



2021 ANNUAL REPORT

FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST

ANNUAL MEETING
JANUARY 30, 2022
1:00 P.M.

7171 N. PENNSYLVANIA ST.
INDIANAPOLIS, IN 46240
FCINDY.ORG

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Agenda for First Congregational UCC Annual Meeting January 30, 2022

Senior Councilors will introduce topics and lead discussion as noted below:

Opening prayer: Pastor Sarah Lund

Opening Remarks: Larry Eckel, Senior Councilor

Review/approval of 2021 Annual Meeting Minutes: Larry Eckel, Senior Councilor
Review of the Annual Report for 2021: Steve Coomer, Senior Councilor

- Members are presumed to have already read the Annual Report
- We will proceed, report by report, asking for comments and questions

Items for discussion and vote: Alice Rutherford, Senior Councilor

- Proposal for Constitution & Bylaws suspensions for 2022
- 2022 Budget: Jim Lootens, Treasurer
- Slate of Candidates for Officers and Board Members: Wendy Baldwin, Chair of Care and Connections

Closing Remarks: 2022 Senior Councilors

Closing Prayer: Pastor Carol Sowle

First Congregational UCC Annual Meeting Minutes from January 31, 2021

Attendance:

Members: Sean Baker, Wendy Baldwin, Katie Booth, Sue Chapman, Clark Collier, Nancy Dickinson, Cheryl Dillenback, Aniseh Ebbini, Larry Eckel, Bill Gillette, Chris & Don Golliher, Cassidy Hall, Jimmy Hodge, Marion Harcourt, Angie & Worth Hartman, Nathan Howard, Cristy James, Dan & Judy Kaufman, Judy Larracey, Steve Leatherman, Jim Lootens, Sarah Lund, Linda Lupton, Lou Lupton, David Mellott, Elizabeth Price, susanna-judith rae, Mary Lou Rothe, Alice Rutherford, Jim Rutherford, Janet Selby, Chris & Carol Shank, Carol Sowle, Paul Terheide, Karen Walker, Randy Walker, Sandy Wood

Visitors: David Clark, Karen & Richard Klabunde

Moderator Alice Rutherford called the meeting to order at 1:02 pm and noted that there was a change in notetaker – Cristy James took the minutes in place of Pat Larracey due to his recent injury.

Pastor Sarah Lund introduced Student Pastor Cassidy Hall and Student Intern David Clark and thanked moderator Alice Rutherford for her service during this difficult past year. She offered a prayer to open the meeting.

Moderator Alice Rutherford shared the covenant for First Congregational group meetings and online meeting education, including how voting would be handled during the annual meeting. (Voting was handled by a combination of a show of hands on video or virtual platform and online polls presented.)

Ms. Rutherford then shared that Marion Harcourt will soon be completing the history of First Congregational and it will be available for purchase, with purchasing details forthcoming.

All members of the congregation were invited to the upcoming board workshop on Saturday, February 6th from 10:00 – 11:30 am via Zoom.

Review of the 2020 Annual Meeting Minutes

There were no questions or comments and the minutes were accepted and approved as presented by unanimous vote.

Review of the Annual Report for 2020:

Message from the Pastor

Moderator Report

Clerk's Report

PCRC: Pastor Sarah Pastoral Congregation Relations Committee

PCRC: Pastor Carol Pastoral Congregation Relations Committee

Personnel Committee

Safe Church Response Committee

All above listed reports were received with no questions or comments.

Board of Care and Connections Report

Wendy Baldwin, Chair, noted the name change of “emergency fund” (pg 13) to Members in Need. Added thanks for all contributions and that Pastor Sarah was the contact if money is needed from this fund.

Noted that the Prayer Team was accidentally left off the report. The team has been very active lifting up weekly joys and concerns.

Board of Outreach and Service Report

Sue Chapman clarified that the Benevolence money for Bread for the World should be reflected as: \$150 for membership dues to national and \$50 to the local chapter.

Ms. Chapman also noted that 67 letters were sent in the Bread for the World Offering of Letters, which is an increase from last year.

The board lifted up the statement about Faith in Indiana that has been formally passed by the Council, forming a partnership that will be supported by a small team led by Worth Hartman.

