the author begins to speak directly to God:

Even though I walk through the darkest valley,  
I fear no evil;  
for you are with me;  
your rod and your staff—  
they comfort me.

In reflecting on this last year, I have find myself regularly taking on the voice of the psalmist in the fifth verse:

You prepare a table before me  
in the presence of my enemies;  
you anoint my head with oil;  
my cup overflows.

This has been a trying year for our planet, our nation, and many of us as individuals. Many of you find your dinner companions have included cancer, dementia, addiction, poverty, grief, and depression—enemies of equanimity and liveliness.

Yet I know that many of you have also experienced how, when we come to the table beyond our homes, beyond our individual lives, to the table God sets with us in community, oil does anoint your head and your cup does overflow.

I know I have.

Thanks to your investment in appropriate staffing and patience, our children's and youth ministries continue to grow, with each group engaging in substantial, age-appropriate theological and personal formation.

Thanks to you, as well as the staff you have chosen to afford, we have multiple opportunities for adult theological and personal formation: Learning Center, Unscripted, Chancel Choir, and my own Bible Study for Sunday and Wednesday evening offerings.

Thanks to you, we have regular easy, drop-in times for building relationships and our community: soccer and donuts, Wednesday evening meals, art outings, Women's Fellowship, and Men's Fellowship.

Thanks to you, and your ongoing investment in AMOS, we have learned how, as Shirley Chisolm said, to bring a folding chair to the table of power when we haven't been automatically granted a seat. And to substantive ends.

Despite all of the genuine trauma and strife in this world, our church continues to be a space of abundant feasting. You bring so many good gifts to the table, generously and without need for adulation. You bring so much good will to worship, genuinely and without the reticence the public square might otherwise demand.

At a time when so many of my colleagues are seeing declining numbers and lay leadership acting out of anxiety or anger unrelated to their churches, I am witnessing fuller pews and lay leadership acting from reflection and respect that we foster in our church.

I wonder if that is because we have transitioned, like the psalmist, from a place of describing God to being in conversation with God. Our faith is not an academic exercise, but an ongoing discourse with the divine (and its many names and permutations).

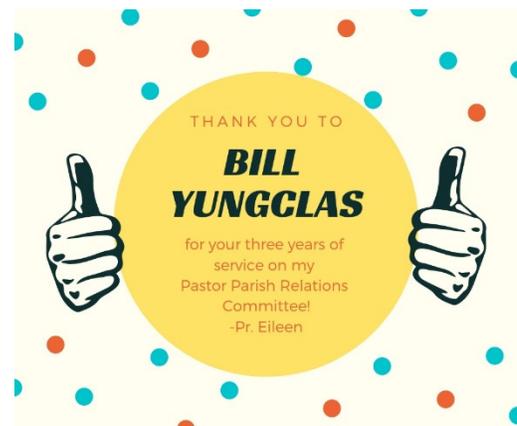
I have savored this last year, savored the meal of ministry with you, and offer that nourishment to the enemies yet by our side. So I proclaim without hesitation:

Surely goodness and mercy shall follow (us all)  
all the days of (our lives),  
and (we) shall dwell in the house of the *Lord*  
(our) whole (lives) long.

## Pastor Parish Relations Committee

The 2018 PPRC consisted of Amanda Petefish-Schrag, Keith Knapp, Bill Yungclas, Ed Goedeken, and Rachel Schelle (Moderator). We met three times to discuss my ministry in general and my 2020 sabbatical. Bill, who has served since 2016, will now step off the committee. The rest will continue in 2019, but with Allen Trenkle taking Rachel's Moderator spot.

Submitted by Pr. Eileen Gebbie



## **Hannah Hannover, Minister to Children and Families**

If you have been in worship this year, you may have noticed all the joyful toddlers, preschoolers, school age children, and youth that make their way up front for the Children's Celebration each week! It is one of my favorite times of the entire week and a great honor to get to know each of them. I am fortunate enough to do so because of all the opportunities we have for our children to participate here at Ames UCC.

Our Wednesday Afternoon Club (WAC) continues to provide much energy to our building and to the life of this church! Each Wednesday afternoon 19 children run (literally) into our building for three hours of learning, moving, crafting and snacking! They arrive each week thanks to our volunteers that pick them up from their elementary school each week. These faithful people include: Steve and Ellen Barnhart, Debi Ford, Nathan Hannover, Laurie Olk, Kristin Shields, Steve Rogers-Smith, Lynette Spicer, and John Uitermarkt. THANK YOU! I absolutely could not do this without the adult help of Jim Coppoc, Mim Fritz, and Emma Sydnes each week! They help me provide support, care, and attention to all of our children. THANK YOU!

I truly believe that WAC has been an important piece in the growth of our youth group program. The time that our children get to be together each week building friendships and trust is established at a much younger age so that when they enter our youth group program, they are ready to build on something that is already there!

This growth and the financial support of this congregation allowed us to hire a half-time Youth Director. Pastor Eileen Gebbie, Allen Trenkle (representing the Christian Education Team), LeAnne Johnson (parent representative), and I recommended Executive Board hire Megan Henson onto our staff! Megan brings enthusiasm, an enormous amount of creativity, and innovative ideas to our youth. In addition, Megan has a strong sense of self and faith and has been able to connect with our youth and begin building her own relationships with them (and our congregation) from day one!

Godly Play continues to amaze me with the way it allows our children (preschool through 5th grade) to hear Bible stories and think through important questions that encourage faith exploration. Or maybe what amazes me is the way our children respond to the stories. One particular week we had a fantastic conversation about God vs. Science and wondered if it could be God AND Science!?! Over the summer I was able to turn one of the classrooms upstairs into a second Godly Play room. The extra space was much needed for the number of children that we have each week. I am so thankful for the continued financial support of this congregation for our children's ministry, and for the weekly support of Emily Danielson and Sunny Stewart on Sunday mornings!

I have spent this year meeting with my Member in Discernment (MID) committee: Dan Coffey, Ben Schrag, Steve Rogers-Smith, Lynette Spicer, and Pastor Eileen Gebbie. Together we have explored looking at our own faith, the workings of this congregation and how we feel church works as a whole. We have also looked carefully at my own ministry. I am truly grateful for the time, support and care these individuals have shown me this year. I look forward to continuing to

move forward toward ordination this year by putting together a portfolio for the Conference Committee on Authorized Ministry (CCAM).

May the spirit of our children and their excitement for this church be contagious as we move into a new year together!

## **Megan Henson, Youth Director**

These last couple of months have been a whirlwind of greatness! Our Wednesday night group has consisted of eight middle school girls. They are all amazing and amazingly unique. The dynamics of the group are different each week and I am always surprised. They have this breathtaking (literally) energy that is second to none. One of my goals 2019 is to harness some of that energy and use it in service to others. Wednesdays, we all show up 5:00 p.m. for dinner and at 6:30 we head down to the youth room for an activity/discussion. This fall we have mostly done fun activities, but next semester we will amp up the discussion! My favorite moments are the seemingly out of the blue insightful comments. They leave me speechless and in awe of their wisdom. Middle schoolers are so much fun.

Sunday morning numbers vary each week, as they should. We have anywhere from 3-9 middle schoolers and high schoolers. The group dynamics here are also surprising and fun to witness. I particularly enjoy the interactions between the high schoolers and the middle schoolers. They are all happy to just hang out and talk.

As you all know, we had a cookie fundraiser to help us pay for our activities next semester. I don't have the exact number in front of me, but the youth made at least \$500. Woohoo!!

Near the end of 2018 I was able to go to the Gilbert 5th and 6th grade band concert and the Ames Middle School Chorus, Band, and Orchestra concert. I saw Sarah Frank, Lara Nadolny, and Julia Lewis perform. They all did such an excellent job! Sarah even had a solo :) I was able to say hello to each of them after the concert. Their reactions were a mixture of joy, surprise, and "how do I talk to you outside of church??"

