

2023 ANNUAL REPORT



The 157th Annual Report of the
Community Congregational Church
United Church of Christ
Benicia, California

Community Congregational Church, United Church of Christ Benicia, California

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Leadership Team 2023

STAFF

Senior Minister
Associate Minister
Minister of Music
Office Manager

The Rev. Renie Kirk
The Rev. Bladimer Paeste
Dr. Barbara Hamm
Susan Slater

OFFICERS

Moderator
Vice-Moderator
Church Clerk
Financial Secretary
Treasurer

Deborah Shanks
Liz Cleves
Shelby Riddle
Leslie Lessenger
Dale Olm

COMMITTEE CHAIRS

Building and Grounds Ministry
Christian Education Ministry
Congregational Care
Fellowship
Mission & Outreach
Stewardship Ministry
Welcome and Growth
Worship Ministry
Members-At-Large

Dale Olm and Shelby Riddle
Open
Open
Nancy Gilman
Nora Gauger and Nancy Gilman
Shelby Riddle and Cholé McGraw
Billie Munds and Michelle Cavagnuolo
Priscilla Lane and Marilyn Scrutchins
Kathy Berry and Jonathan Carpio

Minister in 4 Way Covenant

Rev. Dr. Celestine Fields
(Associate Conference Minister)

Pastor's Report

The Rev. Renie Kirk



"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair." — Charles Dickens, A Tale of Two Cities.

I have always wanted to start an Annual Report with quote and this year seems perfect for it... 2023 was an amazing year in so many ways. We had so many wonderful celebrations and generosity abound and yet we also had significant loss. COVID still affected much of our population and in fact we had to close for two weeks because over 25 people in our own congregation contracted COVID while attending worship, all recovered. Fortunately, we have the technology to make Zoom only and hybrid worship possible.

A renewed sense of excitement is around every corner at Community Congregational these days during worship, there's a tangible energy that reminds us to keep going. We had many new folks join us in worship this year, as a matter of fact we took in 13 new members this year which is the largest group of new members we've taken in many years, this is a clear reflection of having Pastor Bladimer with us and the recovery from COVID. What a blessing it has been to be in ministry Pastor Bladimer this past year, this has opened the door to new ideas and possibilities. This past year we have celebrated and celebrated again, from Pastor Bladimer's installation to Filipino Independence Day to Thanksgiving Dinner, we know how to break bread together as a community and truly see one another.

In 2023 I received certification in being a death doula — also known as an end-of-life doula, end-of-life coach, death midwife or death coach — assists a dying person and their loved ones before, during and after death. An end-of-life doula provides emotional and physical support, education about the dying process, preparation for what's to come and guidance while you're grieving. This training has been invaluable as this year we have done 7 funerals, the most in one year I have ever done since I've been here.

The pandemic changed how we do church, but this church has not stopped being the church. Community Congregational members and friends are committed to love of God, love of neighbor, and providing a loving support to this community and beyond. There is nothing more moving and more celebrated than being surrounded by those who journey together in community. I hope you will smile as you see the many faces, of this community, in the photos of this report. And I hope you will celebrate the great work that has been done with love by this community. When we proudly say All Belong Here, we truly mean that. This past year has proven that again and again. I have had the privilege and the honor to welcome people into our space who have not felt welcomed in a church their entire lives or who have been faking it hoping no one notices it, CCCUCC was the first place they felt they could truly be themselves.

This year I struggled to write my annual report as it is my last one, I will retire in May of 2024 after 17 years as your Minister. This calling we have been in together has been an amazing journey and together we changed lives. I have truly been blessed to be among you all for so long. This leave taking will be hard and very unnatural for both all of us but know this, we will always be together in our hearts, for we are always connected there. Listen in the quiet of your thoughts and you will hear me say, "just know you are loved, so go out and love one another."

With Many Blessings and Much Gratitude,

Pastor Renie

Co-Pastor's Report

It feels like 2023 just flew by so quick. But you probably agree with me that a lot of great and meaningful things have happened at CCCUCC this year. The biggest of which is for the church to take a big leap of faith to call an associate minister and anticipate a \$57,000 budgetary shortfall. Well, at the end of the year faith has triumphed and the deficit did not. I'm so grateful for this and the many things that I would like to mention below.



For our CCCUCC community to receive 14 gifted and committed new members is heartwarming and inspiring. Throughout the year individuals, couples, and families were invited to worship and fellowship with us. Some only come on special occasions or events while others join our worship but haven't committed to become members yet. We will continue to reach out, invite, welcome, build connections and relationships and let everyone feel that sense of home and belonging in our community. For our opportunity to nurture our new members through meaningful worship and fellowship, weekly listening and prayer time, and encouraging them to take part in church leadership is a wonderful thing.

For our church to be able to reach out to patients and their family members at Kaiser Permanente Medical Center in Vallejo on a weekly basis is a delightful thing and a proof that we care. To be able to collaborate with Faith Food Fridays through our presence and music is a gift to the community. We can anticipate that there will be more collaborative efforts in 2024.

For our church to establish new relationships with the Filipino American Community in Solano County, Filipino American Community in Fairfield, Suisun, and Vacaville, and the Silliman University Alumni Association of Northern California, is worthy of gratitude. We will continue to explore many possibilities (like Academic Scholarship and others) with these organizations to make our presence known in the wider community.



For the opportunity to look back at beautiful and well attended events like the Associate Pastor's Installation, the celebration of Philippine Independence Day, the Gospel Cantata and many others, is encouraging to say the least.

To be able to sit down with our Moderator, Deborah Shanks, and our Pastor, the Rev. Renie Kirk, on a weekly basis; to be supported by the PPRC that meets every month; to be able to attend the Dogs and Dominoes every Tuesday and build relationships; to be able to sing in the choir, I am truly grateful. Above all, I am grateful that God has brought us together in this common quest to serve one another and those who are least, lost, lonely, and vulnerable in the wider Solano Country community.

All these I am sincerely grateful. I'm humbled by this call and my heart is full of excitement for what's next, for everything that God is in store for CCCUCC.

To God be all the glory!

Sincerely in Christ,

Rev. Bladimer Paeste

Music Ministry

Dr. Barbara Hamm, Minister of Music



The music program at Community Congregational Church continued to flourish during 2023! The Sanctuary Choir, composed of Priscilla Lane, Chol  McGraw, Deborah Shanks, Nancy Gilman, Susan Stofan, Pat Obendorf, Todd Wolf, and Andy Zinkevich (who rejoined us this year), sang on average every other week during the choir year September – May. Deborah continued to make SAB arrangements of SATB or 2-part choir anthems, giving us a wider range of repertoire. Our big project for the year turned out to be the choir cantata *Love*, composed by Joel Raney, which comprised this year’s Christmas concert, along with 2 pieces from *The Rolling Tones Handbells*. Liz Cleves, Lilibeth Paeste, and Rev. Bladimer Paeste joined with the choir to sing the cantata, along with 3 altos from Community Presbyterian Church in Vallejo. The cantata choir rehearsed on Thursday evenings from late August to early December, while CCC choir members also met every other Thursday afternoon to rehearse the anthems for worship services. Rev. Bladimer remained to sing with the choir through Christmas—we hope he stays!

In addition to the choir anthems, vocalists provided solos and duets for worship services, making it possible to have special music during the summer when the choir was on hiatus. Soloists included Nancy Gilman, Chol  McGraw, Deborah Shanks, Barbara Hamm, Todd Wolf and Rev. Bladimer. Liz Cleves and Marilyn Scrutchins also sang duets occasionally for gathering music and worship, accompanying themselves on guitars.