WISE Mental Health Team Report

In the report, strike the 2nd part of the sentence stating that the Outreach and Service Board is considering changing their name. (Pg 17) The sentence should now read “We are part of the Outreach and Service Board.”

Racial Justice Task Force Report

No questions or comments.

Board of Trustees Report

No questions or comments.

Board of Witness and Welcome Report

Board Chair Aniseh Ebbini highlighted the proposal to the Council for a new staff position that will manage FCC's online presence and external communications. It is expected that they will finalize the position and start recruiting soon.

Board of Worship and Faith Report

After discussions, Board Chair Elizabeth Price added the statement : Our winner of the Chautauqua fund was not able to attend in 2020 due to COVID-19 cancellations and she will attend at the next available opportunity.

Worship Design Team Report

Alice Rutherford highlighted the new position of Worship Video Producer that was created this year. The goal is to maintain an online presence after COVID-19 restrictions are lifted and we are back in person. (e.g., livestream of services) At that point, this role will likely transition from Sean Baker to another person.

Adult Education Team Report

Carol Sowle was thanked for her leadership.

Just Peace Team Report

Worth Hartman clarified that the Just Peace team that has been under Worship and Faith has dissolved and that work is transitioning to the Faith In Indiana partnership that will be under the Board of Outreach and Service. The board recognized Worth's leadership and thanked him.

FC Foundation Report

No questions or comments.

Budget Report

Discussions were led by Treasurer Jim Lootens, and he highlighted key points from 2020, many of which were related to the effects of COVID-19. Both income and expenses were below budget, leaving a year end deficit of \$21,300. Since it was not needed to cover cash flow, the money that could have been withdrawn from the foundation to balance the budget was left in the foundation where it could continue to grow, and will be drawn in 2021 instead.

Concerns for the future were raised by Bill Gillette with allowing a carryover of unused foundation funds.

Sue Chapman and Janet Shelby raised concerns about having \$0 in the budget for Global Ministries. These concerns will be taken up by the Outreach and Service Board.

Jim Lootens shared information about the Payroll Protection (PPP) Loan from the government. The loan was for \$34,000 and he will apply for loan forgiveness soon and fully expects that it will be forgiven. Mr. Lootens will investigate if the church is eligible for a 2nd loan and discuss it with the Trustees.

The increase in property taxes was also discussed, and Mr. Lootens stated that the Trustees wished to stay with the current company that they trust and that has provided good support in the past.

Members were encouraged to reach out to Cheryl Dillenback if they did not receive their 2020 annual statement in the mail.

The vote regarding approval of the FC Foundation funding amounts as determined by the Trustees passed with a vote of 26 out of 30 in favor with 0 dissenting.

The vote regarding approval of the 2021 budget as presented passed with a vote of 27 out of 30 in favor with 0 dissenting.

Moderator Alice Rutherford and several members expressed thanks to Jim Lootens for all his hard work this past year.

Council member Worth Hartman expressed thanks to Alice Rutherford for her service and leadership at the church this past year, as well as thanks and blessings to Pastor Sarah.

Slate of Proposed Officers and Boards for 2021

Wendy Baldwin shared two additions to the slate listed in the Annual Report:

Chuck Kiphart will remain on the Board of Worship and Faith.

Clark Collier will be added to the Board of Witness and Welcome.

The vote for the slate with the two additions was approved with no dissenting votes.

New Moderator Closing Remarks

New Moderator Larry Eckel, offered thanks to Alice Rutherford for all her (past and continued) participation and leadership. He expressed hope and optimism for the church in the years to come, and invited all church members to attend the Board Workshop on Saturday, Feb 6th to discuss a proposal for new Council leadership.

Pastor Carol Sowle closed the meeting in prayer, followed by all singing a round of “Happy Birthday” to Pastors Sarah and Worth.

Meeting adjourned at 2:45 pm.

Respectfully submitted,

Cristy James

**First Congregational UCC Church Council Called
Special Congregational Meeting: Sunday, March 7, 2021
“Leadership Proposal”**

Attendance: Sean Baker, Wendy Baldwin, Sue Chapman, David Clark(non-member, intern), Clark Collier, Steve & Gini Coomer, Nancy Dickinson, Cheryl Dillenback, Larry Eckel, Bill Gillette, Lauren Good, Cassidy Hall, Marion Harcourt, Nathan Howard, Bill & Rita Hummel, Cristy James, Dan & Judy Kaufman, Patrick & Judy Larracey, Steve Leatherman, Pastor Sarah Lund, Elizabeth Price, susanna-judith rae, Alice & Jim Rutherford, Carol Sowle, Paul Terheide, Karen & Randy Walker, Sandy Wood. Total 32.