Recently I also went to the Ames Middle School to see Norah Klocke and Reese Johnson. Norah had invited me and I was able to meet up with her family afterwards. I received a hug and left feeling very blessed to be in my position.

Things to look forward to...

- LOCK-IN!!
- Planned Parenthood
- Camping
- Leading Palm Sunday Worship
- More Service Opportunities

## **Lesley Lackore, Chancel Choir Director**

*Make a joyful noise unto the Lord, all ye lands. Serve the Lord with gladness: come before his presence with singing. – Psalm 100:1-2*

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:

- Led singing as we came together with folks attending Bible study and other church activities at the close of Wednesday night rehearsal.
- Joined with choir members from First Christian Church and First United Methodist Church to sing for our joint service on Maundy Thursday.
- Shared in summer choir with the First Christian Church choir during our joint services in July.
- Sang as part of a massed choir for Pridefest on September 30.
- Participated in the Good Neighbor Emergency Assistance Benefit Concert on November 4.

During Sunny's medical leave in February through April, we were privileged to engage Mark Kretsinger-Harries as substitute keyboardist. Because of Mark's many musical talents, he was able to act as substitute choir director for a rehearsal when Sunny had returned and I was out of town, and the chancel choir sang one of Mark's hymn arrangements as we celebrated his time with us.

Pop-Up Choir has been filling the chancel and helping to lead congregational singing on those Sundays when the chancel choir is off. Christmas Choir began rehearsals immediately after Thanksgiving and sang for the December 16, Christmas Eve and December 30 services. Seven singers joined the chancel choir to form Christmas Choir: Brad Dell, Amanda Petefish-Schrag, Ben Schrag, Eli Schrag, David Sheridan, Lori Sulzberger, and Liz White.

During 2018, we said goodbye to choir members Carol Smith and Greg Wool, and welcomed new members Walter Anderson and Liz White, and returning member Judy Blair. Chancel choir members also shared their gifts in providing special music for worship services. Others providing special music were Melissa Asklof, Brett Brinkmeyer, Fionn Coppoc, Jim Coppoc, Barbara Fisher, Sara Goplin, Mark Kretsinger-Harries, Tom Meyer, Amanda Petefish-Schrag, and Ben Schrag. We also welcomed flutist Elizabeth Morse and violinist Emily Mullaney who shared their musical talents with the congregation.

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!

CHANCEL CHOIR as of December 31, 2018

SOPRANO	ALTO	TENOR	BASS
Dinah Kerk sieck	Laura Deal	Judy Blair	Walter Anderson
Laurie Olk	Pat Spangler	Greg Lamont	Jan Flora
Kristin Shields	Katie Tschopp	Greg Wool	Terry Potter
Liz White		Bill Yungclas	Richard White

## **David Sheridan, Seminary Intern**

To the wonderful congregation of the Ames UCC:

It is hard for me to believe that I have already completed nearly half of my internship with you. Time flies when filled with joy, particularly when that joy springs from doing what you feel called to do. Your warm welcome, support, advice, and comments, along with my weekly (and sometimes daily) interaction and reflection with Pastor Eileen, Pastor Hannah, and other staff have already helped me to experience and learn a great deal about pastoral ministry and my capacity to minister. I consider you all to be great teachers of what it means to “Be the Church.” Thank you.

## **Ames UCC Members Serving Iowa Conference**

Bradley Duckstein, Central Association Committee on Ministry  
Charles Kniker, moderator of Central Association  
Paul Lasley, chair of Conference Committee on Authorized Ministry  
Diana McHenry, chair of Conference Board of Directors

# 150th Capital Campaign Implementation

## Capital Campaign Construction

A great deal of remodeling was done in 2018 as part of the capital campaign. At present, the Capital Campaign Implementation team includes Ken Birt, David Cook, Elaine Hieber and Doug Powell. **Many** other people have been involved in this work; I cannot list them all.

Much of the work was done by our own members. A big thank you to all who contributed to the capital campaign and those who helped with the remodeling.

## Parlor Area Remodeling

During the spring and summer the parlor, small kitchen, room 104, the restroom next to room 104, the hallway from the parlor to the east entrance as well as the hallway outside the youth room were remodeled. The parlor was expanded into the old library and the library was moved to room 104. New floor coverings were installed. The main floor area was painted. New light fixtures were installed in the parlor and hallway. New furniture including chairs, tables, couches and buffets was purchased for the parlor.

The following needs to be completed: baseboard and base shoe installation in the parlor, paint touch up, and painting and light fixture replacement in the youth room hallway.

About \$50,650 was spent on this effort. Once the remaining items are completed, the total cost is expected to be about \$51,000.

## Sanctuary Remodeling

In late summer and fall, the sanctuary was remodeled. Light fixtures were rewired and brighter lamps were installed. Pews were removed so the sanctuary wood floor could be sanded and finished. By removing one row of pews and squeezing the front and rear aisles a little, an additional four inches of leg room/walking space was added between pews. In addition, five spaces for wheel chair seating were distributed through the sanctuary. Cushions still need to be shortened or replaced on the pews that were cut for wheel chair spaces.

By doing most of the labor in house, this project cost \$12,230. Shortening cushions will be an additional expense.

## Sanctuary Sound System

In June 2016, part of the sound system was replaced using capital campaign funds. When we temporarily moved worship to Fellowship Hall, several members commented they could hear the service for the first time in several years. Improvements to the sound system should start in mid-January 2019. Additional speakers, a controller, a mixing processor and other accessories will be installed. This equipment and work will cost \$27,721.

## Exterior Work

Improvements planned are:

- Replacing the walkway and handrails from the east entrance to the alley, installing a ramp between the east entry and the alley.

- Replacing two sets of steps on the south east of the sanctuary to the Sixth Street sidewalk. One stairway will replace two current ones so there will be two rather than three.
- Adding roof to cover the walkway from the east entrance to the alley.
- Moving the power pole in the alley a few feet north.

The walkway and stairs portion of this were planned months ago, but contractors' proposals were slow coming in and the costs were very high. Another major cause of delay is the inability to focus on this work while getting the parlor and sanctuary work completed.

We are now seeking bids with a reduced scope of work: replacing the walkway and handrails between the east entrance and the alley, with a separate option of replacing the stairs to Sixth Street. This work may be delayed until the weather is warmer.

At this time, the roof over the walkway to the alley and moving the power pole are questionable. Money in the capital campaign construction account might cover these items, but the team is questioning if this is the best use of this money.

As of the end of November 2018, about \$286,000 remained in the capital campaign construction account.

Thank you to all who have helped, and continue to help, on these projects.

Submitted by Ken Birt, Implementation Team chair

### **Parlor Art**

During the summer, Executive Board contemplated what artwork was appropriate for the parlor. Rachel Schelle, Jan Bauer and Barbara Faidley were appointed to an art committee. The first task was to look at the art that had been taken down and find other artwork the church owned that might be appropriate. We collected all found art work, discussed the pieces and how they fit. These pieces included paintings, prints, plaques, quilts, a stained glass piece and others.

We prioritized art pieces and asked the Redekers interior designer who had helped select the furniture to help us determine art placement. We presented the ideas to Executive Board at its next meeting. Board members gave their opinions and voted to make \$808.81 available if needed for matting and framing artwork. The money will come from an inactive women's fellowship account designated for the parlor.

After Christmas the Allen Trenkle family gave a new welcome table and accompanying piece of artwork made by the Sticks Gallery in Des Moines in memory of Donna Trenkle. The winter watercolor of the church painted by Jane Baty and the stained glass piece made by Bill LaGrange with a new wood frame made by Paul Lasley were hung.

