

McKinley Presbyterian Church



**2020 Annual Meeting of the Congregation
September 27, 2020
11:30 am**



2020 Annual Meeting of the Congregation of McKinley Presbyterian Church Agenda

Open with Prayer

Report of the Pastor/Head of Staff

Report of the Clerk of Session

Report of the CORE Team

Report of the Student Involvement Committee

Report of the Buildings and Grounds Committee

Report of the Personnel Committee

Report of the Director of Christian Education

Report of the Christian Education Committee

Report of the Director of Music

Report of the Compassion, Peace, and Justice Committee (CPJ)

Report of the Outreach and Communications Committee

Report of the Fellowship Care Committee

Report of the Nominating Committee

Report of the Capital Campaign

Report of the Finance Committee

2019-2020 Profit and Loss Statement

2019-2020 Balance Sheet

2020-2021 Fiscal Year Budget

Questions?

Motion to empower the session to read and approve these minutes

Motion to adjourn

Close in Prayer

Report of the Pastor/Head of Staff

Coming Soon

Report of the Clerk of Session

Three Congregational Meetings were held.

July 14, 2019

To approve the Pastors' terms of call.

To elect ruling elders to be on the Session. Terry Hatch was presented by the nominating committee and Luisa Stone was nominated from the floor. Both nominations were approved.

September 22, 2019

To receive annual reports of the pastor, clerk and committees of the Church for FYE June 30, 2019.

December 22, 2019

To elect, install and ordain ruling elders to class of 2021. Luisa Stone was ordained and installed, and Terry Hatch was installed.

The Session of McKinley Church met for twelve regular Stated Session Meetings.

The Session of McKinley Church met for one Specially Called Session Meeting.

There were thirteen communion services: one on the first Sunday of each month and one on Maundy Thursday, April 9, 2020.

Deaths in the Congregation:

Rev. Nancy Scott

Sandra Broderick-Allen

Respectfully submitted,

Naomi Jakobsson

Clerk of Session

Many thanks to these folks who were Session members in FY 2019/20

Mike Cain

Margo Chaney

Jan Progen

Trudy Diepholz

Naomi Jakobsson, Clerk

Lara Hebert

Linda McGowan

Jennifer Hixson

Terry Hatch

Rev. Heidi Weatherford, Moderator

David Griffiths

Krista Sunderland

Luisa Stone

CORE Team Recommendations for Provocative Propositions: Vision for Becoming an Abundant Community of Hope McKinley Memorial Presbyterian Church, Foundation, and Presby Hall June 13, 2020

Introduction

Beginning in 2016, representatives of McKinley Church, McKinley Foundation, and Presby Hall formed an **Appreciative Adaptive Action Committee** to discover our shared and unique values (the McKinley Story Project) and to draft **Provocative Propositions** that envision a future built on these values. On January 28, 2017, leaders from McKinley Church, McKinley Foundation, and Presby Hall gathered to review the work done by the Appreciative Adaptive Action Committee and develop a set of action plans for **Becoming an Abundant Community of Hope** through

- leadership,
- safe and welcoming spaces,
- transparency and communication,
- participation, and
- empowerment.

These action plans were intended to inform efforts by various committees and include items such as increased use of social media, grant writing by a joint Green Team, building and grounds work, and a proposed capital campaign. The action plans are considered adaptive, meaning that they will continue to be revisited by leaders of the Church, Foundation, and Presby Hall to assess progress, propose shifts in course based on evolving needs, and determine next steps that continue us on the path toward becoming an abundant community of hope.

In 2019-2020, the McKinley CORE Team (Jessica Ballard, Mike Cain, Lara Hebert, Sandy Klitzing, and Bill Sunderland) was formed for the purpose of reviewing current progress on the Provocative Proposition action plans and identifying next steps and priorities with input from others. The Team was also asked to suggest various staffing scenarios for the Church, Foundation and Presby Hall based on current and future needs.

In their first meetings, the CORE Team laid out their task as follows:

- Clarify each of the Provocative Propositions
- Provide a clear-eyed assessment of the Church and Foundation's anticipated human and financial resources now and in the future
- Make recommendations based on what is realistic and practical, rather than idealistic or aspirational
- Develop staffing plans for Church, Foundation, and Presby Hall that align with these recommendations

The CORE Team identified these objectives for reviewing the Provocative Propositions:

- Evaluate items in the action plan—which items have been accomplished, which ones have seen progress, which ones haven't been started yet, and which are no longer relevant
- Discuss other action items we may want to consider within the provocation propositions
- Prioritize action plan items based on what's most beneficial and achievable
- Consider how to implement the action plan items, including how to fund them or make them self-sustaining

The CORE Team gave itself assigned readings (on topics such as church budget guidelines and how small churches can be great churches), so it would have credible information from outside sources to draw upon in addition to their own experience and knowledge of the Church and Foundation. We also reviewed recent Church and Foundation documents, studied current job descriptions, and conducted surveys of committees, Session, Foundation Board, and staff, and interviewed Church and Foundation staff to provide us with as well-rounded a perspective as possible.

Summary of findings

1. Progress was made on the Provocative Propositions despite many individuals and committees indicating either lack of awareness that these existed or that they were not formally using these to inform their work. Furthermore, in many cases the Provocative Proposition action plan items were aspirational and beyond the scope of our current staffing and budget levels, which made progress very difficult. This is partly because once the action plans were drafted by the Coordinating Council there was no further effort to formally revise or adapt them (until now).
2. The same issues or questions can overlap multiple Provocative Propositions. The team found this to be true of internal/external communication, student ministry, and other topics. There can be clear distinctions among the propositions themselves, but co-mingling of factors that go into implementing their related action plans.
3. There is a need for more information sharing among Church, Foundation, and residence hall members about their issues, activities, and decisions, and a need to provide ready access to that information among all stakeholders, including congregants. Likewise, important

organizational information (e.g. descriptions of Session and Foundation committees and their missions, Church and Foundation policies, FAQs) needs to be made more accessible via the website.

4. In some cases it was unclear whether ownership of an action item would reside primarily within the Foundation or within the Church, and which budget the funds for the action item would come from. We devoted some time to clarifying the respective roles of the Church and Foundation (current and historical) and examining their budgets to help us with this part.
5. A process must be established to ensure that the Provocative Propositions and related action items are integrated into annual Church and Foundation strategic planning, committee goal-setting, and budgeting. A new process must ensure that the Provocative Propositions are revisited on an ongoing basis so there is continuity of effort, well organized records are maintained to preserve institutional memory, and the adaptive inquiry process carries forward.
6. Efforts to realize the Provocative Propositions as they were articulated in 2017 are hampered by the fact that we are a small church, and the “heavy lifting” of initiating and sustaining action plan items tended to fall to a small group of dedicated congregation members who, along with a small number of paid staff, have limited time and energy to sustain current efforts, let alone initiate new ones.
7. Student ministry is at the core of who we are and what we do based on mission statements, stories, and surveys. Student ministry is interwoven among most of the Provocative Propositions in one way or another, yet an objective look at the evolution of student involvement in the life of McKinley over the years, recent student ministry activities, and the results of those efforts led the Team to conclude that student ministry at McKinley needs to be redefined. Perhaps it is better viewed as one component within a broader category called student and young adult programming.
8. Current circumstances, including the disability of one of the pastors and COVID-19, bring additional uncertainty to the future operations of the Church, Foundation, and Presby Hall. These uncertainties reinforce the need for a coherent plan to continue revisiting the goals and action plans for Becoming an Abundant Community of Hope.