Our instrumentalists provided music for gathering and worship services virtually every Sunday of the year. Sometimes the entire ensemble played, sometimes solo instruments. Instrumentalists included Lisa Dwiggin, cello; Leslie Lessenger, flute; Shelby Riddle, clarinet and violin; Dale Olm, mandolin and percussion; Deborah Shanks, harp, piano, and organ; Barbara Hamm, piano. They also occasionally accompanied choir anthems, notably on special days such as Easter and Christmas, often using music arranged or even created by Deborah.

Something new this year was having the entire ensemble play gathering music and accompany congregational singing for memorial services, including those for Karen Burns, Greg Cox, Debbie Conway, and DeeDee McCovery (daughter of Jackie Sayles). We played Celtic music for the St. Patrick’s Day fundraiser. We played Christmas orchestra music arranged by Deborah during Advent and Christmas. We were joined by trumpeter Hannah Weber, friend of Katie Stamm-Kirk, for both morning and evening services on Christmas Eve Day. Another new thing this year was the guitar class taught by Deborah during the fall on Sundays after fellowship time.

The Rolling Tones Handbell Choir also provided music, enriching worship services and special events, particularly the Christmas concert. Directed by Leslie Lessenger, the group consisted of Nancy Gilman, Deborah Shanks, Chol  McGraw, Pat Obendorf, and Kim Webb.

CCC opened its doors for the Benicia Chamber Players and the brass group *Brazzissimo*. Members of the Filipino community presented traditional songs and dances from their culture, including solos by Rev. Bladimer, accompanied by Rev. Edgar Avila. Rev. Avila also played the piano for gathering music on a late July Sunday.

I am grateful to each of the musicians at CCC; they make the music program what it is. I am grateful for the support of the pastors and congregation, and I continue to be deeply grateful for the opportunity to direct the music program and help create the music at CCC.

On a personal note, I was commissioned in November by the Mission Hills United Church of Christ, San Diego, to write a hymn text for the 100th anniversary celebration of its organ.

Barbara Hamm, Minister of Music

Moderator

Deborah Shanks

2023 proved to be a challenging year in the life of Community Congregational Church. We started by calling as Associate Pastor Bladimer Paeste and challenging ourselves with a large deficit budget. But in celebration we had a wonderful installation for him. To help with the budget, many hours were spent with our two pastors crafting language to apply for numerous grants. We applied for 5 grants: one from the NCNC, 2 from the UCC National, a Brotherhood Mutual Grant and a Lilly Endowment Religious Grant. In the end we received 3 grants: \$10,000 from the NCNC Church and Clergy Vitality Endowment and one for \$1000 from Neighbor in Need from UCC and a \$15,000 from the Casa New and Renewing Church from the UCC (which will supplement the 2024 budget) for a total of \$26,000.

As Moderator I attended and participated in the Worship Committee, Buildings and Grounds Committee, and Budget and Finance Committee. Over the year I also wrote numerous articles for the "News to the Pews" weekly online newsletter. I learned a great deal attending two "new member" classes led by Pastor Bladimer and meeting weekly with both pastors. I also attended (for the first time) the NCNC Annual Gathering in Palo Alto, along with our Minister of Music, Barbara Hamm and our Vice Moderator, Liz Cleves. We had the opportunity of leading music during the church services and during morning Taize Services.

Various money making and social events were held during the year including the Brazzissimo Concert in February, the St. Pat's Dinner and Music scheduled for March 17, but which had to be postponed to April due to an outbreak of Covid, the Filipino Independence Day Event in June and our very successful Auction in October. It should be noted that the church had to close for 2 weeks in March due to a Covid outbreak, but we re-opened on Palm Sunday and had an incredible Maundy Thursday Supper and Communion ala Filipino style (with the cracking open of a coconut) by Pastor Bladimer.

Other major events included our Loan Freedom Campaign during which time we raised \$40,000 toward our Loan. The end of year focused on Advent events: including a Cantata, "Love!" By Joel Raney, a Christmas Pageant, "The Magi Cometh", Christmas caroling to 6 member's houses (13 carolers) and playing for Faith Food Friday Christmas. But none of this could have been possible without lots and lots of help, encouragement and support by the members of our wonderful church. "Thank You" to all of you.

-Deborah Dahl Shanks



Vice Moderator

Liz Cleves

2023 Vice Moderator/PPRC Annual Report

The projected slate of officers for 2024 are:

- | | |
|-----------------------|------------------|
| • Moderator | Liz Cleves |
| • Vice Moderator | Shelby Riddle |
| • Financial Secretary | Leslie Lessenger |
| • Treasurer | Dale Olm |
| • Clerk | Kathy Berry |



Committee Chairs:

- | | |
|-------------------------|--|
| • Buildings and Grounds | Dale Olm & Shelby Riddle |
| • CE | Open |
| • Congregational Care | Marilyn Scrutchins & Leslee Prah |
| • Fellowship | Lilibeth Paeste, Leah Bleasdale & Nancy Gilman |
| • Mission and Outreach | Open |
| • Stewardship | Deborah Shanks |
| • Welcome and Growth | Billie Munds & Nora Gauger |
| • Worship | Priscilla Lane & Marilyn Scrutchins |
| • At Large | Open |
| • Youth at Large | Jayden Beasdale |



Clerk

Shelby Riddle
Membership

Active Member Name	Join Date
Stofan, Susan	2/24/1974
Hammonds, Maryo	9/15/1974
Hammonds, Sam	9/15/1974
Martin, Pam	10/22/1978
Osada, Carolyn	6/8/1980
Scrutchins, Marilyn	6/7/1981
Lane, Priscilla	12/5/1982
Read, Laurie	2/17/1985
Read, Keith	2/17/1985
Sayles, Jackie.....	4/5/1987
Olm, Dale.....	9/27/1998
Murrell, Janet	11/14/1999
Taylor, Penny.....	11/14/1999
Mason, Carl.....	11/14/1999
Mason, Gail.....	11/14/1999
Thomas, Jett	1/16/2000
McGraw, Chol�	2/25/2001
Sindt, Cassidy.....	5/12/2002
Hamm , Barbara	6/30/2002
Gilman, Nancy	7/20/2003
Watson, Jim	7/20/2003
Thompson, Sarah	1/25/2004
Stamm-Kirk, Rev. Renie	6/3/2007
Riddle, Shelby	6/3/2007
Olm, Adam.....	6/3/2007
Lessenger, Jim	6/1/2008
Lessenger, Leslie	6/1/2008
Ensminger, Veronica	10/4/2009
Gauger, Eleanor (Nora).....	1/24/2010
Aldritt, Nancy	3/20/2011
Goad, Carla	3/20/2011
Dolter, Bill	3/20/2011
Stamm-Kirk, Katie	5/15/2011
Cavagnuolo, Michelle	4/8/2012
Mitchell, Deanna.....	4/8/2012
Daffern, Tracy.....	4/8/2012
Hill, Donna	4/8/2012
Pyles, Laura	4/8/2012
Gast, Rev. Mary Susan.....	1/18/2015
Straw, Rev. Roger.....	1/18/2015
Cleves, Liz.....	9/30/2015
Dieden, Ed.....	4/1/2018
Dieden, Kathy.....	4/1/2018
Obendorf, Pat.....	4/1/2018