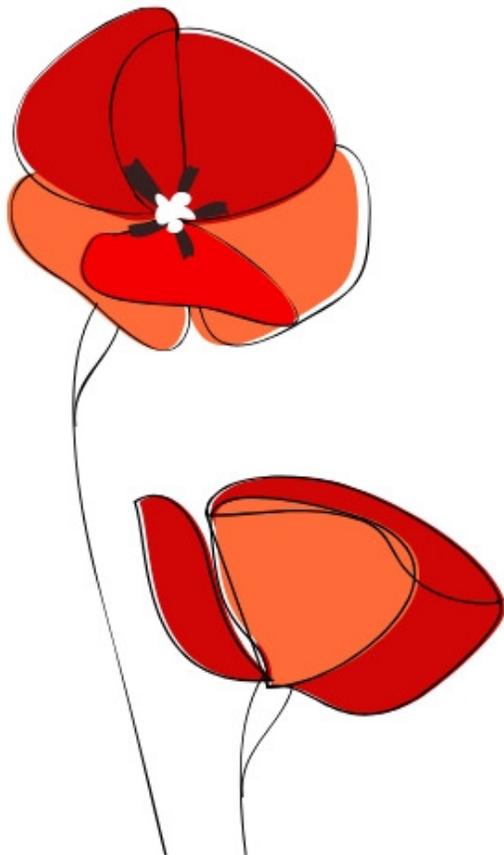
When the installations are complete, we hope to have a small explanation posted near each piece to explain its significance to the church.

Submitted by Barbara Faidley

## Matthew 25 Ministers

In 2016 I put out a call to anyone who might be interested in helping Pr. Hannah Hannover and visit and maintain a church connection with congregants who are unable to be in worship or on campus due to age and/or infirmity. The inaugural group of Matthew 25 Ministers were commissioned in October of that year: Sandy Ballard, Pat Spangler, Kim Spangler, Debi Smith Ford, Barbara Yungclas, Bill Yungclas, and Barbara Hauerrberg. In 2018 they were joined by Amy Erica Smith and Steve Rogers-Smith. In 2019 we welcome Donna Starck, Paul Clark, and Laura Beason to the ministry. We meet twice a year to check in with each other and do a bit of continuing education. As the social safety net continues to collapse, pastoral care needs in our church continue to rise, so this ministry of non-crisis, ongoing presence is a great blessing to the recipients as well to myself and Pr. Hannah.

Submitted by Pr. Eileen Gebbie



TO OUR 2018  
MATTHEW 25 MINISTERS

*Thank You  
for embodying God's  
presence for those who  
cannot be physically  
present at church*

Amy Erica Smith, Barbara  
Hauerrberg, Barbara Yungclas, Bill  
Yungclas, Debi Smith Ford, Kim  
Spangler, Pat Spangler, Sandy  
Ballard, and Steve Rogers-Smith

## Theologian in Residence

It was another active year for the TIR Committee which included Eric Abbott, Joyce Davidson (at-large member, member of First Baptist Church), Jennifer Gelwick-Luecke (who moved out-of-state this year), Charles Kniker, Nancy Marks, Sharron Slinger and Allen Trenkle. We would like to add several members to the committee in 2019.

Katie Tschopp, office administrator, provided much assistance, especially with the design of our flyer and banner, online registration, mailings, photography, and duplication of materials.

There were four “firsts” with the 2018 program. The theologian was likely the youngest theologian ever invited; second, he was the initial Canadian, third, it opened with a Friday evening session focused on families as faith formulators; and fourth, it included a planning team of nine area churches.

### The Theologian

The theologian was the Rev. Dr. David Csinos, an Assistant Professor of Practical Theology at Atlantic School of Theology in Halifax, Nova Scotia. He founded Faith Forward ([faith-forward.net](http://faith-forward.net)), an ecumenical organization for innovation in ministry with children and youth. He writes about faith formation, children’s ministry, youth ministry, and culture; his books include *Children’s Ministry that Fits*, *Children’s Ministry in the Way of Jesus*, and the *Faith Forward* book series.

### The Program and Volunteers

The official theme of the January 26-28, 2018 weekend was “Faith Formation and the Future of the Church.” The unique Friday night program began with a catered meal prepared by the Slinger family, followed by Csinos describing four spiritual styles that can be used by families and congregations to help children and youth develop their innate spiritual awakenings. Many of the more than 70 participants included persons from other congregations. Hannah Hannover organized a program for children; Ann Reinhardt arranged for college youth to provide childcare. Thanks to Nancy Marks, Carl and Tania Tipton, Phil and Galina Spike and David Cook for setting up the space. Bill and Barb Yungclas prepared the coffee. Greg Luecke and Katie Tschopp were registrars.

The two Saturday morning presentations included opportunities for attendees to ask questions and have Csinos provide lengthy responses. The first session, “Re-imagining Faith Formation,” critiqued past church efforts at faith formation which in Csinos’ view overemphasized verbal instruction of children and assumed they had no spiritual experiences. The second session, “Why Our Faith Needs Children,” warned listeners that the health of tomorrow’s faith communities must include today’s children and youth, as well as providing learning opportunities for all members and seekers. The Yungclas’s provided the early beverage service. The mid-morning coffee break was ably led by Kristin Shields and Donna Starck for the second year. Ushers included Barbara Faidley, Christy Oxendine and Eric Abbott. Jim Peake assisted Barbara Faidley with counting the table and online registrations. TIR committee members Jennifer Gelwick-Luecke, Joyce Davidson and Allen Trenkle assisted with many details of the programs as well as travel and lodging arrangements for the speaker. Cookie makers included Nancy Alt, George

Belitsos, Janet Binder, Diane Birt, Judy Blair, Sally Chase, Irene Dohrmann, Barbara Faidley, Cornelia Flora, Martha Geist, Sue Jones, Charles Kniker, Lesley Lackore, Nancy Marks, Mary Mulford, Laurie Olk, Christy Oxendine, Bernie Pohm, Pat Spangler, Phil Spike and Donna Starck. We apologize for any volunteers whose names were omitted.

On Sunday morning, the adult forum was entirely a time for questions and answers. The Rev. Csinos preached the sermon and participated in the children's time. Pr Eileen emphasized a point Csinos made several times – children are spiritual by nature, hence theologians, too.

### **Attendees and Attendance**

The registration forms turned in (approximately half of those attending) indicated that attendees came from one other state (Illinois), six Ames churches (First Baptist, Bethesda Lutheran, Northminster Presbyterian, Collegiate Methodist, First Methodist, First Christian and Ames UCC), 11 cities not including Ames: Algona (1), Ankeny (4), Baxter (2), Boone (1), Des Moines (1), Grinnell (1), Jefferson (1), Johnston (1), Nevada (3), Webster City (1), and Zearing (1). All but three persons who completed the registration form gave the program the highest ratings of five and four. Many expressed appreciation to our congregation for providing this annual event.

Session Attendance included: Friday evening: approximately 75; Saturday morning, Session one: 65; Session two: 62; and Saturday afternoon, Session three: 50 estimated. On Sunday morning the Adult Form was approximately 35. There were 157 at the worship service.

### **Financing**

The total revenue for the TIR 2018 program was \$7,775. Of that amount, \$1,775 came from online and “door” registrations and box donations. The Central Association of the Iowa Conference UCC provided a \$1,000 grant. A donation to the TIR Fund of \$5,000 was also received. Due to the transportation costs (from Canada) and extra time and lodging, expenses were higher than normal. They were \$6,279.37.

### **Debriefing**

Debriefing occurred at several meetings of the committee. Recommendations made: 1) Do not have future programs occur in January; 2) publicity efforts need to begin earlier and be more extensive; 3) involvement of other churches had some positive outcomes; and 4) media interviews were not as effective or as extensive as before and need to be re-examined.