Recommendations

When we completed a detailed review of the Provocative Propositions, we identified the following:

- A few action items had been completed
- Several items were in progress
- Some for which no progress has been made, but which are still worth pursuing now
- Some that are still relevant, but not affordable to pursue at this time
- Some for which no progress had been made and are no longer relevant

Examples of items completed or in progress include water bottle fountains in the Foundation building, updated audio-visual equipment, the capital campaign to make various building improvements and repairs, and the use of the Coordinating Council to provide cross-committee communication and collaboration.

For a complete list of the progress made on action items from the original Provocative Propositions, see Addendum 1 near the end of this document. Action plan items that are in progress, or that the Team recommends carrying forward, are encompassed in the recommendations shown in the table below, even if they're not specifically named within the table.

An important aspect of the CORE Team's recommendations, and the core of this document, is a revision to the Provocative Propositions themselves. Based on comprehensive reviews of progress toward Provocative Propositions as well as Church and Foundation staff information, the CORE Team recommended the following **revision of the Provocative Propositions**.

REVISED Provocative Propositions

The Vision of McKinley Memorial Church and Foundation is to Become an Abundant Community of Hope by

- **providing safe and welcoming spaces,**
- **taking the lead in empowering community and student participation in acts of social justice** (e.g. racial reconciliation, advocacy for the marginalized, food security, environmental sustainability and justice), and
- **improving communication and adaptive action processes.**

To be successful in our vision, we need

- **coherent and transparent communication,**
- **clarity of roles and partnerships, and**
- **fiscal responsibility.**

Action Items Spring 2020

We used a **grid structure** (below) to better articulate the interrelationships among these **factors that define our vision**, the **action items** we recommend at this time to help us to carry out that vision. Action items carried over from the original Provocative Propositions, but which are not reflected in the grid (tables) that follow are listed in a separate table below.

Following the grid below is a related section that describes different **recommended staffing scenarios** for Church and Foundation. These are the CORE Team's recommendations based on what will be necessary to carry out our vision and what will be possible to do depending on different budget levels.

| Providing Safe and Welcoming Spaces | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|--|---|---|---|
| Improve accessibility and inclusiveness | Clear signage Web page accessibility Worship access | Joint Buildings and Grounds Committee, Maintenance staff (recommend increased hours) Outreach and Engagement Coordinator (recommend a new staff position) Finance Committee | Capital campaign and other funding sources / campaigns Increased staffing hours comes with fiscal implications |

| Providing Safe and Welcoming Spaces | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|---|--|--|---|
| Strengthen safety and safety protocols | Continue improving policies and make them easily available and well-publicized (e.g. place them on the web site) | Session and Board Personnel Committee | New policy proposals should be accompanied by an analysis of the associated costs |
| Increase sanitation and building maintenance | Work Day Events COVID-19 protections | Custodial staff (recommending increased hours) Buildings and Grounds Committee | Increased staffing hours comes with fiscal implications Ongoing maintenance as finances allow |
| Research (benchmark what others are doing) and develop updated student and young adult ministry initiatives (or practices) | Enhance student welcome practices (e.g. dynamic and updated website, social media presence, signage) Announce/publicize changes in mission and practice | Foundation and Church Student Ministry / Engagement Committee Student and Young Adult ambassadors Determine evolving personnel needs (e.g. seminary intern) | Increase volunteer pool which reduces expenses and increases productivity Increases membership which should bring more revenue |
| Publicize evidence of engaging youth programming | Dynamic and updated website Social media presence | Christian Education Communications and Outreach Committee | Increases membership which should bring more revenue |

| Providing Safe and Welcoming Spaces | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|---|--|---|--|
| Increase building rentals | Website and advertising | Finance Foundation staff | Revenue |
| Facilitate members' and staff's ability to report issues or concerns | Place information defining process on website and in training/orientation materials provided to staff and volunteers | Personnel Committee Communications and Outreach Committee | Addresses small issues before they become big ones |
| Clearly define internal / external communication strategies | Improved marketing communications, including revisions to website and social media presence AND improved procedures for internal grievances or feedback processes Get annual report out a minimum of one week in advance of congregational meeting | Communications and Outreach Committee Staff, Session, and Foundation | Increased Database maintenance and strategic/expanded use for communications and fundraising |

| Taking the Lead in Empowering Community & Student Participation in Acts of Social Justice | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|---|--|---|--|
| Increase community connections through strategic partnerships with other churches and organizations with similar social justice missions | <p>Generate awareness of community connections among congregation and among Foundation Board members (Faith in Place, CU Immigration Forum, Interfaith Alliance)</p> <p>Publicize the work we do with others</p> | <p>Communications Committee, Compassion, Peace, & Justice Committee,</p> <p>Outreach and Engagement Coordinator (recommending a new staff position)</p> | <p>Pragmatism about which initiatives belong to McKinley and when it's better to tag onto the initiatives of others</p> <p>Increased staffing hours comes with fiscal implications</p> |
| Increase strategic partnerships with student organizations and other student ministry initiatives | <p>Update our definitions and practices of student ministry</p> <p>Generate awareness of student ministry partnerships among congregation and among Foundation Board members</p> <p>Publicize the work we do with others</p> | <p>- Student Ministry Committee, Foundation coordinates programming</p> <p>- Outreach and Engagement Coordinator (recommending a new staff position)</p> <p>- Seek partners for social justice activities</p> | <p>Pragmatism about what initiatives belong to McKinley and when it's better to tag onto the initiatives of others</p> <p>Increased staffing hours comes with fiscal implications</p> |

| Taking the Lead in Empowering Community & Student Participation in Acts of Social Justice | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|--|--|---|---|
| <p>Find our niche by <i>establishing a process for determining where and when to act</i> AND how it's funded responsibly</p> <p>(e.g. food insecurity, mission trips, conferences, counseling, etc)</p> | <p>Transparency in decision making process;</p> <p>share updates across Church and Foundation committees</p> | <p>Coordinating Council</p> <p>Consider partnerships</p> <p>Outreach and Engagement Coordinator (recommending a new staff position)</p> | <p>Crowdfunding</p> <p>Revenue generating events</p> <p>Increased staffing hours comes with fiscal implications</p> |

| Improving Communication and Adaptive Action Processes | Coherent and Transparent Communication | Clarity of Roles and Partnerships | Fiscal Responsibility |
|---|---|--|---|
| Clarify roles, responsibilities, and intersections of the work between Session, Foundation Board, and Presby and their staff | Operating manuals for Session, Board, and committees Place information on website about the relationship between Church and Foundation | Plan for staffing succession | Determine which entity is responsible for cost of implementing programs and initiatives |
| Establish process for continuously revisiting goals and action items in Provocative Propositions and making this part of annual strategic planning | Clearly define frequency of review; common reporting format, and means of ensuring committees and congregation are regularly communicating | Reactivate the Coordinating Council as a catalyst to sustain the Provocative Propositions and Adaptive Inquiry process | Ensure budgets and expenditures are a central part of this regular process |

Action Items Carried Forward from Original Provocative Propositions

| Category | Action Item | Status |
|----------------------------|---|--|
| Leadership | Continue and expand current social justice initiatives like: Expand social justice awards recognition Working with refugees Expand food outreach ministries including Garden Hills food pantry | Great work to continue and build upon while expanding our community partnerships. Remember to be realistic of what we do by ourselves versus the power of the collective |
| Leadership | Develop a robust database for fundraising, communication, mobilization, participation history and event planning | Work by the administrative assistant and volunteers is progressing on this, but robust capabilities aren't being utilized yet. |
| Leadership and Empowerment | Lead a summer retreat on progressive theology in worship and music Provide seminars and workshops on ecological sustainability | Consider organizing this as a virtual event or a hybrid event. Could be revenue generating. |
| Empowerment | Provide water bottles for Presby Hall students | This is the next follow-up step to installing the refillable water bottle stations |

| Category | Action Item | Status |
|--|--|--|
| Empowerment | Provide Lunch and Conversation opportunities bringing students and Church and Foundation members together to discuss social justices topics to pursue together. | These are worthy of considering as we redefine what we mean by student ministry. |
| Transparency and Connection, Empowerment | Provide internships or other opportunities for Presby Hall students to participate in the life of the Church and Foundation, such as recruiting students for work days | These are worthy of considering as we redefine what we mean by student ministry. |
| Transparency and Connection | Revisit desk sitter position | This has fiscal implications and will likely evolve as Presby Hall management shifts or we provide other methods of welcome. |

Staffing Scenarios (Presented to Personnel Committees May 2020)

The CORE Team has been carefully analyzing progress on the Appreciative Adaptive Action plan from 2017 and gathering information from stakeholders to propose revised directions and to think concretely about how these plans impact staff and volunteer roles. What follows are three scenarios that we want to bring back to the Session and Foundation Board for consideration as we make decisions for FY21.