Purtle, Nancy.....	4/1/2018
Shanks, Deborah... ..	4/1/2018
Wolf, Todd.....	3/3/2019
Padilla, Michelle.....	3/3/2019
Gieg, Carol.....	3/3/2019
Bovey, Dona.....	3/3/2019
Berry, Kathy.....	11/3/2019
Monroe, Katrina.....	11/3/2019
Osborn, Kim.....	11/3/2019
Prahl, Leslee.....	11/3/2019
Webb, Kim.....	11/3/2019
Zinkevich, Andre.....	11/3/2019
Smith, Judith.....	11/3/2019
Waters, Susan.....	10/30/2022
Meade, Dennis.....	10/30/2022
Jennifer Otero.....	04/08/2012
Pastor Bladimer Paeste... ..	02/19/23
Pastor Celestine Fields.....	02/19/23
Billie Jo Munds.....	02/19/23
Lisa Dwiggins.....	02/19/23
Jonathan Carpio.....	02/19/23
Carlos Mendez.....	02/19/23
Lilibeth Paeste.....	05/21/23
Leah Bleasdale.....	05/21/23
Madison Bleasdale.....	05/21/23
Jaden Bleasdale.....	05/21/23
Dandesa Martin.....	05/21/23
Taylor Bagonoff.....	05/21/23
Hanazel Hariman.....	05/21/23

73 ACTIVE MEMBERS



Memorial Services/Celebration of Life:**Members:**

Dylan Otero Jan. 7, 2023

Karen Burns- July 16, 2023

Greg Cox- July 17, 2023

Debbie Conway- October 22, 2023

Non-members:

Donald Stofan- June 24, 2023

Dee Dee McCovery (Jackie Sayle's daughter)- December 9, 2023

Interments- Pastor Bladimer

Rev. Edward Finnoran (Deborah Shanks brother): Sept 1, 2023

New Members:February 19, 2023

Pastor Bladimir Paeste

Pastor Celestine Fields

Billie Jo Munds

Lisa Dwigins

Jonathan Carpio

Carlos Mendez

May 21, 2023

Lilibeth Paeste

Leah Bleasdale

Madison Bleasdale

Jaden Bleasdale

Dandesa Martin

Taylor Bagonoff

Hanazel Hariman

Deceased Members:

Karen Burns -June 15, 2023

Debbie Conway- Sept. 26, 2023

Deceased Non-Members (family of members):Greg Cox- - July 6th, 2023

Delia Marie McCovery- November 14, 2023

Shelby Riddle

Church Clerk





Financial Secretary

Leslie Lessenger

Community Congregational Church, UCC - Benicia CA

Donations Account Balances (01/01/2023 - 12/31/2023)

Monday, January 1, 2024

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Account

YTD Balance

Giving Accounts

060 - Pledges - Current Year	200,244.62
065 - Parishioner Contributions	20,422.41
067 - Unreimbursed out-of-pocket expense	1,864.47
071 - Building Use - Other	1,565.00
073 - Building Use - Playing To Learn	39,630.00
074 - Bldg Use, PTL Utilities	6,972.00
075 - PTL - Building Use - Property Tax	814.00
076 - PTL Reimbursement for Maintenance/gardening	420.00
077 - TULIP Insurance Reimbursement	489.63
078 - Donation for Maintenance/gardening	1,815.00
085 - Fundraiser - Stewardship	7,104.92
097 - Grants	11,500.00
098 - Refunds & Misc Deposits	1,767.22
110 - Mission & Outreach Funds	171.59
209 - Special One-time Missions	1,047.75
411 - Christmas Families	101.00
412 - Christmas Fund (Vets/Cross) (UCC)	969.51
426 - Feeding Friends on the Street	100.00
600 - Capital Imp/Bldg Fund - Pledge	17,377.61
68 - Child Care	1,300.00
708 - Pastor Restricted Fund	2,749.75
710 - Gift Funds	1,142.93
712 - FellowshipFreewillOff	62.00
714 - Xmas & Easter Flower Fund	1,811.13
721 - Memorial Funds-Recent Contribu	865.50
801 - Special Fellowship Events	49.00
900 - UCC Cornerstone Loan Payoff	71,886.25
Total Giving Accounts	\$394,243.29

Count: 27

Period: 01/01/2023 - 12/31/2023

Year: 2023



Treasurer

Dale Olm

This has been a year of financial challenge for the church as we stepped out in faith to embrace a multicultural co-pastorship. We began the year with an anticipated deficit of \$62,582. We ended the year with an actual deficit of 21,092. We begin 2024 with a **balanced budget**! Fiscally, the church is stable. We are starting 2024 with net cash reserves of \$22,539 on December 31, 2023. Expenses averaged \$27,995 per month in 2023, so our cash reserves represent about 0.8 months of expense liability.

- Although we had passed a deficit budget for 2023, our actual deficit was \$41,492 **less** than anticipated.
- We actually received 109% of pledges to Operations and Ministries and 94% of pledges to the Capital Improvement/Loan Payment Fund. Contributions from non-pledging parishioners also exceeded our expectations. Our congregation is awesome and generous!
- Parking Lot/Campus Loan: From both our regular loan payments and additional loan reduction contributions, our loan principal has been reduced by \$84,204. Our outstanding principal on the parking lot/campus renovation (parking lot resurfacing, hillside retaining walls, landscaping, sewer line & drainage replacement) loan is currently \$50,908, down \$299,092 from an original loan of \$350,000 in 2015. At the current pledge level for the Capital Improvements/Loan payoff pledges, the loan should be paid off by September 2026.
- Due to the amount of funds held in CDs in the Cornerstone Fund by our church and by members of the congregation, we continue to receive a 1% reduction in our loan interest.
- The Financial Secretary report shows that more funds were received by the church than is indicated in the revenue reported in the Treasurer report. This is due to funds received which were not included in budgetary operating revenue and which instead went into restricted committee and program accounts. This was also due to receiving pledged funds in 2023 designated for 2024.
- The Bookkeepers, a professional bookkeeping service in Vallejo, has continued to enter financial data and maintain accounts in Quickbooks. The Treasurer continues to prepare financial reports, pay bills, manage insurance and the pension plan, and oversee the budget. The Treasurer also continues to prepare and report payroll data to MinistryWorks, our payroll company.
- The Budget and Finance Committee (Liz Cleves, Nancy Gilman, Leslie Lessenger, Dale Olm, Shelby Riddle, Deborah Shanks, Nora Gauger, Rev. Renie Stamm-Kirk, Rev. Bladimer Paeste) met monthly to review the budget, revenue, and expenses. The committee prepared the 2024 budget to be presented at the congregational meeting in January for approval. This, too, will be a year in transition for the church as our pastor of 17 years, Rev. Renie Kirk, retires and we begin the search and calling of a new co-pastor.