### **The Theologian-in-Residence Program for 2019 (March 1-3, 2019)**

The program for 2019 may be the most ambitious program in TIR history. The relevance of immigration as a topic was suggested five years ago. We are pleased to announce that the Rev. Dr. David Vásquez-Levy, President of Pacific School of Religion and former Iowa resident of 14 years – he was the chaplain at Luther College – will be the theologian. The theme is “Immigrant Matters: Joined Together, Finding Solutions.” A fantastic group of resource persons will join him – immigration lawyer Sonia Parras Konrad, organizer Erica Johnson, filmmaker Luis Argueta, and facilitator Violetta Alemán. On Friday, March 1, Dr. Vasquez-Levy and Iowa Attorney General Tom Miller will have a dialogue at the Iowa State University Memorial Union.

Submitted by Charles Kniker, TIR Committee Coordinator

## **AMOS: A Mid-Iowa Organizing Strategy**

Ames UCC is an active member of AMOS. In 2018, UCC members have been involved in all facets of AMOS activities that have focused on Ames and Story County. For the first time in many years, Ames UCC had an AMOS core team that meets on a semi-regular basis. The Core Team has been a major factor in the upswing in engagement of UCC folks in AMOS. AMOS core team members: Diane Birt, Catherine DeLong, Nancy Dunn, Cornelia Flora, Jan Flora, Linda Hanson, Anna Johnson, Christy Oxendine, Amanda Petefish-Schrag, Terry Potter, Ben Schrag, David Sheridan and Pastor Eileen Gebbie.

The main AMOS events and research teams that have engaged our members in the past year include:

### **Mental Health/Housing**

A Mental Health Research Team was very active throughout the year. Team members gathered information on the mental health situation and the institutions that play a role in mental health questions in Ames and Story County. A delegation visited Iowa City to learn about their effort at gathering community-wide cost data related to undiagnosed/ untreated mental health issues experienced by residents. The research team learned that before implementing a "housing first" model in Iowa City, the local government and health services spent more than \$2 million on four individuals - and after two years two of those people died, and the other two had not received effective treatment for their illnesses.

Mid-year, the Mental Health Team combined forces with the AMOS Housing Research Team to plan the fall Ames AMOS Cluster action. On Thursday, October 18, candidates for Story County supervisor -- Rick Sanders, Linda Murken, and Josh Opperman -- said yes to working with us to make a Housing First project a reality in Story County, to partnering with AMOS to complete an analysis of current costs related to mental healthcare and homelessness, similar to that conducted in Iowa City. The candidates committed to meeting with AMOS leaders to discuss this and other issues on the AMOS agenda within 60 days of the election if they won the election. Murken and Sanders won. Housing First is a housing model that provides long-term housing first then offers wrap-around services such as mental health, substance abuse treatment, healthcare and social services. By establishing permanent, stable housing first and then delivering services, outcomes can be more positive, effective and long-lasting.

The joint team is currently focusing on a meeting on February 20, 2019 to bring stakeholders together to form a coalition to generate enthusiasm for Housing First and to begin to plan its implementation in the mental health sector.

### **Immigration**

*Provision of sanctuary* for undocumented individuals who are threatened with deportation was discussed seriously by churches affiliated with AMOS during 2018. The Ames Friends Meeting is close to a decision as to whether they would offer the physical space for sanctuary. Since they are a quite small congregation, they are not willing to take the main responsibility for coordinating volunteer activities in support of an individual in sanctuary. The Ames UCC has

perhaps made the most robust offer of support – both of volunteers and monetary assistance for remodeling the Friends Meeting house.

*ID cards* for individuals who do not have a driver's license. This effort has been taken on by the County Coordination Committee (CCC), which includes several UCC members. The relation of the CCC to AMOS has been ambiguous, but a recent meeting of leaders in both organizations points a way forward. An AMOS Action in Ames is tentatively planned in the next few months to inform AMOS organizations of the work of the CCC and to invite additional involvement of AMOS leaders in the work of the CCC, with the objective of bringing the work of the CCC into the AMOS fold.

The identity card will likely be obtained primarily by undocumented individuals, but will also be available to homeless persons, elderly persons, people with disabilities, and others. The training of individuals to verify applicants' identities and to issue the cards is being coordinated with Rev. David Faccaro, a UCC minister based in Greensboro, NC. He leads the group Faith Action, which brings together organizations from around the country that dispense identity cards. He came twice to do training for persons involved in the CCC and individuals affiliated with Immigrant Allies in Marshalltown. AMOS's tax deductible arm, the Institute for Public Life, has agreed to act as the fiscal agent for the effort for a year. The first issuance of ID cards is planned for March 30, 2019 at St. Cecelia Catholic Church in Ames. Recipients will be charged \$10 for their card. There is support for the ID card concept from local law enforcement, from the health sector, and others.

Ames UCC is presently one of the most active members of AMOS. Its leaders are visible in AMOS Actions, cluster meetings, and research teams. Congregants attended Actions with candidates in Norwalk and here in Ames. In Norwalk, we learned about state taxes and elicited public commitments from Des Moines candidates pledging to use potential sales tax funds for AMOS priorities. In Ames, as has been pointed out, candidates made public commitments supporting research into a "Housing First" model of dealing with mental health care.

AMOS continues to be energizing and relationship building – both within our congregation and between our congregation and the broader community.

Submitted by Jan Flora

## **The Attic to Basement Church Sale**

The Attic to Basement Church Sale on August 3 and 4 was very successful, taking in \$3,065.50. More than 100 people volunteered. A special THANK YOU to repeat helpers; those who sorted and priced items on Wednesday mornings throughout the summer to those who clerked during the sale.

The hours of the sale were changed from opening at 4 p. m on Friday to opening at 2 p.m. On Saturday the sale opened at 9 a.m. instead of 8 and closed at 1 p.m. More than 50 customers were waiting to get into the sale when it opened at 2 p.m. We also had a successful sale on Sunday morning after worship. Nine people visited during the Free to Those Who Need It Sale. Twenty percent of the sale proceeds went to ACCESS (Assault Care Center Extending Shelter & Support) and 80 percent into a church building fund.

We did not hold the traditional Holiday Hoopla and Cookies Galore sale. During October, when the sale should have taken place, worship services were in Fellowship Hall. It would have been impossible to take down all the chairs, set up the sale and then set up for worship the next day so we canceled the sale. The items that came in for this sale were packed and stored for next year.

Submitted by Barbara Faidley

## **Church Library Move**

When the parlor was renovated, the wall between the parlor and the library was removed to increase the size of the parlor. That meant the church library had to move; room 104 was the logical location. Room 104 was painted and new carpet installed. The move began the week of May 1. All books in the old library were put in more than 80 boxes, mostly Girl Scout cookie boxes. We filled them by individual shelf and labeled each box. Then the shelves were moved from the old library to the new. We had space for one additional nine-cubby book shelf to house more children's books.

After the shelves were fastened to the new walls, a group of women came in one afternoon and unloaded every book onto the new shelves. It was a MAJOR TASK. As we added more space for children's books, we reorganized all the children's books. We also relabeled every category of book on the adult shelves. As we added more books in the fall, some books were rearranged.

The display book shelf is now in the hallway directly across from the new library. The display is changed every month. The new library is much larger, brighter and in use throughout the week as a meeting space and on Sunday mornings as a space for parents and children to meet, talk and look at books. The current project for the library is to produce a shelf list of all the books in the library. The library committee consists of Barbara Faidley, Ginny Shenk and Catherine James.

Submitted by Barbara Faidley

## Ames Ecumenical Housing

Ames Ecumenical Housing, Inc., a nonprofit organization, operates Keystone and Stonehaven Apartments. The organization was founded by 15 Ames churches including Ames United Church of Christ. Each church may provide a congregation member for the board of directors. In addition, three community representatives are board members.

The apartments are operated in accordance with Section 202 of the National Housing Act providing housing for low-income elderly and mobility-impaired persons meeting eligibility guidelines. The apartments also receive housing assistance payments under Section 8 of the National Housing Act. The Department of Housing and Urban Development (HUD) regulates participation in these programs.