Bare Bones Scenario: This scenario keeps staffing expenditures near current levels. Staff hours are re-allocated to better reflect current practices, but with fiscal responsibility taken for those staffing patterns. The slight addition of staffing hours goes to custodial and maintenance, knowing that careful cleansing will likely be a necessity for the next 6 months or more.

Church

Full-time pastor (reduction of 50% pastor position)

Director of Christian Education at 15 hours/wk (increase of 5 hours for improved communications and volunteer recruitment)

Director of Music at 20 hours/wk,

Custodial 5 hours/wk (added)

50% Administrative Assistant

25% Pastoral Assistant or Intern (added)

Foundation

Full-time Executive Director

50% Administrative Assistant,

50% Director of Young Adult/Student Ministry & Volunteer Programming,

Custodial 5 hours (added)

Presby Staff paid through Ramshaw budget

Foundation Takes on Presby Management Scenario: This scenario makes additional increases to strengthen communications and custodial/maintenance efforts. In addition, this scenario reflects our best understanding of staffing structure needs to take on the staff management at Presby.

Church

Full-time Pastor (reduction of 50% pastor position)

Director of Christian Education at 15 hours (increase of 5 hours)

Director of Music at 20 hours,

Custodial / Maintenance 10 hours (added)

Full-time Administrative Assistant (Increase of 50%: additional responsibilities include additional pastoral assistance and technology skills to support website updates and social media presence)

Foundation / Presby

Full-time Executive Director

Full-time Office Manager (added position)

Full-time Administrative Assistant (50% increase in staffing)

50% Director of Young Adult/Student Ministry & Volunteer Programming

50% Custodial / Maintenance (added position)

The following positions reflect current staffing patterns that are being paid through the current Management Company / Foundation agreements (estimate a net 0 increase)

Full-time Presby General Manager

50% Resident Director

6 Part-time Resident Advisors

Full-time Presby Front Desk

2 Full-time Presby Custodial / Maintenance

Full-time Presy Night Clerk

50% Presby Night Clerk

2 Full-time housekeepers

Scenario Enhancement

Holding in mind fiscal responsibility, either of the above scenarios would be strengthened with a new position that would help to bridge gaps in communication and coordination of community engagement while also better connecting Foundation, Church, and Presby Hall efforts. This scenario would bring even stronger synchronization of the Church and Foundation work than what already exists, while simultaneously allowing them to continue work on their separate goals.

While some of the job responsibilities for this new position are included above as part of other job descriptions, this position addresses what we see as a growing need for expansion of these areas of communication and community engagement.

Full-time Outreach and Engagement Coordinator (50% Church and 50% Foundation)

Volunteer Recruitment, Coordination, and Recognition

Outward facing communication (websites, social media, print, promos/advertising)

Relationship building with community organizations and other churches

Database management (communications side)

Fundraising / development

Growing membership

Would work with:

Student Engagement / Ministry Committee

Fellowship Committee

Communications Committee

Compassion, Peace, and Justice and related work

Addendum: Original Provocative Propositions and Progress on Action Items

The lists below summarize the aspirational propositions and the action steps identified in 2017 McKinley becoming an Abundant Community of Hope.

Key to Color Coding:

Light Purple 2 highlight = DONE

Green highlight = progress has been made

Yellow highlight = no progress, but because of easy alignment to work already occurring, would be worth continuing to pursue

Red highlight = no progress and no longer relevant

Blue highlight = no progress, worthy of pursuit IF fiscally realistic

Through Leadership

We are a growing and organically connected social justice oriented Church, Foundation, and Presby Hall on the leading edge of progressive theology, advocacy, and empowerment of the disenfranchised. We will be **well known in the Champaign-Urbana area, statewide, and nationally** because we engage in our community in significant ways.

We are **well-connected and actively participating in existing organizations, partnerships, and coalitions** such as United Way (Cradle to Career), Habitat for Humanity, Ministerial Alliance, Interfaith Alliance, Eastern Illinois Foodbank, Champaign Community Coalition, Faith in Place.

We **invest in communication and event planning** in ways that raise awareness of social justice issues and ways to be involved in conjunction with McKinley friends. We have a social media following that provides a means of quickly mobilizing to meet internal and external community needs.

Aspirational possibilities suggested in 2017:

- Sustaining a network of food pantries throughout Champaign County
- Expanding social justice awards recognition

- Funding a job training program and locating employment possibilities to help low-income individuals qualify for and obtain jobs at UIUC, Parkland, and /or at other industries in Champaign county and beyond.
- Providing counseling and assistance to the disenfranchised in navigating the school system at all levels (birth-college)
- Working with refugees or adopting Syrian family
- Leading a summer Progressive Theology retreat in worship and music

January 2017 Action Steps:

- Rent space to refugee group / expand Scot free in conjunction.
- Develop a robust database for fundraising, communication, mobilization, participation history and event planning.
- Summer worship/music institute to include entities that combine Foundation and student ministry with churches.

Through Empowerment

McKinley Church, Foundation, and Presby Hall are leaders locally and nationally in **empowering communities in social justice acts including racial reconciliation, food insecurity, and ecological sustainability.**

Aspirational possibilities suggested in 2017:

- Forming partnerships with racial/ethnic faith communities looking for/open to collaborative conversations and common community mission.
- Church and Foundation governing bodies (Session and Foundation Board) identify up to 3 families to assist into a more integration into the Champaign-Urbana community
- Expand the food outreach ministries including the Garden Hills food pantry
- Provide seminars/workshops on ecological sustainability
- Will connect and collaborate with the U of I/Parkland employment services to assist in providing job fairs. Job raining, and job training preparation

January 2017 Action Steps:

- Install water bottle fountain in Foundation Building (DONE) and provide water bottles for Presby Hall students
- Recruit students for work days
- Provide Lunch and Conversation opportunities bringing students and church members together

Through Participation

McKinley Church is a growing, diverse congregation. Presby Hall easily attracts students with growing wait lists each year, and the Foundation is thriving. Growth and increased diversity result from carefully designed **participatory programming that is attractive to diverse (age, race, ethnicity, religion, sexual orientation, community, student) populations** in the areas of social justice, music & art, environment, and world religions. Participatory programming connects us through a system of care and welcome for one another and for the world around us. As evidenced in past and present program successes (e.g. the Garden Hills Food Pantry, Scott Free, Lehrman Garden, Intercambio, the Men's Shelter, and Themed Art Shows), we will grow and develop of participatory programming through a **strategic focus on supporting, strengthening, and widening our volunteer leadership pool.**

January 2017 Action Steps:

- Create a Listening Group for Presby and interested students to identify social justice issues students are most interested in pursuing alongside the Church and Foundation
- Create a Listening Group to be held during worship to identify social justice issues the congregation is most interested in pursuing
- Expand communication channels for open and timely communication between Presby, Church, and Foundation regarding social justice participation opportunities

Through Transparency and Connection

Whereas McKinley Church, McKinley Foundation and Presby Hall are growing and organically connected by virtue of their missions of advocacy and engagement in the community.