Respectfully,
Dale Olm, Treasurer



2023 FISCAL YEAR SNAPSHOT

Community Congregational Church UCC - Budget Summary

2023 Fiscal Year Snapshot (YTD) January 1 to December 31, 2023

	Actual	Budget	Difference	% Act/Bud
Budget Revenue from Donations	228,811	202,658	26,153	113%
Revenue from Grants	11,500	0	11,500	
Other Revenue (Building use, etc.)	74,537	59,192	15,345	126%
TOTAL REVENUE	314,848	261,850	52,998	120%
TOTAL EXPENSES (including loan)	335,938	324,432	11,506	104%
YTD Budget Surplus (+) or Deficit (-)	-21,090	-62,582		

Pledge Report:

for Operations and Ministries	186,398	169,258	17,140	110%
for Capital Improvement & Loan	16,378	17,400	-1,022	94%

	12/31/2023	1/1/2023	Difference	% change
Unrestricted reserves	22,539	53,439	-30,900	-58%
Loan Balance	50,908	135,112	-84,204	-62%

1. Our adjusted revenue at end of December is about 20% higher than anticipated.
2. Expenses are about 4% higher.
3. Adjusted pledges are 9% higher than anticipated plus \$1,400 from 2022 (=10%)
4. Deficit is currently 66% less than anticipated.
5. Unrestricted cash reserves are equivalent to about 0.8 months expenses



BALANCE SHEET YE 2023

	A	B	C	D	E	F	G	H	I	J
1	Community Congregational Church UCC, of Benicia									
2	Balance Sheet Summary (Current vs End of Last Fiscal Year)									
3	As of December 31, 2023									
4										
5						Dec 31, 23		Dec 31, 22		\$ Change
6	ASSETS									
7	Current Assets									
8	Checking/Savings									
9					Closed US Bank 2241	0		4,597		-4,597
10					Cornerstone CD 1 year 02/09/xx	0		35,039		-35,039
11					Cornerstone CD 1 year 7/31/xx	11,077		10,839		238
12					Demand Plus UCC Cornerstone	39,685		42,800		-3,115
13					Payroll Services Direct Deposit	0		0		0
14					US Bank 5063	20,849		0		20,849
15					Vanguard Federal MMF	3,427		1,500		1,927
16					Total Checking/Savings	75,038		94,775		-19,737
17					Total Current Assets	75,038		94,775		-19,737
18	Other Assets									
19					Campus Renovation 2015	50,908		135,112		-84,204
20					Total Other Assets	50,908		135,112		-84,204
21	TOTAL ASSETS					125,946		229,887		-103,941
22	LIABILITIES & EQUITY									
23	Liabilities									
24	Current Liabilities									
25	Other Current Liabilities									
26					Payroll Tax liabilities	-549		-544		-5
27					Total Other Current Liabilities	-549		-544		-5
28					Total Current Liabilities	-549		-544		-5
29	Long Term Liabilities									
30					Cornerstone Loan - Parking Lot	50,908		135,112		-84,204
31					Total Long Term Liabilities	50,908		135,112		-84,204
32					Total Liabilities	50,359		134,568		-84,209
33	Equity									
34					Capital Impr. Special Projects	3,462		3,462		0
35					Capital Improvements - General	970		970		0
36					Other Restricted Funds	7,534		2,013		5,521
37					Pastor Restricted Fund	1,831		3,548		-1,717
38					Pledges Paid in Adv (use sub)	20,000		3,254		16,746
39					Sabbatical set aside (accrued)	6,881		12,590		-5,709
40					Set-asides for current yr exp's	0		956		-956
41					Total of All M&O Funds	12,371		15,088		-2,717
42					Unrestricted Net Assets	48,969		52,023		-3,054
43					Net Income	-26,430		1,416		-27,846
44					Total Equity	75,588		95,320		-19,732
45	TOTAL LIABILITIES & EQUITY					125,947		229,888		-103,941
46					Unrestricted Cash Reserves	22,539		53,439		-30,900

ANNUAL BUDGET vs ACTUAL YTD

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
1	Community Congregational Church UCC, of Benicia																				
2	Summary R&E vs Budget \$ Difference Current month & ytd																				
3	December 2023																				
4																					
5					Dec 23	Budget	\$ Over Budget	% of Budget		Jan - Dec 23	YTD Budget	\$ Over Budget	% of Budget								
6	Ordinary Income/Expense																				
7	Income																				
8				Child Care	289	207	82	140%		1,589	2,480	-891	64%								2,480
9				Cornerstone Rebate on Interest	0	110	-110	0%		1,467	1,314	153	112%								1,314
10				Fundraisers	0	333	-333	0%		5,573	4,000	1,573	139%								4,000
11				Grants	11,000					11,500											
12				Loose Offering - Parish Contrib	2,657	1,000	1,657	266%		20,462	12,000	8,462	171%								12,000
13				Other sources of funding (int.)	443	111	332	399%		1,488	1,335	153	111%								1,335
14				Pledges - Cap Improvement Fund	1,598	1,450	148	110%		16,378	17,400	-1,022	94%								17,400
15				Pledges - Operations & Ministri	16,328	14,105	2,223	116%		186,398	169,258	17,140	110%								169,258
16				Refunds & misc. deposits	0					-50											
17				Reimbursed Expenses	645	647	-2	100%		10,288	7,763	2,525	133%								7,763
18				Transf Equity/Reserves to Rev.	4,908	373	4,535	1,316%		17,600	4,470	13,130	394%								4,470
19				Use of Building	3,383	3,486	-103	97%		42,155	41,830	325	101%								41,830
20				Total Income	41,251	21,822	19,429	189%		314,848	261,850	52,998	120%								261,850
21	Expense																				
22				B&G- Maintenance & Supplies	1,514	270	1,244	561%		7,269	3,235	4,034	225%								3,235
23				B&G - Gardening & Yardwork	260	200	60	130%		3,084	2,400	684	129%								2,400
24				B&G - Utilities	2,202	1,241	961	177%		17,798	14,896	2,902	119%								14,896
25				B&G - Taxes	0	66	-66	0%		831	792	39	105%								792
26				B&G Custodial	718	686	32	105%		6,406	8,232	-1,826	78%								8,232
27				Christian Education / Youth	0	0	0	0%		0	100	-100	0%								100
28				Congregational Care (Diakone)	0	8	-8	0%		0	100	-100	0%								100
29				Covid-19	0	8	-8	0%		235	100	135	235%								100
30				Fellowship	85	67	18	127%		1,546	805	741	192%								805
31				Finance & Administration & IT	549	729	-180	75%		10,434	8,742	1,692	119%								8,742
32				Insurance	2,063	622	1,441	332%		8,014	7,467	547	107%								7,467
33				Loan Payoff	1,450	1,450	0	100%		16,680	17,400	-720	96%								17,400
34				Mission, Outreach & UCC Support	390	705	-315	55%		8,982	8,463	519	106%								8,463
35				Music Programs and Licenses	290	96	194	302%		1,547	1,248	299	124%								1,248
36				Nursery & Childcare	143	207	-64	69%		1,589	2,480	-891	64%								2,480
37				Office/Computer/Copier Supplies	230	246	-16	93%		2,733	2,954	-221	93%								2,954
38				Professional Expenses	0	58	-58	0%		341	700	-359	49%								700
39				Sabbatical budgeted set aside	373	373	0	100%		4,470	4,470	0	100%								4,470
40				Staff Payroll & Benefits	32,407	19,834	12,573	163%		240,330	234,942	5,388	102%								234,942
41				Stewardship	0	8	-8	0%		0	100	-100	0%								100
42				Welcome (Growth)	0	50	-50	0%		562	595	-33	94%								595
43				Workers Comp. Ins. Staff & IC's	0	170	-170	0%		1,789	2,036	-247	88%								2,036
44				Worship	212	181	31	117%		1,298	2,175	-877	60%								2,175
45				Total Expense	42,886	27,275	15,611	157%		335,938	324,432	11,506	104%								324,432
46				Net Ordinary Income	-1,635	-5,453	3,818	30%		-21,090	-62,582	41,492	34%								-62,582
47				Net Income	-1,635	-5,453	3,818	30%		-21,090	-62,582	41,492	34%								-62,582



Building and Grounds

Dale Olm and Shelby Riddle – Co-Chairs

Building and Grounds Committee Report – 2023

The Committee was very active and productive during 2023. The members of the committee were Dale Olm and Shelby Riddle (Co-chairs), Nancy Gilman, Jim Lessenger, Leslie Lessenger, Deborah Shanks and Liz Cleves. Rev. Renie Kirk & Rev. Bladimer Paeste participated in committee meetings. Chole McGraw and Todd Wolf were project managers for specific gardening and landscaping projects. Jim Lessenger was our archivist and maintained the church archives. Nancy Gilman maintained our housekeeping & janitorial supplies and Liz Cleves assumed. Deb Shanks was our liaison with our custodians.