Larry Eckel, moderator, called meeting to order at 12:37, and asked Pastor Sarah for prayer.

The Group Meeting Covenant was read by Wendy Baldwin.

Larry Eckel shared a history of the Leadership Proposal and especially the frustration of recruiting new members for boards and that we did not have a vice-moderator for 2021, thus having no coverage for personal emergency or sickness. The Board Gathering on February 6 began this discussion, and at the February 10 meeting of the Church Council, the Leadership Proposal was created. Since that time, church members have received this document in the mail and the Colony.

Wendy shared the written document on Zoom screen and highlighted many items especially the heavy printed paragraph to be discussed and voted upon.

The original proposal read:

First Congregational UCC shall suspend the parts of its Constitution and Bylaws (CBL) regarding the Vice Moderator and Moderator positions in order to explore the following shared leadership model. This suspension shall be reviewed by the Church Council in December 2021, for further recommendations to the congregation at the Annual Meeting in January 2022. Dependent on that review, it is anticipated to continue the suspension and shared leadership model in 2022, with another review by the Church Council in December 2022, to determine if formal amendments for the CBL shall be presented to the congregation at the Annual Meeting in January 2023.

Much discussion pursued with ten questions for clarification and discernment.

Paul Terheide made the motion to adopt the Leadership Proposal as written above with a second by Elizabeth Price.

Much more discussion followed focused on understanding the roles of the senior councilors, creating the slate for voting for annual meeting, review of this process especially involving the congregation, some details still need to be “ironed out” such as who goes off each year, voting and being able to serve two positions as senior councilor.

A friendly amendment was added to the original proposal in the second line:

“This suspension shall be reviewed by the Church Council FOR FURTHER RECOMMENDATIONS IN DECEMBER 2021, AND SHALL BE BROUGHT TO THE CONGREGATION FOR REVIEW AND APPROVAL at the Annual Meeting in January 2022.”

Page Two

Special Congregational Meeting

Sunday, March 7, 2021

The friendly amendment met the approval of Paul Terheide who made the original motion, and Elizabeth Price who made the second.

Jim Rutherford called the question and a vote was taken via Zoom ballot. The vote was in favor of the Leadership Proposal.

The second order of business: The slate of nominations to serve as Senior Councilors:

Larry Eckel

Alice Rutherford

Steve Coomer

Wendy Baldwin made the motion to accept the slate of nominations and Nancy Dickinson made the second.

The Zoom ballot approved the slate of nominations.

Larry Eckel thanked everyone for their input and attendance.

The meeting adjourned at 1:36 PM.

Respectfully submitted,

Rev. Dr. Patrick Larracey
Church Clerk

Pastor's Message

“Be a Blessing”

In a world filled with challenges and crises that threaten the sustainability of the planet, how powerful it is to choose to be a blessing. In a country torn apart by disease, political divisions, racism, hatred, and fear, how powerful it is to choose to be a blessing. In a city impacted by gun violence, poverty, hunger, and housing insecurity, how powerful it is to choose to be a blessing.

In the year 2021, First Congregational explored what it means for us to choose to be a blessing. Guided by the sermon series “Be a Blessing” inspired by the values of the United Church of Christ, together we reflected and prayed about the invitation to various ways of living out the commitment to be a blessing:

Lead with Love

Pray Often

Practice Peace

Give Thanks

Be Joyful

Be Kind

Do Good

Have Courage

Work for Justice

Be the Light

Encourage Others

Which of these phrases stands out the most to you? The beauty of being part of the Body of Christ is that each one of us has unique spiritual gifts to share, and your gifts might be different from someone else's gift, and both are equally important and needed. Each one of us has a unique way of being a blessing in the world. As a faith community, we are invited to find creative ways to share these gifts and blessings with others.