Greater transparency, knowledge and communication between the three entities provide more opportunities to engage with Church members, students and the community. And the more we engage with Church members, students and the community, the more all three entities will get back.

Aspirational possibilities suggested in 2017:

- Improve social media presence to quickly mobilize Church members, students and members of the community.
- Church and Foundation provide and oversee internships or other opportunities for Presby Hall students to participate.
- Church and Foundation organize discussions and events for Presby Hall students to explore their religious / spiritual background.

- Church and Foundation sponsor regular lunches / discussions relevant to the community.
- Staff representatives from all three entities provide and share a synopsis of activities on a regular basis to the Foundation Board, Church Session, Presby Hall Students, Church members, tenants, etc.

January 2017 Action Steps:

- Database of contact information inclusive of Church, Foundation, and students (clearly tagged as such)
- Combine and/or connect communications between Church, Foundation, and Presby (newsletters, website navigation, etc)
- Coordinating Council to meet quarterly for cross-committee communication, progress updates, and collaboration
- Establish process for documenting cycle of action plans, progress, measures of success, and iteration
- Establish and populate a YouTube channel (sermons, vlog, promos)
- Define a social media strategy
- Revisit desk sitter position
- Leadership training in inclusion and conflict resolution
- committee to plan joint events such as Lunch and Learn opportunities where congregation members share expertise with interested students (law, labor relations, education,...)

Through Safe and Welcoming Spaces

We (McKinley Foundation, Presby Hall, and McKinley Presbyterian Church) offer a brick and mortar safe space for friends and members of the church, students, and the community at large where they might find restoration, renewal, and healing.

Aspirational propositions suggested in 2017:

- stabilize and improved funding sources, including annual giving initiatives, capital campaigns, and revenue generating events.
- make use of resources available to us, such as the Presbytery, the Presbyterian Foundation, and the Kaleidoscope Institute's resources for stewardship, race, and diversity.
- develop and use an annual summer learning institute and other leadership events, so that in addition to education, funds are raised for McKinley Presbyterian Church, Presby Hall, and the McKinley Foundation

- Improvements to the buildings and grounds create an obvious welcome for all, a thriving worship and community gathering space, and a safe space for the arts. This includes
 - increased accessibility (e.g. lighting, elevators, push button doors (DONE)),
 - repairs and increased energy efficiency, and
 - up-to-date, quality audio-visual equipment (DONE).

January 2017 Action Steps:

- Fundraising by forming a joint Development Committee (DONE though Capital Campaign),
 - identifying needs of the Church and Foundation
 - identify funding sources
 - establishing priorities for expenditures
 - Have a workable and updated database
 - Increase Church membership and develop a Friends of McKinley group
- Move toward hiring a Development Director

Student Involvement Committee

2019-2020 Annual Report

Current committee members:

| | |
|---------------------------------|-----------------------------------|
| Trudy Diepoltz, Session Rep | Abby Beck, Student Representative |
| Jane Cain | Mike Cain |
| Paula Hancock, Foundation Staff | Heidi Weatherford, Church Staff |

Top events/accomplishments in 2019-20:

This committee was newly formed this year to reach out to students who were participating in church events, Presby students and other UIUC and Parkland students.

Abby Beck, a new graduate student, provided the initiative for many ideas discussed by the group. These included welcome and outreach to new students, support of regular attenders, social and service activities, publicity techniques and ways to involve the Foundation Board, the Session and church members. Several activities were carried out successfully with the participation of 18 different students.

Summary of year's activities

The following activities occurred this year:

- * Registered McKinley with UKirk(ukirk.org) as having a campus ministry
- * Increased awareness of and follow up to students attending church
- * October Picnic and Pumpkin Painting at the Cain's home
- * October Lunch after worship in the church basement
- * Volunteers for the Christian Ed's Trunk or Treat Event
- * Attendance of the play, Carrie, on campus
- * Soup and Service Supper in the Foundation (Packed lunches for Canteen Run)
- * Holiday Party (White Elephant gift exchange/Cookie Decorating/Pizza)
- * Attendance encouraged at Annual Chili Cook Off
- * Emails were sent to keep communicating and supporting students when Covid hit.

Tentative list of goals for 2020-2021

The hope of this committee is to expand on ways to welcome students to the life of McKinley and to empower them to see the importance of social justice through service. The next year will be a challenge due to Covid, but we look forward to how to stay connected with the core group of students who were active this year and to expand numbers when we are able.

Buildings & Grounds Committee 2019-2020 Annual Report

| Current committee members: | Former members who served in 2019-2020: |
|---|--|
| Name: Margo Chaney Name: Paula Hancock Name: Julie Harris Name: Jennifer Hixson Name: Sandra Klitzing Name: Marc McConney Name: Heidi Weatherford Etc. | Name: Skip Pickering Name: Name: Etc. |

Top events/accomplishments in 2019-20:

List up to 5 items; if appropriate, include a brief description and/or assessment for each.

| Major event or accomplishment | Brief description or assessment |
|---|---|
| New sound system installed | Costs for the sound system were covered by the capital campaign. |
| Installed LED bulbs in recessed fixtures of the sanctuary ceiling | Until we can replace the lighting system in the church in the capital campaign, these bulbs provide the maximum light the current fixtures will safely allow. |
| Painted church basement | |
| New faucets installed in upstairs church restrooms | These faucets have ADA compliant handles. |
| Kept heating and AC running | Repairs and regular maintenance cost almost \$3,000 this fiscal year |

Summary of year's activities

Chronological list or topical list, as appropriate for your committee. Do not repeat items that are already listed under "Top events" above.

- Replaced the external light fixtures on the east side of the church with new, LED-compatible fixtures.
- Ordered new signs for the church restrooms, which are gender inclusive and wheelchair inclusive.
- Replaced the Zwoyer family memorial tree on the SE corner of the church

Tentative list of goals for 2020-2021

Chronological list or topical list, as appropriate for your committee. Do not repeat items that are already listed under “Top events” above. Place an “X” in columns to indicate whether this item is relevant to one or more of McKinley’s 2020 Propositions Toward Becoming an Abundant Community of Hope (<http://bit.ly/2020-core-vision>). NOTE: Alignment to the propositions isn’t a requirement for inclusion in this list, but please ensure that at least one goal aligns to at least one proposition.

| 2020-2021 Tentative Goals | Providing safe & welcoming spaces | Taking the Lead in Empowering Community & Student Participation in | Improving Communication and Adaptive Action | Carry-over action items from 2017 action item list |
|--|-----------------------------------|--|---|--|
| Anchor the pews in the sanctuary for safety | X | | | |
| Tuckpointing some key areas of brick | X | | | |
| Caulking around windows after plaster work is done | | | | |
| Add air sanitizer components to the air conditioning | X | | | |
| Set up WIFI in the church building | X | | | |

Planting tree on the south side of the NE steps

**Personnel Committee
2019-2020 Annual Report**

Current committee members:

Name: Kathie Spegal
Name: Nancy Westcott
Name :Sandy Klitzing
Name: Mike Cain
Name: Naomi Jakobsson
Name: Lorianne Bauer

Former members who served in 2019-2020:

Top events/accomplishments in 2019-20:

- Submitted a final draft of the Child/Youth Abuse policies. After a few more tweaks it will be submitted to the session and board for approval.
- Worked with Keith and Amy to determine disability benefits and a schedule for determining progress.