Thanks to our many additional volunteers throughout the year.

Projects and repairs completed in 2023

- Christmas lights were strung on the Labyrinth rosemary, Peace pole and bushes at the street front of the church.
- Re-mulching the hillside between the CE Building and the sanctuary (Todd Wolf spearheaded this).
- Leslie Lessenger created composting and recycling dioramas to help people sort Fellowship waste.
- Drainage on the north side of the CE Building was repaired and improved to prevent flooding of the classrooms and playground. Additional improvements are scheduled for 2024.
- The underground gutter drainage conduit was repaired and cleaned out on the south side of the CE Building to divert rainwater off the hillside and help prevent flooding of the organ pit.
- An area of the flat roof over the organ pit was resealed to fix the roof leak.
- The southside eavestrough was resealed to extend its life.
- The outside faucet by the furnace room was replaced after the existing faucet snapped off from corrosion.
- The plexiglass covering of the Good Shepherd window was re-afixed.
- Two additional Ring security cameras were installed outside the patio and labyrinth.
- An additional wifi router and wifi extenders were installed in the sanctuary to improve wifi signal to the Ring cameras and guests.
- A Knoxbox was installed to allow fire department access in case of emergency.
- The plumbing of the irrigation manifold on the northwest corner of the CE Building was damaged by someone jumping on it causing flooding of the CE kitchen. It was repaired by Wayne Plumbing and our gardener. Protective, decorative coverings (child friendly) were designed and built by Jim Lessenger and Leslie Lessenger to protect the manifolds on the CE Building from future damage.
- Genesis House stopped providing monthly landscaping services early in the year. A new gardener was hired to provide weed control and pruning of the church property periphery outside the border of the parking lot and driveways. He also provides the same service for Playing to Learn Childcare (who contributes to his monthly fees). Church volunteers continue to maintain the inner area of the church property.
- The Mexican fan palm was removed by C&W Tree Service to prevent damage to the neighbor's roof. The Italian/Monterrey Cypress trees that were starting to lean were removed by De Rosas Tree care.
- The palm tree on the corner of West 2nd Street and O street was removed by PGE to prevent damage to overhead wires.

- The shed was blocking the neighbor's view of the straits and hillsides. It was moved (rolled) to a new location in the parking lot.
- The solar parking lot light in the upper driveway was replaced by Butler Electric.
- The marquis sign at the street corner of the lower driveway was removed to allow repair and renovation of the sign.
- The kitchen sink faucet/sprayer was replaced.
- The audiovisual & Zoom streaming system in the sanctuary was upgraded with new equipment and causes associated with poor streaming audio quality were troubleshooted and resolved.
- The new "All Belong Here" banner was hung on the sanctuary frontage facing West 2nd Street.
- "Children at Play" and "Smile, You're on Camera" signs were posted on the driveway and shed.

On-going routine maintenance:

- Weed whacking, pruning, palm tree sprout removal, spreading wood chip mulch; wildfire weed control
- Restocking paper, trash bags and cleaning supplies; monitoring of custodial services; cleaning the kitchen/refrigerator; dusting and cobweb removal; cleaning chairs in Fellowship and sanctuary; window cleaning; vacuuming the Sunday School room
- Light bulb and smoke alarm battery changes as needed
- Replacement of the flutter flag when faded (twice a year)
- Quarterly furnace MERV 11 filter replacement in the sanctuary furnace and CE building furnaces
- Monthly B&G workdays for landscaping and building maintenance
- Inspection and repairs to the underground drip irrigation system as needed
- Campus litter, garbage (and other) patrol
- Application of vinegar spray (15% vinegar, Dawn, Epson salts) for weed control in the patio, retaining walls, rocks and labyrinth areas to control weeds. It is non-toxic. It is not a systemic poison, so touch-up reapplication is required (Fall & Spring)
- Repairs to the old, original retaining walls along the driveway and street
- Repairs as needed to infrastructure of the church buildings

Projects in progress:

- Maintenance of the native plant garden on the upper hillside facing 2nd Street, outside the PTL fence. (designed and planted by Chole McGraw).
- Location and capping of the leak in the labyrinth irrigation zone.
- Revisions of the facility use policies, insurance requirements, and the hold harmless statement are in progress.
- Our gardener has been retained to repair the labyrinth.
- Repair and renovation of the "tombstone" marquee sign

Future projects (2024 and beyond) not yet scheduled:

- Future, major projects not yet scheduled include replacement and extension of rain gutters & downspouts, repair and renovation of the original parts of the irrigation system, resealing/maintenance of the parking lot surface (~2027), roof replacement (~2032). Roof maintenance (resealing, cleaning, leak repairs); the retaining wall on West 2nd Street is slowly deteriorating – at some point it will fail and will need to be replaced (date unknown).
- Dry rot repair of the CE Building.
- Re-painting the portico outside Fellowship Hall
- Mulching of the hillside between the CE Building and the Sanctuary
- Preparation of a photographic archive of the Green membership book

- Evaluation & replacement of the underground gutter drainage system on the north side of the CE Building
- Replace the smaller TV monitor in the sanctuary with larger screen; install audio monitor in instrumental area; re-configure Zoom cameras for new video streaming angle; review sound system



Submitted by Dale Olm & Shelby Riddle, co-chairs



Welcome and Growth

Billie Munds



Although Welcome and Growth has a number of responsibilities for our church, I have come to believe the most important one is that of being there to greet not just our guests, but all our familiar attendees too—and (isn't it nice?) it is the most fun one too!! There is nothing quite as uplifting on a Sunday morning as to stand there by the name labels and be smiled at by friends and strangers alike and to hear the news from familiar faces and learn from the new ones.

All the same, *Welcome and Growth* has done a bit more than smile for and with the church this year:

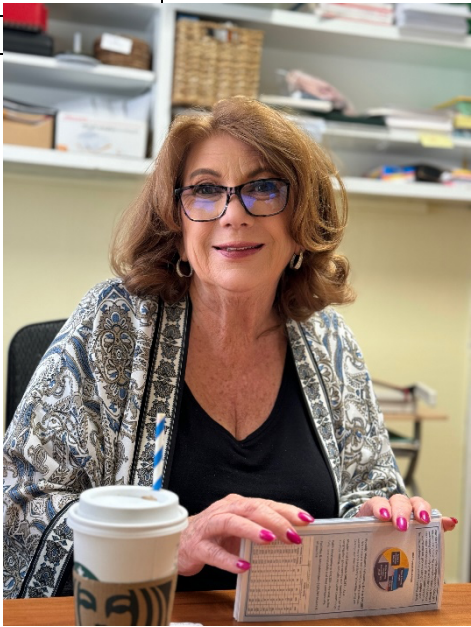
- Throughout the year, we have kept track of the attendance numbers for our worship services, dividing attendance by category actual attendance and Zoom. It is interesting to note that generally, 1/5th to 1/3rd of our attendance was on Zoom as members traveling, housebound or just ducking the weather were still able to worship with us.
- We have provided name labels for all regular attendees. Everyone doesn't always wear them, but our people are great at welcoming guests and are careful to don their labels when I remind them, we have visitors.
- Whenever possible—and it most often is possible—we have gotten the information from visitors that allows us to enroll them in *News from the Pews* and send them a note welcoming them.
- Although we no longer require vaccination information before anyone can attend, we have provided masks for those who want them and guests particularly have availed themselves of the service.
- As they occur, we have advertised on the Bulletin Board the various outreach events the church has put on (Christmas concert, Thanksgiving potluck, Easter Egg Hunt etc.) and posted pictures afterwards on the same bulletin board to maximize congregational support and participation.
- In March we had to close the church for two weeks because of Covid. We had over 30 people on zoom for each week we were close.
 - We have no January and November numbers as Mission and Outreach was out of the office.