This Annual Report is a testimony to the many ways First Congregational has faithfully answered this invitation to be a blessing in 2021. Thank you for taking the time and energy to read this Annual Report as a way to celebrate all that God has done through the

people gathered as the beloved community of First Congregational UCC of Indianapolis, Indiana.

It is my joy to serve as pastor in ministry alongside you all, supported by a brilliantly talented staff team, faithful and wise lay leaders, and loving church members. I celebrate and give thanks for all that God has done through us in 2021 to be a blessing in the world. I look forward to all that God will do in the coming year. Thank you all for your continued generous support and love. Thank you for being a blessing to me, to one another, and to the world.

**Blessings,
Pastor Sarah**



Senior Councilors Report

Due to the wisdom and foresight of First Congregational UCC, this is the first year to include a report from Senior Council in the Annual Report. Last year we developed this innovation, three very capable leaders stepped up to work in concert with Pastor Sarah, and the result is this model of shared leadership that has worked quite well all year. Through monthly meetings (and sometimes more often) Senior Council has been able to discuss and discern a variety of issues, which were then brought forward to Church Council for further discussion, consensus, and vote if necessary. We decided to equally share “moderator” tasks, such as leading Council meetings, signing necessary documents, and being an identified lay contact, with each of us taking a four- month period for the Lead Councilor role. We have all found this model to be personally rewarding, and we believe it to be of great benefit to the congregation as a whole.

We’ve seen great success in collaboration with one another, because no one of us has the best answer or response to any issue that arises. Interviewing interns or new staff members, strategizing around ADA accommodations, considering building security issues, and discerning best avenues for communications have all been opportunities for group brainstorming, resourcefulness, and creativity. Pastor Sarah has offered us excellent guidance in our deliberations, and her access to national resources has been an extraordinary asset. The emotional support the four of us have been able to provide one another has been invaluable through these difficult times, and we celebrate together the camaraderie and success that we’ve achieved as a church through this second pandemic year.

And of course, these are difficult times for us all. At the start of 2021 we all eagerly anticipated getting vaccinated and seeing the pandemic fade in our rearview mirrors. While most of us at FC have been vaccinated and follow recommended mitigations, we know many in our wider community have not, and so the pandemic continues to rage. As a result, the Comeback Team has continued to gather periodically to discern how best to maintain both our safety and our sense of community. The Comeback Team has been composed of Senior Council (including Pastor Sarah) plus Wendy Baldwin as building manager, and we’ve met several times to update our policies and protocols for gathering at the church building. While these meetings have been productive in developing functional guidelines, the resulting recommendations have at times been painfully reached. Our desperate desires to return to our weekly gatherings for connection and care are constantly in tension with our desires for universal safety of our congregation and staff. These are difficult deliberations, indeed.

The development of hybrid church has been one of our church’s primary challenges and successes in 2022. Through the talents of our excellent staff and the dedication of committed lay leaders we’ve been able to continue our way forward in offering worship

and other gatherings both in person and virtually. When we were forced to isolate and go online in early 2020, this concept was only a vision for the day when we would again return to the sanctuary for worship. In 2021 we were able to realize that vision through the generosity of our congregation and the innovation of our worship leaders and Trustees. As a hybrid church we now livestream our worship services for anyone not able to be present in the sanctuary, along with gatherings that are only in person and gatherings that are only online. With the livestream capability, worship services are now available for view at times other than 11:00 AM on Sundays. As we look forward to the day (soon, hopefully) when we foresee no further pandemic interruptions, we also look forward to further developing this concept of hybrid church, with the goal of bringing God's peace and community to seekers both within and beyond First Congregational's walls.

We as Senior Council want to express our deep gratitude for our dedicated non-clergy staff, especially those who are new to us this year. The outstanding and timely social media posts, along with initiative in other forms of internal and external communications of Cassidy Hall, our new Office Administrator/Communications Manager; the committed work of David Clark and Ben James, our new Media Techs, in bringing our livestreamed services to our virtual worshippers; and the exceptional talents, skills, and commitment of Sean Baker, our Music Designer/Video Producer, all elevate the ministries of First Congregational in extraordinary ways. We struggle to envision our church life without these remarkable people.

We are extremely grateful for the guidance, leadership, and care of our pastoral staff, Pastor Sarah Lund and Pastor Carol Sowle. Especially during these times of distance and isolation, they have both provided support and encouragement that have sustained us all throughout this difficult year.