Summary of year's activities

- Changed the PTO provision in the new Personnel Policies
- Completed most Job Descriptions
- Approved bonuses for staff
- Officially changed Sara McHenry to permanent Director of Christian Education.
- Approved salaries for staff and changes in staffing
- Approved COVID procedures

-

Tentative list of goals for 2020-2021

- Complete Child/Youth Abuse Policies for submission to the session and board.
- Assess Keith's progress and ability to return to duties.
- Approve new Presbytery Pension benefits
- Make arrangements for Presby staff to move to McKinley supervision.

Annual Report for the Director of Christian Education 2019-2020 Director of Christian Education: Sara McHenry

Summary of the year's activities:

- Cleaned out and organized all of the Christian education materials in the church basement and the elementary room.
- Researched and chose a new elementary curriculum, Joyful Living.
- Planned and implemented the curriculum on a weekly basis for the preschool and elementary classrooms.
- Organized monthly service projects for children and youth.
- With support from the Christian education committee and Heidi, organized a yearlong offering project to raise funds for the Giving Garden bench.
- Planned three family social events: Welcome back cook-out, Trunk or Treat, and a Movie and Game Night.
- Served on the committee to update McKinley's Child and Vulnerable Adult Safety policy.
- Created new registration forms and permission slips for children and youth.
- Updated the informational brochure about education/family events at McKinley.
- Adapted and organized the annual children's Christmas pageant.
- Attended a workshop on how to use Servant Keeper and began exploring ways to use the church data base for Christian education purposes.
- Created and sent out weekly Sunday school lessons for families when we were unable to meet because of Covid-19.
- Hosted weekly family check-ins via Zoom while we were unable to meet in person.

Goals for the 2020-2021 year:

- Update the Christian education information on the McKinley website.
- Post Christian education information weekly on the McKinley Facebook page.
- Lead a monthly virtual Sunday school lesson for preschool/elementary children until we are able to return to in person Sunday school.
- Plan monthly outdoor service projects for families so that we can connect and still stay safe.
- Create and implement a new training based on our updated Child and Vulnerable Adult Safety policy.

Core Team Areas that my goals align with: [Providing safe and welcoming spaces and taking the lead in empowering participation in acts of social justice.](#)

I have enjoyed taking over the role of Christian Education Director at McKinley this year. I appreciate all of the support that I have received, and I look forward to finding new ways to nurture and grow our programming for families.

Submitted by Sara McHenry

Christian Education Committee 2019-2020 Annual Report

Current committee members:

Jane Cain
Lara Hebert
Luisa Stone (Session Representative)
Sara McHenry (Director of Christian Education)

Top events/accomplishments in 2019-2020:

- New Curriculum for Elementary/Preschool Sunday School- The session approved and we began implementing A Joyful Path, a curriculum put out by Progressive Christianity.
- Completed renovating and moved youth into their new space in the Foundation basement.
- Worked with personnel committee to complete an updated Child and Vulnerable Adult Safety policy.
- Raised money to help pay for the Giving Garden bench through a Noisy Offering that was collected one Sunday a month during worship. Children created the collection cans for this and helped collect the offering during worship.
- Planned a youth spring break service trip to St. Louis (postponed due to Covid-19).
- Set up online weekly meeting times/lessons for families and youth to stay connected during Covid-19.

Summary of year's activities:

- Monthly service projects- Preschool through High School students participated in service projects including: Jack-O-Lanterns, bird feeders, treats for the Humane Society, collecting caps for the bench, Valentines for Veterans, Valentine decorations for students, hygiene packs, and cookies for the Daily Bread Soup Kitchen.
- Weekly Sunday school for Preschool and Elementary children during worship.
- Youth meet weekly for class or a social event.
- Youth fundraisers included the Chili Cook-off and Fair Trade sales.
- Christmas Creations- children made gifts while adults had a morning out.
- Annual Christmas Pageant
- Children's choir sang a song during the Advent season
- Intergenerational Sunday school during lent.
- Planned and implemented three family social events: Fall cook-out, Trunk or Treat, and a Movie and Game Night.
- Christian Education committee met monthly

Tentative list of goals for 2020-2021

- Implement monthly virtual Sunday school for preschool and elementary children until we can safely meet in person. [Core Team Goal- Provide Safe and Welcoming Spaces.](#)
- Plan and implement social distanced, outdoor service projects and gatherings for families and youth. [Core Team Goal-Take the lead in empowering participation in acts of social justice](#)
- Update Christian education information on the McKinley website. [Core Team Goal-Provide Safe and Welcoming Spaces](#)

Submitted by: Sara McHenry and Luisa Stone

Annual Report of the Director of Music

July 2019– June 2020

Director of Music: Yohei Endo

Many thanks to these folks in the 2019-2020 choir year:

Sopranos: Molly Bentsen, Anne Jackson, Naomi Jakobsson, Meghan McCoy, Linda McGowan, Marlyn Rinehart, and Heidi Weatherford

Altos: Jessica Ballard, Barbara Curtis, Asami Endo, Carol Livingstone, Kathie Spegal, and Nancy Stagg

Tenors: Margo Chaney Felix Franken, Tim McCoy, and Pam Splittstoesser

Basses: Jackson Teetor (choral scholar), Grear Kimmel, Stephen Larson, and Arthur Rutledge

Accompanist: Jiaxin Lin (for the fall semester).

Summary of year's activities-

Before the coronavirus pandemic:

It had been a wonderful year. We hired Jackson, a wonderful baritone and trumpet player. He is a great addition to the choir. Also, it was fun to work with children choir for the pageant service; I taught them "Merry Christmas one and all", a Romanian carol.

After the new reality begins:

I learned new technologies such as video/audio editing, and I made several nice virtual choir videos. Of course, the virtual choir can never replace the real thing; however, there are some advantages. For instance, it was wonderful to reconnect with Meghan again and meet her father Tim, who regularly helps my audio editing, through the virtual choir (they live in Oak Park).

Tentative list of goals for 2020-2021-

- The surrounding situation would keep changing. I will do my best adjusting to any circumstance.
- I will keep seeking a way to sing together safely.
- I will do my best to find a way to help choir and congregation members who are not good at technology.

Finally, I want to say thanks to the whole congregation for your support, love, and care for Asami and I.

Yohei Endo

Compassion, Peace & Justice Committee

2019-2020 Annual Report

Current Committee members:

Adani Sanchez
Boswell Hutson
Carrie Chandler-Harrison
David Griffiths
Naomi Jakobsson
Heidi Weatherford
Linda McGowan
Nancy Westcott

Former members who served in 2019-2020:

Bev Thomas
Keith Harris

Top events/accomplishments in 2019-2020:

- The Garden Hills Food Pantry served about fifty families per distribution and gave away an average of sixty boxes of food. Sharing information about the Food Pantry with Facebook groups has increased exposure among Latinos and Latinas, as well as the community at large, and the number of people served is rising.
- Recognizing that the need for food is growing and that the capacity of some local food pantries is diminished, the Committee allocated \$1,900 of the available Share Grant Funds to the Garden Hills Food Pantry and \$500 to the Giving Garden, which provides fresh produce to families via the Food Pantry.
- We connected with the community by staffing a tent during the Champaign-Urbana Pride Fest and marching in the pride parade.
- We reached out to new and returning Presby Hall students through a table at the August 2019 welcome carnival/cookout.
- In response to the murder of George Floyd and countless other racially motivated crimes against African Americans, we created a draft document that will guide our efforts to recognize and resist systemic racism in our community and country. We will use this document as a guide and regularly revisit it in order to keep ourselves on track. We will seek its approval by the Session and Foundation Board in 2020.