Scott McClure, Housing Compliance Officer with the Iowa Finance Authority, conducted an annual on-site review on February 28, 2018. His report noted deficiencies in systems and controls, particularly in tenant application processing and review of tenants' certifications to live in subsidized housing.

Effective July 1, the board entered into an all-encompassing agreement with Newbury Management Company of West Des Moines to provide oversight and responsibility for the day-to-day operations of Keystone and Stonehaven. The primary intent of the agreement was to improve the segregation of accounting and financial duties, improve financial reporting, rent all apartments and bring the apartments into compliance with HUD. Newbury staff and board members hosted meetings with tenants on July 10 to introduce management team members and answer residents' questions.

Since Newbury Living has taken over management,

- All apartments were inspected and maintenance completed as needed.
- Emily Tritle was hired as property manager and Josh Kampen as maintenance technician.
- A total file audit was completed; annual tenant certifications were brought into compliance.
- Staff and contractors trimmed and removed trees, poured concrete and replaced sprinkler heads.
- The property insurance premium was reduced from \$47,751 to \$24,000.
- An independent West Des Moines firm conducted an audit for the fiscal year ending June 30.
- Management filed an appeal with HUD for \$70,343, the amount HUD alleges was overpaid to Ames Ecumenical Housing because former staff incorrectly calculated several tenant recertifications in the past fiscal year.
- Board members and staff hosted holiday parties December 17 at each apartment complex.

Apartments are leased for one year. Monthly rental rates are based upon the size of the apartment, and on June 30, 2018 ranged from \$713 to \$825 for the units included in the HUD program. One unit is rented at a market determined monthly rate of \$850.

Residents generally pay 30 percent of their adjusted income for their portion of the rent and HUD subsidizes the balance. The assistance is offered to those whose income is at or below 50 percent of the area's median income. Currently, the median income for a single individual is \$27,500 annually. These apartments are primarily for seniors aged 62 and older but some apartments are designed for those with mobility issues and can be occupied by persons younger than age 62.

Currently 13 apartments are vacant. Staff is working with applicants on the waiting list to get the units occupied. If you know of people interested in being considered for Keystone and Stonehaven, they may call (515) 232-2865 or (515) 232-2021 for additional information.

Submitted by Lynette Spicer, UCC representative to Ames Ecumenical Housing, Inc. and Phil Spike, UCC member and incoming community representative to Ames Ecumenical Housing, Inc.

## **Emergency Residence Project**

THANK YOU is not enough for the over TWENTY years that Allen Trenkle served the Emergency Residence Project (ERP) representing Ames United Church of Christ. After many years of faithful service, Allen decided to step down from the board.

Coincidentally, at that same time I was looking for another way to be more involved in the community. I wanted it to be something I was passionate about as well as something that had ties to this church or specifically my ministry. This seemed like a perfect fit!

In July I started representing Ames United Church of Christ on the Board of Directors at the Emergency Residence Project. At this time I serve on the Nominating Committee, the Personnel Committee, and will be on the Recruitment Committee for Reggie's Sleepout.

The Emergency Residence Project continues to provide the most financial assistance in helping with homelessness and homelessness prevention in Ames and Story County. The four main ways that they assist are: 1. The Shelter on Kellogg where they can house single men in the house and up to 6 single women in the basement. 2. There are 6 transitional housing apartments where families with children or couples can live for a longer time. 3. There is rapid re-housing which is a new program that began this year. This program is funded primarily through grants and helps individuals or families with rent assistance for up to 6 months working with a landlord in Story County. 4. Homelessness Prevention program which assists with immediate rent assistance or utility assistance for individuals/families once a year. This money is fully funded by donations made to the ERP.

Ames United Church of Christ continues to generously support the work of ERP. Thank you for trusting me to this board and also for your continued support to address homelessness in Ames and Story County.

Submitted by Hannah Hannover

# 2018 Congregational Meeting Minutes

**United Church of Christ – Congregational  
Ames, Iowa  
Minutes – Annual Meeting  
February 11, 2018**

Jennifer Gelwick-Luecke, moderator, called the meeting to order at 12:17 p.m. Approximately 80 members and friends of the congregation were present. The Rev. Eileen Gebbie opened the meeting with prayer.

## **Reports**

**Clerk** -- Lynette Spicer. (page 9 of annual report)

Membership at year end was 217 members. She asked for a moment of silence in memory of members who died during 2017: Nancy Clark and Kathy Drummond.

**Treasurer** – Janet Binder for Lee Bauer. (December 31, 2017 balance sheet, pages 12-13 of annual report; Financial Stewardship Team report, pages 29 – 30 of annual report; no 2017 income/expense statement or 2018 operating budget in annual report)

The large increase in cash balance in the past several years is primarily monies collected for the 150th capital campaign.

Memorial gifts in 2017 were \$250 undesignated in memory of Nancy Clark and \$350 for choral music in memory of former member Molly Simpson Ster.

The congregation received a \$20,000 bequest from the estate of Rowena Hurlbut, former member. The money was deposited in the church endowment fund. Binder encouraged members to consider including Ames UCC in their financial plans.

Binder reported the congregation ended the year with a budget surplus. The 2017 operating budget had an income of \$310,555.83 and expenses of \$295,659.89.

The 2018 operating budget is balanced with \$335,154 projected expenses. Pledges received as of January 8, 2018 total \$303,634.

**150th Anniversary Capital Campaign Improvement Implementation** – Ken Birt. (page 39 of annual report)

The parlor, small kitchen, room 104, hallway and restroom project will be worked on first because the work can be done in the winter. In the next several weeks, the areas will be painted. Flooring and furniture for the parlor are ordered.

**Moderator** – Jennifer Gelwick-Luecke. She thanked the members who have contributed to the church in her term as well as the officers, team leaders and representatives whose terms are expiring: Allison Anderson, Ellen Barnhart, Lee Bauer, George Belitsos, Janet Binder, Diane Birt, Ken Birt, Dan Coffey, Irene Dohrmann, Debi Ford, Ann Reinhardt and Phil Spike.

## **Business Meeting**

### **Minutes of Congregational Meetings**

**MOTION:** Approve the minutes of the January 29, 2017 annual meeting. (Nicholas Lyon/Art Pohm) Motion passed.

**MOTION:** Approve the minutes of the December 3, 2017 congregational meeting. (Art Pohm/Nicholas Lyon) Motion passed.

### **Motions from Executive Board**

#### **2018 Ballot of Officers and Teams**

##### *Officers*

Moderator - Rachel Schelle

Vice Moderator – Ann Reinhardt

Clerk - Lynette Spicer

Senior Association and Conference Delegate - Jennifer Gelwick-Luecke

Junior Association and Conference Delegate – Diana McHenry

Treasurer – Catherine DeLong

Financial Secretary - Nancy Heathman

##### *Teams*

**Christian Education** – coordinator Allen Trenkle, vice coordinator (open)

**Financial Stewardship** - coordinator Bradley Duckstein, acting vice coordinator Joel Johnson

**Invitation and Welcome** combined with **Member Services** to become **Building Relationships**  
– coordinator Ben Schrag, vice coordinator Nancy Dunn

**Property** – coordinator Jan Bauer, vice coordinator Lauri Olk

**Social Justice and Outreach** – coordinator Anna Johnson, vice coordinator Linda Best

**Worship and Music** – coordinator Barbara Faidley, vice coordinator Tom Meyer

**MOTION (Executive Board)/passed:** Approve the slate of officers and team leaders for 2018. The officers and teams begin their terms at this meeting.

#### **Allocation of Endowment Earnings**

**Motion (Executive Board)/passed:** Invest 100 percent of the interest earned in 2017 from the endowment fund back into the fund to provide a more secure future for Ames UCC.