We also thank the congregation for the opportunity to envision, explore, and experiment with this new model of shared leadership. We look forward to continuing to finetune its function in 2022, and will continue to seek congregational input about its efficacy.

With that glorious day when we foresee no further pandemic interruptions, we look forward to savoring the sweetness of our gathered community once again. In the meantime, we recognize that the Great Resignation is affecting all aspects of society, including church staff and lay leaders. Many of us have been working diligently throughout the pandemic to continue moving our church forward. We as Senior Councilors express our extreme gratitude for our dedicated staff and lay leaders, and we hold in compassion and love those who feel the need for some respite time. As we move through 2022 we sincerely hope for brighter days with the opportunity to welcome our faith community in person once again, along with a renewed sense of "being the Church" through our ministries and service to our world.

Respectfully submitted, Larry Eckel, Steve Coomer, Alice Rutherford

Clerk's Report

Membership:

12/31/18	Active 114 Associate 6	Total 120
12/31/19	Active 121 Associate 4	Total 125
12/31/20	Active 125 Associate 1 Death 1	Total 129
12/31/21	Active 129 New 3 Transfer Out 1 Associate 6 Death 2	Total 129

New Members:

1/10/21 Rev. David Mellott
5/23/21 Rev Dr. Valarie Ziegler
5/23/21 Rev. Lance F. Mullins

Transfer Out:

12/12/21 Nathan Howard

Death:

2/25/21 Otis Lou Lupton
10/3/21 Eleanora Metzger

Marriage:

9/18/21 Morgan Dickason and David Besel

Respectfully submitted,

Rev. Dr. Patrick Larracey, Church Clerk

COMMITTEES, BOARDS, AND TEAM REPORTS:

Pastor Sarah Pastoral Congregation Relations Committee (PCRC)

The pastoral relations committee supports and maintains an open relationship between our ordained minister and members of the congregation. It helps the pastor and members of the church share ideas, hopes, dreams and interpretations of mission. It lets the pastor know what people in the church are thinking. It gives a framework for dealing with conflict creatively.

This PCRC includes Pastor Sarah, Nancy Dickinson, Lianna Campos Sanders, Chuck Kiphart and Randy Walker

The PCRC had four meetings during the year and are regularly scheduled once per quarter.

The PCRC process for Pastor Sarah is communicated in every weekly epistle and monthly colony publication with the members of the team identified. We would appreciate more input from congregation members relative to sharing ideas, hopes, dreams, and mission interpretations prior to our regularly scheduled meetings.

Respectfully submitted,

Randy Walker

Pastor Carol Pastoral Congregation Relations Committee (PCRC)

Pastor Carol's PCRC met quarterly online in 2021. Members were Pastor Carol, Gloria Boedeker, Betty Schnur, Nathan Howard and Bill Gillette

Due to the absence of in-person contacts with other church members during 2021, resulting from the Covid-19 pandemic, the lay committee members gained little insight into the feelings of the congregation regarding Pastor Carol's activities. The input that was received was quite favorable regarding the fulfilling of her assigned responsibilities, consistent with the views of the committee members.

While she did not raise the issue, it was the opinion of the lay members of the committee that Pastor Carol carries a heavy load of assigned duties. They believe that she does so effectively, with grace.

The committee is not clear about the value of this PCRC to the church and wonders if it should continue to operate. It lost one of its members at the end of the year, so if it continues, it needs a replacement member, preferably one who might serve in a leadership role.

Respectfully submitted,

Bill Gillette

The Personnel Committee

Bill Hummel and Karen Walker and welcoming Jessica Kramer! 2021 was another year focusing on flexibility and adaptability. We have created and filled new positions to help us grow into our changing ministry opportunities.

We welcomed Cassidy Hall into our new External Communications Manager role, focusing on updating our website and managing our social media communications. Cassidy has also stepped into the Administrative Assistant role after Shannon Abbott left us to respond to her new pastoral call. It is wonderful to have Cassidy adapting those roles as our environment shifts, while she continues her journey towards a called pastoral position. We would expect at that point to have to refill those roles.

We have been able to continue the Butler intern role, focusing on our Just Peace covenant.