Tentative list of goals for 2020-2021

- Find additional funding and more volunteers for the Food Pantry. The number of families receiving food was growing long before the pandemic, so the need for nutritious food in Garden Hills and many other parts of our community is not temporary. And more volunteers are needed because the pandemic has diminished their number.
- Make a clear statement to the LGBTQ community through participation in Pride Fest.
- Enable the Church and Foundation—and perhaps other groups in the community—to become more aware of systemic racism here and throughout the U.S.
- Establish a scholarship for African American students from Champaign County.
- Promote Buy Black Champaign, the first black-owned business directory in Champaign County.

Communications and Outreach Committee 2019-20 Annual Report

Current committee members:

Molly Bentsen
Margo Chaney
Lara Hebert
Heidi Weatherford
Jennifer Wetzel
Sara McHenry (joined September 2020)

Top events/accomplishments in 2019-20:

- Conducted a full review and inventory of the church website, leading to plans for an FY21 revised and updated website. This will be a joint site with the Foundation.
- Quickly implemented online worship during the pandemic, which included technology troubleshooting, volunteer recruitment, and obtaining necessary equipment. The April 12 Easter service had 51 viewers during the live stream on Facebook (with another 58 viewing from the McKinley website). This one recording has reached approximately 693 viewers across 8 states plus Japan and Germany, including past church members who have moved away.
- Implemented technology mentoring support system for members to access online worship and access to other needs online as required during times of quarantine and social distancing.

Summary of year's activities

Website

- Engaged in website analysis and planning, including defining purpose(s) and goals of the site, identifying primary audiences, and conducting a thorough inventory of current content and its alignment (or lack of alignment) with goals and purposes. With the Foundation also planning for a website revision, began the process of updating and revising site content to merge the Church and Foundation into a single website.
- Researched website hosting options with both cost and service options in mind.
- Revised worship webpage significantly to accommodate Live worship and options for giving (35-75 website visitors each Sunday since March 10).
- The McKinley website experienced a large increase in new users this year (3,448 in FY20, 200 in FY19).
- Thanks to Jennifer Wetzel, Pam Crews, and Lara Hebert for website maintenance and updates.

Member Database

- Four committee members attended Servant Keeper training in October 2019 to make more robust use of the Church's member database.
- The database was used this year to manage pledge accounts and to improve communication to parishioners and past members. Staff and volunteer training have improved the ability to keep the database up to date with information. This will give the church the ability to track giving, attendance and potential members.

Pandemic Pivot to Virtual

- Purchased Zoom Pro and WIFI jetpack, allowing for improved online/Live-streamed worship, reflection, and committee meeting functionality

- Asami Endo and Lara Hebert contribute technical expertise to preparation and implementation of Live stream of worship. Zoom, which allows for multiple readers and display of prayers, was selected as the streaming platform. Worship is streamed live to Facebook and to the website for increased reach and ease of access.
- Facebook followers were around 295 through early March with a steady increase since then, increasing to 360 followers by the end of FY20. Our average post reach jumped from an estimate of 31 in the fall/winter to 93 in the spring. The May 10 worship service had the largest reach of all posts during FY20, reaching an estimated 1,121 individuals.
- Thanks to Mari McKeeth, Heidi Weatherford, Asami Endo, and Lara Hebert for Facebook updates and moderation.

Newsletter

- Carol Livingstone joined the newsletter production team (thanks to newsletter editor Molly Bentsen; newsletter layout artists Pam Crews & Carol Livingstone; Melinda Miller for technical support; and all of the content contributors).
- Weekly e-newsletter recipients increased from 240 to 720, with an average open-rate of 31% (industry average tends to hover around 25%).

Tentative goals for 2020-2021

X's indicate an item is relevant to one or more of McKinley's 2020 Propositions Toward Becoming an Abundant Community of Hope (<http://bit.ly/2020-core-vision>).

| | Providing safe & welcoming spaces | Taking the Lead in Empowering Community & Student Participation in Acts of Social Justice | Improving Communication and Adaptive Action Processes | Carry-over action items from 2017 action item list |
|--|-----------------------------------|---|---|--|
| Install WIFI in the church, which will allow for ongoing streaming of worship even as we transition back to in-person. | X | | | |
| Update and merge the Church and Foundation websites for clearer, more consistent and connected communications. | X | X | X | |
| Continue to develop the member database, making use of its robust functionality. | X | | | X |
| Increase access and inclusiveness of our publicly available media (e.g., closed captioning). | X | | | |
| Expand the size of the tech team for facilitation of live-streamed worship and McKinley's online presence. | | | | |

Fellowship Care 2019-2020 Annual Report

Current committee members:

Session Rep and Care Visits - Jane Progen

Fellowship Leaders - Asami Endo and Jane Cain

Share The Care Contacts - Barbara England and Jane Cain

Fellowship Care Support :

Marlyn Rinehart

Janice Rutherford

Felix Franken

Sean Finnegan

Naomi Jakobsson

Linda and Grear Kimmel

Linda McGowan

Krista Sunderland

Rachel McCool

Meal Train - Sara McHenry

Keep in Touch Calling Coordinator - Carol Livingstone

Top events/accomplishments in 2019-20:

- * Setup, hosted and recruited food for Sunday Morning Fellowship until March
- * Hosted Scott Memorial
- * Coordinated care support for 4 families
- * Coordinated July Ice Cream Social and November Thanksgiving Noon
- * Provided one hospital treat basket and gift cards to one family
- * Arranged mailings of cards for birthdays, illnesses and moves for 4 members
- * 21 members called 14 members two times a week for support during the Covid Lockdown
- * Many cards and notes were sent to members since we were unable to visit or meet at church. (Get Well/Sympathy/Congratulations/Thinking of You)
- * Several members volunteered to run errands during the lockdown for those who were confined to their homes.

Tentative list of goals for 2020-2021

We will attempt to find ways to provide fellowship and care to the congregation while we are not able to meet at the church or in large groups. Our goal of Providing a Safe and Welcoming Environment will need to be from a distance or in small groups. The McKinley Keep in Touch calling program, our Meal Train, our use of cards and notes and our coordination of care groups will continue as we explore new ways to reach out safely.

FY 2020 Report of the Nominating Committee

The Nominating Committee places the following persons into nomination as elders serving McKinley Memorial Presbyterian Church:

Already service and agreeing to serve another term:

Class of 2022 Nominees

Margo Chaney

Trudy Diepholz

Naomi Jakobsson

Linda McGowan

Jan Progen

Additionally, the following vacancies are being filled:

Class of 2022

Bill Capel

Class of 2021

Elaine Mitchell

Members of the FY 2020 Nominating Committee are:

Jennifer Hixson and Trudy Diepholz

Capital Campaign 2019-2020 Annual Report

Current committee members:

Jane and Mike Cain - Co Chairs
Asami Endo
Terry Hatch
Gear Kimmel
Jennifer Wetzell

Molly Bentsen
Tom Seals
Marlyn Rinehart
Paula Hancock
Heidi Weatherford

Top events/accomplishments in 2019-20:

The Capital Campaign Committee met regularly through February to continue monitoring pledges and donations, making decisions on the building projects, developing a workable, accurate data base and communicating progress with the church members and alums. When Covid hit, we decided to put meetings on hold and maintain the current status until it was determined that the church financial situation was stable. We planned to discuss in June a recommendation to pay off the Capital Campaign loan to Busey Bank using the funds we had on hand. In the meantime, the church financial committee with Session approval chose to do this. Therefore, all current funds on hand and any future pledges and donations will go completely toward the final building projects.