#### **Resolution expressing appreciation to the Newbrough Law Firm**

February 11, 2018, Resolution #2018-1

**Whereas** churches of the United Church of Christ are celebrating “Love of neighbor” across the country as a national focus this year;

and **whereas** the United Church of Christ-Congregational of Ames has been engaged in several repair and construction projects over the last couple of years that required special accommodations from the Newbrough Law Firm;

and **whereas** the Newbrough Law Firm has repeatedly worked with the Ames UCC to accommodate the construction and repair projects to the Ames UCC property including permitting variances for construction of emergency egress from our Youth Room, and use of their parking lot during construction of the emergency egress, replacement of the flat roof on our East wing, and most recently for access by a tuck pointing crew;

and **whereas** the Newbrough Law Firm has permitted use of their parking lot on weekends by people attending events at United Church of Christ-Congregational of Ames for many years; and **whereas** the United Church of Christ-Congregational of Ames firmly believes that the Newbrough Law Firm has been demonstrating excellent neighborly behavior for many years.

Now therefore be it resolved at the Annual Meeting that the members of the United Church of Christ-Congregational of Ames would like to formally express their sincere and deep appreciation for the neighborly treatment that has been given by the Newbrough Law Firm to the United Church of Christ-Congregational of Ames.

**Motion (Executive Board)/passed:** Authorize the appreciation resolution from the congregation to Newbrough Law Firm.

**Executive Summary of the Church Assessment Tool Conducted early fall 2017-**

Presenter, the Rev. Diane McClanahan of Des Moines Pastoral Counseling Center

*The findings are in the context of a comparison to 500 similar-sized churches across the theological spectrum who had completed the same survey. No detail comparisons about those congregations were provided in the summary.*

104 people completed the survey which was 78 percent of average worship attendance at the time (133 average worship attendance)

**Satisfaction and Energy Levels**

69 percent of respondents are clearly satisfied; 29 percent are on the fence (responded ‘tend to agree’ or ‘tend to disagree’) which can be an area for action.

73 percent of respondents are feeling energized; 22 percent are on the fence.

**Drivers of Satisfaction**

**Congregants at Ames UCC are most satisfied when**

- We do a good job of helping each member to understand that he or she is called to ministry.
- The worship services are exceptional in both quality and in spiritual content.
- The laity work with the pastor in leading and planning worship.
- The spirit of the congregation makes people want to get involved.
- The level of conflict is low.

McClanahan said clergy-centric congregations answers would focus on clergy. Power centric congregations would worry about who are leaders. Ames UCC is a ministry centric congregation.

**Drivers of Energy**

**Congregants at Ames UCC are most energized when**

- We provide opportunities for education and formation in a variety of ways to meet our varied lifestyles.
- When our governance is not limited to “the same small group of people making most of the important decisions”.

McClanahan noted the congregation had “only two” energy drivers. She said the governance statement shows the congregation wants representative leadership. She cited the process being employed today to seek members’ input on regional and local agencies to receive outreach funds as an example of congregation involvement.

### **Theological Type**

Congregants are progressive as opposed to conservative. The theological diversity in the congregation is very low. McClanahan said, “Vital churches are found across the theological spectrum.”

### **Flexibility Level**

Ames UCC is more adaptable to changes in worship and programming than other churches; the congregation is in the 92nd percentile, meaning only eight percent of comparable churches are more flexible. However 49 percent of Ames respondents are fence sitters about changes. 41 percent are willing to adjust the way they meet the needs of members.

### **Critical Success Factors**

When drivers of satisfaction or energy are not being met, they become critical success factors. There are no identified critical success factors for Ames UCC.

Ames UCC is transformational with high energy and high satisfaction. Fence sitters could send more energy into the congregation.

Transformational churches are characterized by  
vital worship,  
life-long learning,  
spiritual formation,  
open leadership,  
quality relationships and  
flexibility.

McClanahan said, “Every church has work to do. Don’t be complacent. You are in a position to do great things. Churches with high energy and high satisfaction tend to be outwardly focused to do good.”

### **Priorities**

1. Reaching new people and incorporating them into the life of the church (97 percent of congregations surveyed choose this as one of their first two priorities.)
2. Developing the spiritual generosity of the people to financially support the ministry of the church
3. \*\*Creating more opportunities for people to form meaningful relationships
4. \*\*Developing ministries that work toward healing those broken by life’s circumstances
5. Enlarging or improving the physical facilities of the church to expand or enhance our ministries

\*\* Priorities shared by all age groups in the survey (Some results were calculated by age groups: respondents less than 35 years old, between ages 35 and 64, and age 65 and older.)

McClanahan added

Those under age 35 wanted to expand outreach to those living on the margins of society.

Respondents 35 to 64 wanted more opportunities for Christian education.

Those under 35 and 65 and older wanted people developed for leadership.

### **Church Culture**

Church culture is developed over a long time and not easily changed. The congregation is progressive-adaptable, labeled Magi culture. The strengths are intellectual, curious, strong advocacy and inclusive. The shadow side of the culture is emotionally arid, struggle with what they believe and struggle with mission and vision.

Questions for reflection for magi churches are

- At what point does inclusion become diffusion of mission?
- At what point does advocacy become a distraction from intrapersonal and interpersonal relationships?
- When does intellectual exploration become a defense mechanism to avoid painful emotions?

Only about four percent of Magi churches are consistently growing over four years.

### **Performance Scores in 8 Areas**

1. Hospitality, very high
2. Church governance, very high
3. Morale, high
4. Conflict management, high
5. Readiness for ministry, high
6. Engagement in education, high
7. Worship quality and content, high; Music, lower (about one third were on the fence)
8. Spiritual vitality, very low; McClanahan asked people to think how they can nurture this part of themselves vs. education.

### **Finances**

- Respondents are giving 4.44 percent of their average household income.
- The average percentage of household income given to churches nationwide is 2.5 percent.
- Ames UCC percentile rank is 93. Only 7 percent of churches assessed give a higher percentage.
- The challenge will be to maintain generous giving rather than increasing it.

McClanahan said, “You have high giving and want to increase it. Three percent may be realistic.”

### **Supplemental Questions**

- 12 percent of respondents said they would like to participate in the life of the church but don’t know how.
- 50 percent of respondents answered the question, “On the whole, I would say that my current level of engagement to impact the world as an expression of my Christian discipleship is lower or much lower than I would like.”

- One third of respondents don't have a good understanding of the costs required to maintain the church buildings.
- One quarter have vague or no knowledge about the physical condition of the church.
- Respondents strongly agree communication is effective.

### **Respondent demographics**

53 percent were age 65 and older, 34 percent were age 35 to 64

38 percent have attended Ames UCC more than 20 years, 34 percent have attended four years or less

59 percent live between three and 15 miles from the church

38 percent attend three times a month, 40 percent attend more than that

59 percent of respondents were female

88 percent have a college degree, of those 45 percent have graduate degrees

McClanahan answered questions from the congregation.

- Jim Coppoc asked her to expand on "At what point does advocacy become a distraction from intrapersonal and interpersonal relationships?" She said, "Outward expression can keep you from getting to know each other. Don't stop helping others but do get to know each other well."
- Cheryl Benzen asked her to explain low spirituality. McClanahan said there were five questions in that category. She said 69 percent agreed with "I experience the presence of God in my life." 71 percent agreed with "My spiritual experiences often impact the way I look at life." She asked congregants how they might be more aware of God in their lives.
- Spicer asked the cost of running further calculations. McClanahan said it was \$75 per run, for example answers by ages.
- Cornelia Flora commented we need to answer what we will do differently if we have more information.

Schelle asked congregants to think about what the next steps should be, whether there needs to be a committee or talk to one another about the survey. She adjourned the congregational meeting at 1:44 p.m.

Respectfully submitted, Lynette Spicer, Clerk

**United Church of Christ – Congregational  
Ames, Iowa  
Minutes – Congregational Meeting  
December 2, 2018**

Allen Trenkle, interim moderator, called the meeting to order at 11:47 a.m. Approximately 55 members were in attendance. The Rev. Eileen Gebbie opened the meeting with prayer.