2023 ATTENDANCE SUMMARY

	IN PERSON	ZOOM	Live(L) & Zoom (Z)
January	0	0	
February	181	22	
March	63	119	
April	154	25	
May	123	16	
June	97	15	
July	89	13	
August	117	8	
September	80	15	
October	184	14	
November	0		
December	200	19	



Christian Education

Dale Olm

Children go up to the Sunday School room after the Children's Story Sermon in the Worship Service. Currently we are a "One-room Sunday School" for all ages from pre-school up to middle school. Our childcare provider, Parand Banagar, assists the teacher(s) with lessons and the pre-school children. There are always at least 2 adults present.

Attendance varied from 0 to 9, typically 2 to 4 children, with an average of 2.3. Nineteen different children attended during the year of which 5 children attended regularly, ages 2 to 8 years.

Lessons were created from Children's Worship Bulletins (<https://www.childrensbulletins.com>), The Family Story Bible (Milton), The Lectionary Story Bible (Milton), Growing in God's Love – a Story Bible (Caldwell & Wehrheim), the Complete Children's Liturgy Book (Thompson) and Rfour.com, as well as other books and websites.

During the pandemic closure we emailed at-home lessons and activities to parents and grandparents each week. This was discontinued early this year since we had in-person Sunday School and there was a lack of interest in the emails.

Thank you to adult volunteers Nancy Aldritt, Liz Cleves, Nancy Gilman, Jim Lessenger, Adam Olm, Dale Olm and Marilyn Scrutchins for their assistance in Sunday School and childcare. The Council chair remained open during the 2023 year.

Compliance with the new California law, AB506 for child abuse prevention in youth organizations, is in progress and will continue through 2024. Seminars have been attended and we have subscribed to Church HR Network to assist in setting up LiveScreen background testing and mandated reported training for staff and volunteers.

Dale Olm



Mission and Outreach

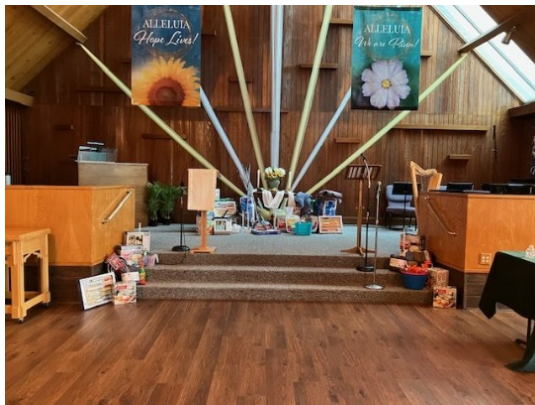
Nora Gauger and Nancy Gilman

With the faithful support of our entire congregation, this year our church took on the following missions:

On February 6, 2023, we first met as a committee and authorized from the 5% of pledges this church dedicates to Mission \$5,000 to OCWM, and \$400 each to *One Great Hour of Sharing*, *Neighbors in Need* and *Strengthen the Church*—all funds our denomination has created to support Mission throughout the world.

In March, as a result of two unfortunate incidents of people unconnected with the church demanding attention of our ministers during service for what turned out to be false claims of need, our committee developed an Action Plan so that committee members could respond rather than our ministers. We created information sheets with contacts to local services so that we could refer any requests to the local organizations with housing and emergency help. In addition, we stocked a cupboard in the Fellowship Hall with food staples so no one would go away hungry.

Also in March, we responded to the earthquake in Turkey and Syria by donating \$500 using our denomination which was already hard at work in the area. Members of the congregation added their own money so that the total we sent was \$850!



At Easter, our congregation filled the altar area with not the usual Lilies, but with Starter Kits (mops, cleaning supplies, towels, pot and pans, etc.) for aged-out foster youth being installed in their first apartments by *First Place for Youth*, a local non-profit who

assists foster youth to transition to independence safely and with meaningful job and financial skills. Sadly, in May, we had to discontinue our monthly bag lunches for the Homeless because *Vallejo Together*, the organization that was in charge to distributing the lunches to the various Homeless Camps in and around Vallejo, had to pause services until they were able to correct some deficiencies in their 501C3 requirements.



June saw the M&O committee concentrating on our summer Mission, providing filled backpacks to low-income kindergarteners at Stefan Manor Elementary in Vallejo for the start of the 2023 School year. We purchased 30 backpacks, and our congregation signed up for and then provided all the school supplies to provision them! Together we loaded each of the backpacks with all the necessary supplies on a Sunday in July, and took them to be distributed at the beginning of school.

This September, we collected \$1150 to send through the UCC to Maui to help with the aftermath of their disastrous fire—that is \$500 sent from the general mission money (funded by the 5% of pledges allocated for mission giving) plus \$650 from various members of the congregation who added their own donations to what the church is giving. Thanks to our generous congregation!

October saw us taking on another emergency—the humanitarian crisis in Israel/Gaza. Because the UCC was restricted from access to much of the area, the M&O decided to steer our donation of \$400 through two very highly rated non-profits who have specifically stated that their participation will be all directed to the humanitarian needs and take no part in the political conflict: *Doctors without Borders* who are working to keep hospitals supplied and able to treat the wounded, and *World Central Kitchen* who do take-away meals in not just Gaza and Israel, but in the neighboring areas where those displaced have fled.

In November, we conducted a “Gently Used Coats and Jackets” drive to collect nice warm and waterproof outdoor wear to donate to our homeless friends on the street, as well as providing 20 lb. turkeys for the annual Thanksgiving Feast for the Homeless at 1st Baptist church in Vallejo. It took the combined help of Nancy, Rev. Renie, and Vallerie Thomas and her husband Adam to transport and deliver our 25 turkeys, but our valent crew delivered them safely, ready to be roasted and eaten on Thanksgiving Day!

December is always a busy month for *Mission and Outreach*. This year, Nancy Gillman, our co-chair, worked with our congregation to provide gifts and gift cards to help low-income Benicia families have a Christmas with their families through *Benicia Family Resource Center*, our local non-profit. All the gift sign-ups were filled and Nancy also was given a number of gift cards from the congregation for gas and groceries.

Once again, as we have done for a number of years, our church decorates our altar area for Christmas not with Poinsettias but with new underwear, tarps, sleeping bags, etc. for the Homeless. This year, as always, our generous congregation donates “in memory” or “in honor of” someone of their choice and the whole front of the church is overflowing with so-needed winter warmth for our friends on the street.

A special thanks should go to all those on the M&O committee, allowing us as a church to serve those most in need as Jesus asked us to do: Kathy Berry, Karen Burns, Lisa Dwiggins, Leslie Lessenger, Chole McGraw, Carlos Medina, Billie Jo Munds, and Michelle Padilla.