Summary of year's activities

- * Completed door-openers for our two ramps
- * Bought new microphones and technology that will record and play digital media
- * Loan to Busey Bank was paid off.
- * Conducted a Homecoming Open House in October
- * Developed an Alumni Letter which included donation information
- * Worked on culling names to create an accurate usable data base

Tentative list of goals for 2020-2021

We hope to meet again this year to evaluate our financial status, to update the current pledgers and others on the progress of the building projects, present Capital Campaign information to new attenders, and to continue data base work.

We hope to move closer to the completion of the final building projects which include new lighting, plastering and painting and organ repair.

All these falls within our goal of **providing a safe and welcoming space** for those participating in the activities that use space in McKinley church.

Annual Report of the Finance Committee

Committee members:

Dianne Toalson (Treasurer), Tom Seals, Terry Hatch, Heidi Weatherford, Jennifer Wetzel, Asami Endo

Top events/accomplishments in Fiscal year 2019-2020

- Make use of Servant Keeper (church database) more.
 - ✓ Recording pledge and donation information in Servant Keeper.
 - ✓ Making pledge updated letter through Servant Keeper.
 - ✓ Updating donor information.
- Paid off capital campaign loan in June 2020.
 - ✓ Two church bank accounts were frozen as collateral of the loan, which strained the cash flow.
- Established a new endowment fund.
- Launched a new online giving system “Tithe.ly”

Summary of year’s activities:

- Reviewed and reported income and expenditures to Session.
- Monitored, managed and reconciled church bank accounts.
- Maintained financial records and completed all transactions on QuickBooks (accounting software).
- Tracked all donations, and ensured appropriate gifts were distributed to charitable agencies and missions.
- Provided year-end giving statements to all contributors.
- With input from committees and pastor, created, reviewed and submitted budget for 2020 -21 fiscal year to the Session.
- Helped Jennifer W. sending pledge update letters quarterly.
- Worked closely with capital campaign leadership committee.

Agendas for 2020-21

- Recruiting new Finance Committee members.
- Sending pledge update letters quarterly initiated by committee members.
- How to promote online giving through “Tithe.ly”

Financial highlight of fiscal year 2019-20

• Income

- ✓ Received pledge/plate went over the budget

| | Budget | Actual |
|------------------------|-----------|-----------|
| Pledge/Plate Offerings | \$197,000 | \$208,068 |

- ✓ Space rental went very well in the fall semester, but we stopped it in spring due to COVID19.

| | Budget | Actual |
|-------------------------|---------|---------|
| Net Space Rental Income | \$3,000 | \$3,911 |

- **Expense**

- ✓ Payroll expense went down.
- ✓ Over all, the expenses went down because many church activities were cancelled/suspended due to COVID19.

- **Year End Deficit – became less.**

| | Budget | Actual |
|---------------------|-----------|--------|
| Net Ordinary Income | -\$68,438 | -6,178 |

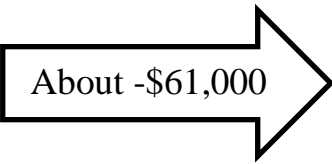
Pledge update

| | | |
|------------------|-----------|---------------------------|
| Pledge FY2018-19 | \$178,806 | 47 individuals/households |
| Pledge FY2019-20 | \$182,888 | 49 individuals/households |
| Pledge FY2020-21 | \$175,617 | 40 individuals/households |

Stewardship campaign for fiscal year 20-21 didn't complete due to COVID 19.

Financial topics for coming 5 years

- **Year-End Deficit**

| | FY2015-16 | FY2016-17 | FY2017-18 | FY2018-19 | FY2019-20 |
|---|-----------|---|-----------|-----------|-----------|
| Year-end Deficit | -10,048 | -14,163 | -15,801 | -26,109 | -6,179 |
| Total deficits from passed 4 years | -66,121 | | | | |
| Year-end Savings Account Balance (without capital campaign donation and loan) | \$133,922 |  | | \$72,598 | \$65,990 |

- ✓ We have been spending more than what we have received. It covered by using money in savings accounts, but the savings accounts cannot support future deficits forever.
- ✓ Need to think how we allocate resources including staffing and each committee activities.

- **Capital Campaign**

- ✓ Roof loan (\$200,000) was paid off in June 2020.
- ✓ Due to COVID19, capital campaign projects have been suspended.

| Priority | Suspended Projects | Budget |
|----------|--------------------------|-----------|
| 1 | Lighting | \$160,000 |
| 2 | Plaster repair and Paint | \$60,000 |
| 3 | Organ tuning/repair | \$4,000 |
| | Total | \$224,000 |

✓ Pledge and Donations Gross Total (as of 6/30/2020)

| | | |
|------------------------------------|--|---------------------------------|
| Campaign Goal -session approved | \$638,000 | |
| Pledge | \$584,701 (44 individuals/households) | 91.6 % of the goal is pledged. |
| Received donation | \$444,628 | 76.0% of the pledge is received |

**Profit and Loss
2019-2020**

| | <u>Jul '19 - Jun 20</u> | <u>Budget</u> | <u>% of Budget</u> |
|--|-----------------------------|-------------------------|------------------------|
| Ordinary Income/Expense | | | |
| Income | | | |
| 4100 · General fund receipts | 208,647.24 | 197,425.00 | 105.68% |
| 4112 · Space Rental | 4,540.00 | 5,000.00 | 90.8% |
| 4210 · Youth fund income | 4,153.33 | 4,100.00 | 101.3% |
| 4220 · Designated worship/music gifts | 272.00 | 0.00 | 100.0% |
| 4235 · Designated-Pastor's Discr. Fund | -561.24 | 0.00 | 100.0% |
| 4240 · Other designated gifts | 2,590.00 | | |
| 4261 · Share Grant Income | 1,573.75 | 675.00 | 233.15% |
| 4700 · Mission/benevolence gifts | 3,064.00 | | |
| 4800 · Endowment Income | 14,221.42 | 0.00 | 100.0% |
| 4800A · Endowment | -514.66 | | |
| Total Income | <u>237,985.84</u> | <u>207,200.00</u> | <u>114.86%</u> |
| Gross Profit | 237,985.84 | 207,200.00 | 114.86% |
| Expense | | | |
| 5000 · Payroll & Benefits | 168,601.11 | 186,373.43 | 90.46% |
| 5110 · Christian education | 3,180.62 | 4,200.00 | 75.73% |
| 5120 · Worship and Music | 3,893.53 | 7,500.00 | 51.91% |
| 5140 · Fellowship Care | 664.00 | 2,000.00 | 33.2% |
| 5150 · Communication/Outreach | 1,371.32 | 2,200.00 | 62.33% |
| 5170 · Compassion Peace & Justice | 8,282.85 | 9,400.00 | 88.12% |
| 5180 · Session and Administration | 52,580.74 | 57,965.00 | 90.71% |
| 5200 · Rental Space Expense | 628.89 | 2,000.00 | 31.45% |
| 5210 · Youth Fund | 1,634.93 | 4,000.00 | 40.87% |
| 5220 · Designated Worship/Music Exp | 262.72 | 0.00 | 100.0% |
| 5240 · Mission/benevolence | 3,064.00 | | |
| Total Expense | <u>244,164.71</u> | <u>275,638.43</u> | <u>88.58%</u> |
| Net Ordinary Income | -6,178.87 | -68,438.43 | 9.03% |
| Other Income/Expense | | | |
| Capital Campaign Income | 172,679.00 | 150,000.00 | 115.12% |
| Capital Campaign Expense | <u>27,020.28</u> | <u>17,777.00</u> | <u>152.0%</u> |
| Net Other Income | <u>145,658.72</u> | <u>132,223.00</u> | <u>110.16%</u> |
| Net Income | <u><u>139,479.85</u></u> | <u><u>63,784.57</u></u> | <u><u>218.67%</u></u> |