**Business Meeting**

**Church Leadership**

**Executive Board nominates the following people for 2019 officers and teams:**

**Officers**

Moderator: Rachel Schelle

Vice Moderator: Allen Trenkle

Clerk: Lynette Spicer

Treasurer: Catherine DeLong

Financial Secretary: Nancy Heathman

Church Representatives: Diana McHenry, Eric Abbott

**Teams**

Building Relationships Coordinator: Ben Schrag

Vice Coordinator: Nancy Dunn

Members: Liz Kolbe, Karen Lasche, Nick Lyon, Diana McHenry, Peg Powell, Kristin Shields, Bill Yungclas

Christian Education Coordinator:

Vice Coordinator:

Members: Brett Brinkmeyer, Emily Danielson, Brad Dell, Ed Goedeken, Katharine Suski

Financial Stewardship Coordinator: Bradley Duckstein

Vice Coordinator:

Members: Rich Fellingham, Joel Johnson, Sue Lamont, Jim Peake

Property Coordinator: Jan Bauer

Vice Coordinator: Laurie Olk

Members: Kevin Binder, Ken Birt, Jan Breitman, Nick Howell, Bob Kerksieck, Dinah Kerksieck, Diane Northington

Social Justice and Outreach Coordinator: Linda Best

Vice Coordinator:

Members: Melissa Asklof, George Belitsos, Diane Birt, Jan Flora

Worship and Music Coordinator: Barbara Faidley

Vice Coordinator: Steve Rogers-Smith

Members: Brett Brinkmeyer, Jim Coppoc, Tom Corrieri, Tom Meyer, Dale Shenefelt, Kim Spangler, Pat Spangler

**Motion (Executive Board):** Approve the nominated slate of officers, team leaders and team members. Motion passed.

### **2019 Operating Budget**

Financial Stewardship Team leader Bradley Duckstein explained the budgeting process, the pledge drive and presented the proposed 2019 operating budget.

Highlights of the recommended budget:

1. To date, pledges total \$315,104, an increase of \$9,410 from 2018.
2. The total expected income for 2019 is \$346,704.
3. Giving Beyond Our Building is funded at 10.5 percent of pledged income, an increase of \$2,603 from 2018.
4. Christian Education has a small increase to support expanded youth programming.
5. Existing escrow (savings) accounts are funded at levels that maintain the buildings, organ and equipment.
6. Increases for personnel include an increase for Pr. Hannah Hannover's salary and living allowance from 85 percent to 92.5 percent of the Iowa UCC conference guidelines for an ordained minister. Pr. Hannah's ordination is anticipated in 2020. Office Administrator Katie Tschopp's hours are increased from 30 to 35 hours per week to keep up with expanded programming.
7. The total proposed expenses of \$360,645 results in a deficit of \$13,941. The Financial Stewardship Team plans a 'second ask' to individuals and families to make a financial commitment if they have not done so, or to prayerfully consider an increase in a current commitment.

In response to a question from Terry Potter about the deficit, Duckstein said an account with short-term investments has \$16,000 to \$18,000 for these kind of purposes. The financial team will evaluate the situation next fall to determine if funds from that account should be used for the operating budget.

Jeremy Best asked why the escrow account for building repairs was reduced \$3,730 from 2018. Duckstein explained that at last year's December congregational meeting, the Executive Board had specified that if any additional pledges were received before the end of 2017, the first 10 percent would be applied to Giving Beyond Our Building and the remainder to the building escrow account.

**Motion (Executive Board):** Approve the 2019 operating budget with income of \$346,704 and expenses of \$360,645. Motion passed.

Moderator Rachel Schelle thanked Trenkle for stepping in as moderator during her time home with a new baby.

Meeting adjourned at 11:58 a.m.

Respectfully submitted, Lynette Spicer, Clerk

**A FOUR-WAY MINISTRY COVENANT AMONG  
REV. MELISSA STERNHAGEN  
KINDRED HOSPICE  
AMES UNITED CHURCH OF CHRIST  
CENTRAL ASSOCIATION COMMITTEE ON MINISTRY OF THE IOWA CONFERENCE**

**ABOUT THE FOUR-WAY COVENANT**

The United Church of Christ advises that, in instances where Ordained Ministers are called to non-parish employment, a covenantal relationship be established among the Ordained Minister, the calling body, the United Church of Christ as represented by an Association or Conference, and the Local Church where the Ordained Minister is a member. This relationship is known as a four-way covenant. The purpose of this covenant is:

1. to strengthen, support and sustain the ministries of all the partners that share in this covenant;
2. to encourage mutual participation and accountability of and for the life of each by the others;
3. to observe, nurture, celebrate and call forth the ministry of the Ordained Minister.

**COVENANTS OF MUTUAL ACCOUNTABILITY**

Rev. Melissa Sternhagen, as an Authorized Minister of the United Church of Christ, covenants:

*To Ames United Church of Christ in Ames, Iowa:*

- Membership in good standing with Ames United Church of Christ, including financial support for the general ministries of this church, participation in the worshipping life of the church whenever possible, and a commitment to earnest prayer for the well-being of this congregation and its ministry;
- Submission of one (1) article a year for the newsletter or other publications regarding their ministry;
- An annual meeting with the Church Council or other representative to support one another in mutual ministry;
- A commitment to Ministry of Word and Sacrament at the request of the pastor;
- Public recognition of membership in this Body of Christ in duties related to their ministry.

*To the Central Association:*

- Participation in Association Annual Meetings, Ministerium gatherings, Conference Annual Meetings and other events whenever possible;
- Adherence to Oversight by the Association Committee on Ministry.

*To the Kindred Hospice:*

- Faithfulness in the preaching and teaching of the Gospel, the exercise of pastoral functions, the administration of rites and sacraments of the Church, and in adherence to the Minister Codes of the Manual on Ministry;
- Fidelity to the terms of their ministry and fidelity to the tasks of their employment, as given in their job description from Kindred Hospice (attached), so long as Rev. Melissa Sternhagen serves as chaplain with Kindred Hospice. Obligations of compensation and employment exist exclusively between Rev. Melissa Sternhagen and the Kindred Hospice.

Ames United Church of Christ, as the Local Church of Membership covenants:

- We affirm the importance of our role in the recognition and authorization of ministry in and on behalf of the United Church of Christ. We recognize the calling of those who minister in our local churches, as well as recognizing and affirming the call of those who seek to minister in our name in other specialized settings of healing and reconciliation.
- We promise to support The Rev. Melissa Sternhagen in the nurturing of faith, the calling forth of gifts, and in the work of equipping others for Christian service. We trust and expect Rev. Sternhagen to represent us as our missionary to Kindred Hospice, even as she represents the care and concern of all the United Church of Christ.
- We will seek intentional ways to celebrate the gifts and graces of Rev. Sternhagen. We invite her to share, if her schedule allows, in the Ministry of Word and Sacrament in this congregation through the invitation of our pastor and one newsletter article per year reflecting on Rev. Sternhagen's ministry.
- We affirm our covenantal partnership with Rev. Sternhagen and Kindred Hospice. We pledge our support and guidance to Rev. Sternhagen by our willingness to enter into this covenantal relationship with her and Kindred Hospice, so that we might through the grace of God most effectively offer and engage this ministry.

The Central Association of the United Church of Christ covenants:

*To Rev. Melissa Sternhagen:*

- All of the rights and responsibilities of an ordained minister in this Association.
- Clear communication of this Association's requirements for good ministerial standing (including but not limited to boundary training and continuing education) and of any policies and procedures supplemental to the Manual on Ministry that have been established by this Association.
- Clear communication of this Association's requirements for good ministerial standing and of any policies supplemental to the Manual on Ministry that have been established by this Association; those requirements are:  
Clergy boundary training, once every three (3) years  
Six (6) hours of continuing education a year  
Periodic Vocational Support, once every three (3) years  
Information Review Form Completed every year

*To Ames United Church of Christ:*

- Appropriate support and oversight of all ministers in three- or four-way covenants with your congregation;

*To the Kindred Hospice:*

- Inclusion of written updates from Rev. Melissa Sternhagen regarding their work for Kindred Hospice as deemed appropriate by Kindred Hospice and Central Association's Committee on Ministry.