Respectfully Submitted

Nora Gauger, Co-chair
Nancy Gillman, Co-chair



Worship

Priscilla Lane and Marilyn Scrutchins (co-chairs)

Pastors Rev. Renie Kirk & Rev. Bladimer Paeste, Music Minister Barbara Hamm, Deborah Shanks, Leslee Pahl, Lisa Wiggins, and Nancy Gilman. We are thankful for such a dedicated, creative, and energetic group of people coming together to plan all the Sundays of the year.

Then there are all the people who enhance our worship service by being song leaders, liturgists, acolytes, children's time leader (Liz Cleves), communion servers, and collectors of the offering for whom we are grateful.

At our meetings, Pastor Renie and Pastor Bladimer presented the bible texts and sermon titles for at least the coming month and usually a few months ahead. For the different liturgical seasons, we chose themes, and connected bible texts, sermons, decorations, and music to those themes.

As in the past, the themes we chose this year were from Dr. Marcia McFee's Worship Design Studio. She presents multiple choices of biblical texts, original and known music, decorations, and activities for each season. Our committee attended Marcia McFee's Worship Design Retreat from August 13-16 with ideas for the fall season (ordinary time), Advent, Epiphany, Lent, Pentecost, and Ordinary time. At this retreat, Marcia Mcfee used our own Barbara Hamm's song, "Come to the Table of Grace" as the theme. Hundreds of churches of different denominations heard her song. Kudos to Barbara!

Following are the themes we addressed this year:

Standing In Miracles, focusing on nature (January to Lent), Looking for Love in All the Wrong Places (for Lent), All Belong Here (fall), The Gift of Being Present (Advent and Christmas).

Deborah Shanks presented the third of her Christmas pageant trilogy with a cast of many, both children and adults. It told the story of the three Magi and their wondrous journey to see the Christ child. Thank you for sharing your creativity and countless hours of directing/producing, Deborah.

With the hiring of Pastor Bladimer as our associate minister, we were on our way to becoming a multi-cultural congregation this year. He was installed on Palm Sunday afternoon, April 2, with many in attendance, lots of red color and a joyous feeling all around. For Maundy Thursday, Pastor Bladimer, conducted communion as it is served in the Philippines and again for Worldwide Communion Sunday. What a wonderful infusion of new faces, new energy, new church life, new practices, new perspectives, new foods, and new love. Thanks to God.

During the pandemic when not having in-person worship services, we, of course, did not collect offering and we continued with that practice after we came back to the sanctuary. Did you notice we now collect the offering and sing the doxology once a month? The resumption of collecting the offering was requested by some of our new congregation members. We are grateful for that request.

Over the year, we have discussed how to serve communion in a more sacred way but also not neglecting health concerns. Currently, our two pastors are serving the bread and juice to the congregants who come forward in a single line. The elements are ingested immediately as they are served before returning to their seats.

It has been a busy, productive year for this worship committee. Like minds with an eye on our spiritual purpose has provided us satisfaction and energy.

Respectively submitted,

Priscilla Lane and Marilyn Scrutchins



The Rolling Tones – Handbells

Leslie Lessenger, Director

The Rolling Tones were a smaller but accomplished group, including Nancy Gilman, Pat Obendorf, Deborah Dahl Shanks, Kim Webb, Chol  McGraw, and Leslie Lessenger (Director). The handbells also provided accompaniment to several choral pieces.

Repertoire included:

Dona Nobis Pacem arr. Kimberly Braswell

The Lord’s My Shepherd, arr. by Albert Zabel

There is a Balm in Gilead, arr. by Albert Zabel

For Pastor Bladimer’s installation we played *Festive Overture* by Jason Krug.

Our Easter presentation was *Elegy* by Jason Krug.

Christmas music:

Carol of the 3 – 8 Bell Ringers, arr. by Kathleen Wissinger

He is Born, (with flute and piano), arr. by C.E. Walz

Hearth and Home by Jason Krug

People Look East, arr. by Karen Roth



Congregational Care

Leslee Prah

With the help of Pam Martin, Marilyn Scrutchins and Susan Stofan, over 90 birthday cards were sent to members and friends of the church.

We are still dealing with Covid-19 and this fall added concerns with the flu and RSV (respiratory syncytial virus).

Each month, cards or E-cards were sent to those on the prayer list and those mentioned by our Pastors during Sunday worship. This was between 10 to 16 cards.





Fellowship

Nancy Gilman

The year 2023 was a very active time for fellowship. We had a large group of members that brought food every Sunday or brought food to put in the freezer.

You never knew what we would be serving until you started setting it up, with one exception. Barbara Hamm would bring in either chicken wings or chicken tenders every Sunday. Our members would sit together eating and chatting for up to an hour most Sundays.

We had some memorial services we did reception for, workday food, our Filipino Festival with catered food, music, dancing, and slide shows. We had our traditional Thanksgiving Feast with 2 turkeys and all sides brought by members. A fantastic set up and cleanup crew.

Many thanks to all who helped bring food and cleaning the kitchen. Too many to name.