Balance Sheet 2019-2020

Jun 30, 20

ASSETS

Current Assets

Checking/Savings

1000 · Cash & Investments

1100 · Church Checking - 6849 59,334.22

1200 · Money Market Account - 3858 41,656.17

1400 · Share Grant MM - 5265 45,745.00

1450 · Share Grant Investment Acct 46,360.06

1530 · Endowment Investment 132,374.48

1540 · Endowment Investment 49,485.34

Total 1000 · Cash & Investments 374,955.27

Total Checking/Savings 374,955.27

Total Current Assets 374,955.27

TOTAL ASSETS 374,955.27

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

2000 · Accounts payable 7,684.36

Total Accounts Payable 7,684.36

Other Current Liabilities

2100 · Pass Through Funds

2103 · Prepaid income (Pledges) 11,610.00

2104 · Pre-Paid Income "Per Capita" 255.00

2120 · GH Food Pantry 3,356.96

2150 · Share the Care Benevolence Fund 649.85

2166 · Designated Youth Fund 806.00

2169 · Noisy Offering 71.91

2180 · Pastor's discretionary aux fund 617.15

Total 2100 · Pass Through Funds 17,366.87

Total Other Current Liabilities 17,366.87

Total Current Liabilities 25,051.23

Long Term Liabilities

2303 · PPP Loan Program 27,624.57

Total Long Term Liabilities 27,624.57

Total Liabilities 52,675.80

Equity

3100 · Church Net Assets-Unrestricted 88,228.18

3200 · Net Assets-Youth Fund 1,045.66

3210 · Net Assets-Designated worship/music 1,339.56

3230 · Net Assets-Other designated 3,245.56

3250 · Net Assets-Mission/Benevolence 647.31

3500 · Perm Restricted Net Assets-Ullmann 38,293.35

| | |
|---|--------------------------|
| 3510 - Perm Restrict Net Assets-England | 50,000.00 |
| Net Income | <u>139,479.85</u> |
| Total Equity | <u>322,279.47</u> |
| TOTAL LIABILITIES & EQUITY | <u>374,955.27</u> |

Budget 2020-2021

Ordinary Income/Expense

Income

4100 - General fund receipts

| | |
|----------------------------|---------------|
| 4101 - Pledges | 160,260.00 |
| 4101a - Per Capita Pledge | 1,092.00 |
| 4102 - Plate | 36,740.00 |
| 4105 - Other contributions | 300.00 |
| 4107 - Interest income | <u>125.00</u> |

Total 4100 - General fund receipts 198,517.00

4210 - Youth fund income

| | |
|--------------------------------------|-----------------|
| 4212 - Youth Trip/Actv-Fees&Income | 1,000.00 |
| 4213 - Youth Trip/Actv Donations Inc | 200.00 |
| 4214 - Fair Trade Income | <u>2,900.00</u> |

Total 4210 - Youth fund income 4,100.00

4261 - Share Grant Income

| | |
|---------------------------------------|---------------|
| 4263 - Share Grant Money Mkt Interest | 75.00 |
| 4265 - SG Invstmt Income/Chg in Value | <u>600.00</u> |

Total 4261 - Share Grant Income 675.00

Total Income

203,292.00

Gross Profit

203,292.00

Expense

5000 - Payroll & Benefits

| | |
|-------------------------------------|------------------|
| 5010 - Pastor salary | 59,025.00 |
| 5020 - Other Church salaries | 61,327.00 |
| 5030 - Personnel Substitutions | 1,800.00 |
| 5050 - Employer FICA/Medicare | 350.00 |
| 5060 - Pension and benefits | |
| 5061 - Retreats & Training | 750.00 |
| 5060 - Pension and benefits - Other | <u>26,285.00</u> |

Total 5060 - Pension and benefits 27,035.00

5070 - Workers' Comp Insurance 1,100.00

5611 - Pastor professional exp 4,800.00

Total 5000 - Payroll & Benefits 155,437.00

5110 - Christian education

| | |
|----------------------------|-----------------|
| 5111 - Curriculum/supplies | 600.00 |
| 5113 - Youth groups | 600.00 |
| 5114 - Family ministry | 200.00 |
| 5116 - Child Care Expense | <u>2,000.00</u> |

| | |
|--|-----------|
| Total 5110 · Christian education | 3,400.00 |
| 5120 · Worship and Music | |
| 5121 · Section/Guest musicians | 2,375.00 |
| 5123 · Music purchases | 300.00 |
| 5124 · Instrum/equip purchases | 800.00 |
| 5125 · Instrument maintenance | 700.00 |
| 5126 · Other worship/music | 600.00 |
| Total 5120 · Worship and Music | 4,775.00 |
| 5140 · Fellowship Care | |
| 5141 · Sunday Morning hospitality | 400.00 |
| 5142 · Fellowship Events | 900.00 |
| 5143 · Share the Care exp | 200.00 |
| Total 5140 · Fellowship Care | 1,500.00 |
| 5150 · Communication/Outreach | |
| 5151 · Publicity | 800.00 |
| 5153 · Web Development | 5,000.00 |
| Total 5150 · Communication/Outreach | 5,800.00 |
| 5170 · Compassion Peace & Justice | |
| 5175 · MLK scholarship fund | 300.00 |
| 5177 · Denomination mission pledge | 2,200.00 |
| 5706 · Pastors' discretionary fund | 1,500.00 |
| 5711 · Ullmann Scholarships | 2,000.00 |
| 5712 · Share Grant disbursements | 2,400.00 |
| 5716 · Misc. Benevolence | 100.00 |
| Total 5170 · Compassion Peace & Justice | 8,500.00 |
| 5180 · Session and Administration | |
| 5183 · Stewardship campaign | 200.00 |
| 5185 · Session Discretionary Expense | 75.00 |
| 5187 · Church computer/software | 3,000.00 |
| 5191 · Insurance & Background Checks | 13,154.00 |
| 5192 · Denomination Per Cap Assessment | 4,800.00 |
| 5193 · Utilities | |
| 5193a · Gas | 7,000.00 |
| 5193b · Electric | 4,500.00 |
| 5193d · Water/Sanitary | 1,100.00 |
| 5193e · Pest Control | 900.00 |
| 5193f · WIFI | 3,000.00 |
| Total 5193 · Utilities | 16,500.00 |
| 5194 · Office supplies | 950.00 |
| 5195 · Misc. administrative | 100.00 |
| 5196 · Copying/duplications | 2,500.00 |
| 5197 · Bldg & Grounds | |
| 5197a · Cleaning services & suppl | 1,500.00 |
| 5197b · Building Repairs & Systems Main | 9,000.00 |
| 5197d · Grounds maint/care | 1,500.00 |
| Total 5197 · Bldg & Grounds | 12,000.00 |

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|---|--------------------------|
| 5198 - Postage | 300.00 |
| 5199 - Bank Fees | 450.00 |
| 5208 - Payroll/Audit/Acctg | <u>1,000.00</u> |
| Total 5180 - Session and Administration | 55,029.00 |
| 5210 - Youth Fund | |
| 5211 - Youth Trip/Actv Fund Expense | 1,100.00 |
| 5213 - Fair Trade purchases | <u>2,900.00</u> |
| Total 5210 - Youth Fund | <u>4,000.00</u> |
| Total Expense | <u>238,441.00</u> |
| Net Ordinary Income | <u>-35,149.00</u> |
| Net Income | <u><u>-35,149.00</u></u> |