Kindred Hospice covenants:

*To Rev. Melissa Sternhagen:*

- Belief in God's call that has led you to this place of ministry;
- Adherence to remuneration as set forth in the call agreement, common personnel policies and current job description.

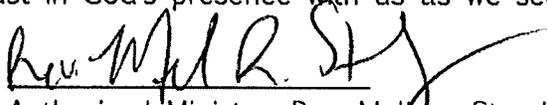
*To Ames United Church of Christ in Ames, Iowa:*

- Belief in the local church as the locus for all ministry in the United Church of Christ and thankfulness for your support of Rev. Melissa Sternhagen.

*To the Central Association of the Iowa Conference:*

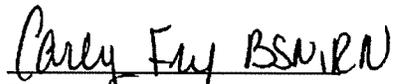
- Fidelity to the covenants of mutual accountability as articulated in this document.

We trust in God's presence with us as we seek to be faithful to this covenant:



Authorized Minister, Rev. Melissa Sternhagen

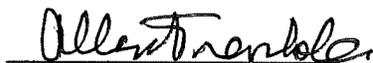
Date: 12/19/18



Representative, Kindred Hospice

Date: 12/19/2018

Carly Fry, Manager of Clinical Practice, Kindred Hospice, Panora, IA



Interim Moderator, Ames United Church of Christ  
Allen Trenkle

Date: 12/23/18

\_\_\_\_\_  
Central Association, Committee on Ministry Chairperson  
Rev. Kate West

Date: \_\_\_\_\_

Received by \_\_\_\_\_ Iowa Conference Registrar

Date: \_\_\_\_\_

**Ames United Church of Christ - 2019 Final Proposed Budget**

		2015 Actual	2016 Actual	2017 Actual	2018 Budget	PROPOSED 2019	
INCOME	Pledges	270,566.00	267,296.00	268,222.96	305,694.00	315,104.00	
	Non Pledge Contributions	8,821.81	12,118.25	15,047.50	12,500.00	12,000.00	
	Transfers from Other Funds	-	-	8,835.37	7,000.00	8,600.00	
	Rental Income	8,663.00	9,420.00	10,790.00	9,960.00	11,000.00	
	<b>TOTAL EXPECTED INCOME</b>	<b>288,050.81</b>	<b>288,834.25</b>	<b>302,895.83</b>	<b>335,154.00</b>	<b>346,704.00</b>	
GIVING BEYOND OUR BUILDING	OCWM (State, National, World UCC)	21,014.00	20,753.00	16,500.00	18,342.00	19,000.00	
	Seminary Support	1,407.00	1,384.00	1,500.00	1,500.00	2,100.00	
	SoJO Outreach (Local & Regional)	-	-	5,965.00	7,370.00	8,600.00	
	AMOS	2,802.00	2,766.00	2,830.00	3,352.00	3,467.00	
	Special Offerings & Communion Offering	9,864.52	9,645.23	6,827.50			
	150th Capital Campaign Outreach	19,530.00	103,117.50	0.00			
BUILDING RELATIONSHIPS	Hospitality	1,027.74	703.25	674.02	700.00	2,000.00	
	Member Recruitment & Advertising	2,997.24	3,350.36	1,626.66	2,000.00	2,000.00	
	Website Hosting	336.00	336.00	172.00	180.00	144.00	
PROPERTY	Office Equipment & Supplies	10,016.95	7,961.57	10,196.72	10,930.00	12,150.00	
	Escrow for Office Equipment	500.02	500.00	468.93	500.00	500.00	
	Insurance	11,219.75	10,225.25	10,146.25	11,700.00	12,000.00	
	Building Systems Inspection & Maintenance	-	-	-	3,430.00	3,430.00	
	Trash Removal & Building Supplies	3,195.50	4,734.58	3,531.19	2,150.00	2,150.00	
	Building Maintenance & Repairs	7,527.55	3,844.56	9,268.60	8,000.00	8,600.00	
	Escrow for Building Repairs	10,000.00	10,000.00	8,513.00	13,730.00	10,000.00	
	Utilities for Church & Office	16,428.16	16,789.12	15,348.32	18,910.00	19,660.00	
CHRISTIAN EDUCATION	Children & Families Curriculum	1,877.97	2,060.57	1,657.61	3,305.00	3,600.00	
	Godly Play	579.81	92.91	18.22	-	-	
	Nursery Supplies	93.71	0.00	0.00	100.00	100.00	
	Youth Curriculum	303.26	13,685.01	544.00	1,200.00	1,800.00	
	Library	274.17	(85.74)	19.08	75.00	0.00	
	Background Checks	46.24	0.00	31.25	100.00	100.00	
WORSHIP AND MUSIC	Worship Supplies	1,202.98	1,314.83	1,335.33	1,400.00	1,400.00	
	Music Supplies and Services	1,773.92	1,327.17	1,227.26	3,295.00	3,825.00	
	Escrow for Instrument Maintenance	500.00	4,183.34	-	1,100.00	1,200.00	
FINANCIAL STEWARDSHIP	Stewardship Supplies	78.52	-	-	-	-	
	Fees	19.00	364.05	422.81	500.00	660.00	
EXECUTIVE BOARD	Pulpit Supply/Sabbatical Escrow	3,103.58	2,848.67	2,412.80	2,600.00	2,354.00	
	Senior Minister Salary/Living Allowance	65,963.51	65,790.00	69,390.42	71,823.00	76,545.00	
	Senior Minister Benefits	12,429.95	15,107.92	16,171.01	16,599.00	17,622.00	
	Mileage/Reimbursement	790.15	1,440.14	1,647.41	2,000.00	2,500.00	
	Workshops/Continuing Education	1,144.74	1,608.46	1,272.19	1,000.00	1,500.00	
	Minister Search Expense	4,159.48	-	-	-	-	
	Conference/Association Fees & Dues	826.00	0.00	426.00	650.00	450.00	
	Financial Sec & Treasurer Salary & Benefits	3,471.72	2,208.12	1,857.00	1,929.00	1,968.00	
	Office Administrator Salary & Benefits	29,301.08	28,377.59	29,021.13	28,381.00	33,095.00	
	Lawn Care & Snow Removal	1,775.00	800.00	600.00	2,000.00	2,000.00	
	Sexton Salary & Benefits	11,879.80	11,870.23	12,390.82	12,838.00	13,091.00	
	CF Minister Salary/Housing Allowance	27,629.88	30,219.96	32,331.12	33,577.00	39,369.00	
	CF Minister Benefits	7,228.63	7,388.60	7,298.32	8,906.00	10,080.00	
	CF Minister Workshops & Continuing Ed	0.00	0.00	166.67	500.00	500.00	
	Youth Director Salary & Benefits	4,305.96	4,305.96	4,435.20	9,947.00	14,137.00	
	Youth Director Continuing Education	-	-	-	500.00	500.00	
	Nursery Pay & Benefits	2,653.03	2,301.10	1,918.63	4,306.00	2,153.00	
	Music Staff Development	100.00	97.13	100.00	100.00	100.00	
	Choir Director Salary & Benefits	8,100.60	8,100.60	8,100.60	8,208.00	8,372.00	
	Keyboardist Salary & Benefits	10,699.32	13,079.48	13,994.52	15,171.00	15,623.00	
	Executive Board Discretionary Fund	849.56	172.95	31.80	250.00	200.00	
		<b>TOTAL BUDGETED EXPENDITURES</b>	<b>291,633.48</b>	<b>302,006.74</b>	<b>295,561.89</b>	<b>335,154.00</b>	<b>360,645.00</b>