That role was filled by David Clark in the spring and Allison Welz for the fall. Spenser Churchill is our new Butler intern continuing this spring.

Sean has continued his generosity with his many talents – as Organist and Music Designer, as well as the Video Producer for our online and hybrid services. With no choir director currently as there is no live choir – he has produced amazing musical and video portions of our services – through recordings and live music as the situation calls for, with help from the worship design team and many members also serving as performers.

We created a Media Technician role to focus weekly on the live streaming from the sanctuary as possible so Sean can focus on live music. That role is currently ably filled by David Clark, who continues with us past his internship.

These roles and responsibilities are developed and filled by each of the appropriate boards and council and Pastor Sarah, with the Personnel Committee providing some structure and consistency. Pastor Sarah supervises the rest of the staff and we have two PCRCs (Pastor Congregation Relationship Committees) to help with pastor support. The Personnel Committee members are available for any concerns or questions that a member of the congregation or staff might have around duties and responsibilities – thank you to everyone for your hard work in keeping us going.

**Respectfully submitted,
Karen Walker**

Safe Church Response Committee (SCRC)

Church members wishing to volunteer to work in person with children, teens, or vulnerable adults through First Congregational United Church of Christ (FCC) must pass a limited criminal background check (at no cost to them) and complete a short application and covenant concerning their involvement with FCC. Staff members complete the same paperwork. The completed background checks and applications are locked in a box inside a locked file in the church office to which only the committee members have access. The committee size of just two members helps maintain the confidentiality of the files.

Soon the committee plans to recommend to the Church Council that the renewal of approved background checks be lengthened from the current three years to five years. In addition, we are exploring whether it will be necessary to complete background checks on our church interns, most of whom are college students.

The SCRC has continued to meet virtually throughout the year. During the pandemic an occasional question of online safety has arisen. We have worked with other boards and teams to consider such issues, and we shall continue to do so as we proceed with virtual/hybrid church.

We urge church members and staff who have questions or concerns to contact us directly for assistance. In addition, we would welcome the opportunity to talk with any individuals who might be interested in becoming new members of the committee, as both of us have held our positions for several years.

Respectfully submitted,

Larry Eckel and Sandy Wood

Care & Connections Board

The Care and Connections (C&C) Board is primarily responsible for our congregation. Its functions include:

- Ensuring special care for congregants who need it
- Fostering an increased sense of community within the congregation
- Support and refreshments for church functions, including after worship
- Annual review of church membership rolls
- Annual nomination of members to fill vacancies in church offices

The Board members were Wendy Baldwin (chair), Sue Chapman, Bill Gillette, Rita Hummel, Carol Sowle, and Karen Walker.

2021 incorporated activities for times that we could not be together indoors due to COVID levels, as well as adjusting for times of in-person worship:

- Hosted “coffee hours” on Zoom when worship was virtual; due to COVID levels, we did not offer refreshments for in-person gatherings;
- Held monthly outdoor food drives to both assist with collecting food for the Northside Pantry, and to enable in-person community building; we did these through July;
- Sold unused coffee that the church had purchased in early 2020 for coffee hours;
- Held “game nights” on Zoom in January, February, and March, and had an outdoor game & pizza night in April;
- Hosted an outdoor event in May with Take Flight’s Mark Booth and his raptors;
- Held Vesper gatherings on Tuesdays, on Zoom in the winter and then outdoors in April – May; these transitioned to Patio Psalms & Prayers on Sundays in June;
- Held monthly walks in the neighborhood thru April;
- Produced an updated Address Directory in March;
- Prepared mugs of goodies for Advent and the Blue Christmas service.
-

Many activities were very lightly attended, especially as COVID vaccines became more readily available and people’s lives became busy again. We have been learning more and more about how people choose to engage with church life, while trying to balance limited human resources for creating connection points.

In February, we sent out a letter to collect information regarding people’s special dates, including birthdays. This mailing also allowed us to gather emergency contact information. Originally the plan was to give mugs with goodies to people for their

birthdays, but this was never fully implemented. But it was good to get the info, and something further may be developed from this effort.

We had a variety of discussions about how to better connect new folks with their new church family. We hope to develop this further in 2022.