Nancy Gilman
Fellowship Chair

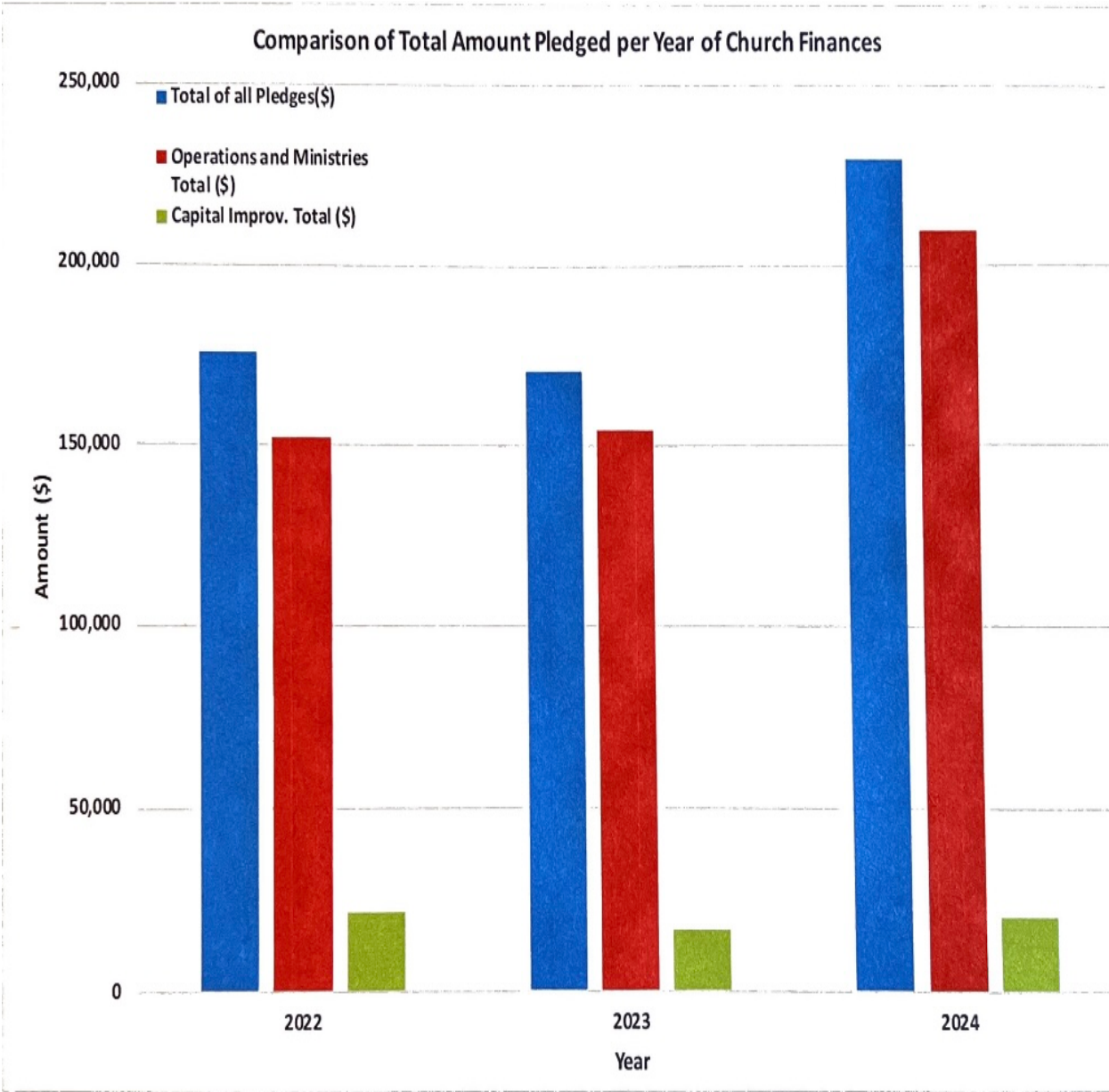


Stewardship

Shelby Riddle

This year has been a great year for our church, starting with the St. Patrick’s Day dinner, then our June Filipino Day celebration. We had a fun and profitable auction in the fall, and ended the year with our amazing pledge drive which has set us up for a great 2024.

The below graph shows the increase in our total pledges (blue), and the break down to operations (red) and Capital Improvement (green) from 2022-2024.





Filipino Day Celebration- food and dancing



St. Patrick's Day dinner- food and our own Celtic Band

Proposed Budget for 2024

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Community Congregational Church UCC												
2	of Benicia				Approved	Actual	Proposed						
3	Budget for Fiscal Year 2024*				2023	2023	2024						
4	(January 1, 2024 to December 31, 2024)				Budget	R&E	Budget						
5													
6													
7	Funding (Operations and Ministries)												
8	Refunds & misc. deposits; special programs				0	-50	0	contributions for church programs					
9	Child Care Donation				2,480	1,589	2,550						
10	Loose Offering/Non-Pledged Donations				12,000	20,462	12,000	estimated non-pledged contributions					
11	Pledges to Operations & Ministries				169,258	186,398	209,840	Total of Pledge cards rec'd as of 1/15/24					
12	Capital Improvement/Loan Pledges & donations				17,400	16,378	20,130	Pledges for loan payment & Cap. Imprvt as of 1/15/24					
13	Cap Improvement Fund - non-pledged contrib.				0	0	0						
14	Use of Building				41,830	42,155	43,682	Playing to Learn; 12 Step Groups, Outside Choirs					
15	Fundraisers				4,000	5,573	5,000	Auctions/Dinner Fundraisers					
16	Reimbursements				7,763	10,288	9,110	reimbursements for expenses by PTL and indiv. Donors					
17	Transfer from Reserves & Restricted accounts				4,470	17,600	5,361	to cover set-asides for future sabbatical, other restricted accounts					
18	Loan Principal Reduction from Reserves				0	0	0	to accelerate loan payoff (from reserves)					
19	Transfer to(-)/from(+) Cap Imprvmt/Parking Lot				0	0	0	excess/deficit of cap impr/loan pledges					
20	Other funding (interest +)				2,649	2,955	1,480	CD Interest & rebate on loan interest					
21	Grants				0	11,500	15,000	Outside grants for new joint ministry in 2023 & 2024					
22	Total Revenues				261,850	314,848	324,153						
23	Expense (Operations and Ministries)												
24	B&G - Utilities				14,896	17,797	19,283	shared by PTL (share included in revenue)					
25	B&G - Custodial (contract)				8,232	6,406	3,816	once a month in 2024					
26	B&G - Maint. & Housekeep				3,235	7,269	4,247	Supplies, TP, paper towels; tree services, building repairs					
27	B&G - Property Taxes				792	831	831	Paid by PTL (included in revenue)					
28	B&G - Property & Liability Insurances				7,467	8,014	7,700	anticipate increase in 2024					
29	B&G - Genesis House/Gardener				2,400	3,084	3,710	landscaping maintenance, weed control; PTL contributes					
30	Capital Improvement Set-aside & Loan payments				17,400	16,680	20,130	from capital improvement/loan pledges					
31	Additional Reduction in Loan Principal				0	0	0						
32	Christian Education / Youth				100	0	100	curriculum & supplies for Sunday School					
33	Congregational Care				100	0	100	supplies					
34	Covid-19 Pandemic Expenses				100	235	100	tests and masks					
35	Fellowship				805	1,546	1,200	food and supplies; 2024 budget in line with historical expenses					
36	Music Programs and Licenses				1,248	1,548	1,710	sheet music, copyright fees, piano tuning, streaming license					
37	Stewardship				100	0	100	postage and paper					
38	Mission&Outreach (incl. OCWM)				8,463	8,982	10,492	5% of pledges rec'd; for missions & OCWM (UCC Support)					
39	Welcome				595	562	595	banners, flags, advertising					
40	Worship				2,175	1,298	1,675	including on-line worship expenses					
41	Other committees & Ministries				0	0	12,530	search committee expenses TBD					
42	Council & Discretionary Funds				0	0	0						
43	Finance & Admin Expenses				8,742	10,435	10,515	Bank fees; Bookkeeper; IT; AB506; HR					
44	Office/Computers/Copier Supply				2,954	2,734	3,099						
45	Pastor Expenses				700	341	2,000	required Pastor training & expenses					
46	Sabbatical set aside				4,470	4,470	5,361	for future sabbaticals (funded from reserves)					
47	Child Care during Worship				2,480	1,589	2,550	Child care provider (offset by private donation)					
48	Staff & Workers Compensation Insurance				236,978	242,119	212,309	Pastor Renie retires end of May 2024; then F/T or P/T co-pastors					
49	Other					0							
50	Total Expense				324,431	335,940	324,153						
51	NET INCOME				-62,582	-21,092	0						
52				*revised 11/21/23									
53													
54													

Leadership Team 2024

Nominating Committee
Shelby Riddle and Pastor Renie

STAFF

Co-Pastor	The Rev. Renie Kirk
Co- Pastor	Rev. Bladimer Paeste
Minister of Music	Dr. Barbara Hamm
Office Manager	Susan Slater
Children's Education	Parand Banagar

OFFICERS

Moderator	Liz Cleves
Vice-Moderator	Shelby Riddle
Church Clerk	Kathy Berry
Financial Secretary	Leslie Lessenger
Treasurer	Dale Olm

COMMITTEE CHAIRS

Building and Grounds Ministry	Dale Olm & Shelby Riddle
Christian Education Ministry	Open
Congregational Care	Marilyn Scrutchins
Fellowship	Lilibeth Paeste, Leah Bleasdale
Mission & Outreach	Nora Gauger & Nancy Gilman
Stewardship Ministry	Deborah Shanks
Welcome and Growth	Billie Munds
Worship Ministry	Priscilla Lane & Marilyn Scrutchins
Member At Large	Dandesa Martin
Youth at Large	Jayden Beasdale

Minister in 4 Way Covenant	Rev. Dr. Celestine Fields (Associate Conference Minister)
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