A handful of people have been purposefully reaching out to various members in the congregation. We value the efforts of these individuals, and this has been harder to sustain as the pandemic continues. We discussed the need for a “Care Team”, that can help with individual needs and requests, and have endeavored to assist when needs are known.

During the summer, Care & Connections took on the responsibility of the “welcoming” functions of Witness & Welcome. This needs to be further developed in 2022, especially for online visitors. When we have had in-person worship, we have been trying to informally greet and welcome visitors to our sanctuary.

In the fall, several people voiced sadness about how Joys & Concerns were being handled during in-person worship. We realized that this part of our worship service not only had components of worship, but also served as community building. Along with COVID safety protocols, there were new considerations due to hybrid worship. We held a brainstorming session in October to get ideas that could be incorporated into in-person hybrid worship.

Our Prayer Team has remained faithful in gathering the prayers of our church each week. These primarily come from the ‘chat’ time during online worship, but we have also funneled prayer requests from in-person gatherings, such as Patio Psalms & Prayers and worship in the sanctuary. We are grateful for the devotion of this team!

Late in the year we had a discussion about the Members In Need Fund. This fund was started in March 2020 to assist members of First Congregational who encounter financial need. Many people generously contributed to this fund, and on a positive note, there have been few requests for assistance. We decided to reposition the fund to be “Acts of Kindness”. Members can make requests for gifts to be made from the fund to assist others in our church family. This could be to help with ride-share transportation, shovel or plow snow, pay an unexpected expense, etc. While honoring the dignity of the recipient, these gifts are to assist people who might not ask for help. The fund also continues to be available to support financial needs for any of our church family who find themselves in need. All requests are confidential and are to be made through Pastor Sarah.

Typically in the fall, C&C identifies members to be moved to “inactive” status; for a second year, we decided to not do this in 2021 due to the disruption we continued to have

in church life. We worked on the 2021 slate by asking board chairs to identify the positions that needed to be filled, and reached out to individuals about their interest in board positions, as well as soliciting interest through the Colony. We are finding that it is becoming more and more difficult to fill positions, and we appreciate those who are willing to serve in 2022.

Many thanks to all who have helped in the past year with our various care and connecting ministries! Thank you also to those who have individually been connecting with others in our church family! It has been a year of learning, on so many levels, as to how we can more effectively care and connect with one another in our church family. It truly “takes a church” to share our love and concern for each other.

Respectfully submitted,

Wendy Baldwin, Chair

Outreach & Service Board

Several changes in how First Congregational expresses our commitment to community outreach and support have occurred in 2021. As we discussed how we would approach our giving to outside organizations, we decided to focus on and advocate for local ministries that align with our UCC Covenants of Just Peace, W.I.S.E. for Mental Health, and Open and Affirming. We highlighted several organizations that we have supported in the past and gave them special attention through “Covenant Outreach”. This program replaced the past Mission of the Month as we supported several organizations for a four-month period, each period based in one of our UCC covenants. In the first part of the year, through our focus on being a Just Peace Church, we supported Exodus Refugee, Faith In Indiana, Peace Learning Center, and Family Promise (for homeless families). Through the summer months our focus changed to our W.I.S.E. for Mental Health covenant, and we supported Julian Center (for domestic abuse), UCC Mental Health Network, and Trevor Project (for suicide prevention among LGBTQ+ youth) during that time. In the last four months we highlighted Trinity Haven (for homeless LGBTQ+ youth and young adults), Indiana Youth Group, and Damien Center (for those living with AIDS) as we focused on our Open and Affirming covenant. Donations to Covenant Outreach collected through the four-month period were equally divided among the designated recipients, unless otherwise specified. Due to pandemic disruptions the jury is still out on the efficacy of the Covenant Outreach approach, so we’re sticking with it in 2022 for further evaluation.

Part of our shift to advocacy and partnering with local organizations entailed limiting our global contributions to our OCWM (Our Church’s Wider Mission) and OGHS (One Great Hour of Sharing) commitments. Both of these UCC contributions support global ministry efforts, and we chose to provide fewer but larger donations to local partners in our benevolence contributions. The following donations were made out of the 2021 operating budget:

Bread for the World \$200 Christian Theological Seminary \$400 Church Women United \$100 Hoosier Veterans & Families of IN \$150 Hoosier Interfaith Power & Light \$500

Our intention was to include all of the UCC 5-for-5 “special offerings” (OCWM, OGHS, Strengthen the Church, Neighbors In Need, Christmas Fund) in the 2021 operating budget to provide a baseline amount, and the congregation was invited to supplement with individual contributions. The 2022 Outreach & Service budget reflects this same intention.

Another major change for Outreach & Service in 2021 was a dedication to partnering with Faith In Indiana. As a FII partner we donated \$1500 to the organization, set up a FII Team, and sought opportunities to participate in FII’s endeavors to improve and enhance

life in our local community. In the spring a virtual meeting with a legislative staffer was a highlight, as we witnessed to our faith and values in a political forum. Faith In Indiana is currently undergoing some organizational changes, so our advocacy with them will be revealed as the year progresses. In conjunction with our FII Team, and in response to current 2021 events, we also nurtured a Racial Justice Team to advocate for our commitment to racial justice in our community and in our world. That team has been on hiatus for

several months, but our commitment to racial justice as part of being a Just Peace Church continues. Avenues for living out that commitment continue to evolve, so watch this space in 2022!

Donations to Northside Pantry continued on a monthly basis through 2021 when we were gathering only virtually. Thanks to Wendy Baldwin for her efforts in hosting the monthly food drives and her deliveries of the collected items. Hundreds of pounds of food and household goods made their way to the Northside Pantry housed at Second Presbyterian Church thanks to the generosity of First Congregational members and friends.

In October we were able to host another neighborhood CROP Walk among our own membership. The AIDS Walk in September was again virtual this year, and we invited donations directly online to that website. Other advocacy opportunities were offered throughout the year for Exodus (settling of Afghan refugees), Family Promise (NightWithoutABed promotion), and other partners, even as the pandemic continued to stymie our efforts to gather and work together in service to our community.

As we celebrated being able to be back to gathering in person through Advent and Christmas, we were able to resurrect the Hat & Mitten Tree and the Giving Tree from years past. Hats, mittens, scarves, and gloves were donated to Exodus Refugee, especially for immigrants accustomed to warmer climates. Gift cards were donated to youth and adults at Trinity Haven, Damien Center, and Indiana Youth Group as special expressions of Christmas cheer.

Throughout the year our Mental Health Team has continued its efforts to support wellness and mental health among our congregation. The O & S Board is happy to support this team's efforts as they seek avenues to advocate for mental health within and beyond FC's membership.

The O & S Board has become the designated group to support our Just Peace interns – a responsibility we heartily embrace. We have thoroughly enjoyed the opportunities to get to know and nurture our 2021 interns, David Clark and Allison Welz. These dedicated and inspiring young people are the future of the church universal, and we're happy to provide both opportunity and support for their faith formation and endeavors. They have truly enriched our lives.

Chairing the Outreach & Service Board has been a rewarding experience, and I sincerely thank the board members for their dedication and support. Sincere thanks also to First Congregational's members and friends for your gracious generosity, without which our outreach and service to our community would not be possible. I look forward to what more we can do in 2022 to bring God's justice and peace to our world.

Respectfully submitted,

Alice Rutherford, Chair

Board Members – Nancy Dickinson, Worth Hartman, Steve Leatherman, George Meier, Paul Terheide

W.I.S.E. Mental Health Team Outreach and Service Board

The FCC Mental Health Team has been meeting since October 2018 to restart our team after several years of hiatus. We helped our congregation create a covenant in early 2020, become a WISE-Welcoming, Inclusive, Supportive and Engaged- congregation for mental health that same year and now work to encourage mental health in our congregation and community and welcome individuals and families dealing with mental health issues to our fellowship.

2021 Activities/Ministries of the Team- all virtual!

Ongoing Spiritual Support Group via Zoom every Thursday p.m. moderated by Rev Dr. Sarah Lund and Rev Dr. Pat Larracey

Team meetings monthly on Zoom that include two involved, out of state members- 1 from New Mexico and 1 from California

Mental Health First Aid training May 15 for 8 of our members to fulfill a grant we received from the Center for Congregations just before the pandemic in 2020. We also were able to partially fund education for the congregation that included speakers and book discussions for the congregation since our virtual training did not involve food costs planned for the training day.

Mental Health Sunday worship service with guest preacher David Finnegan-Hosey who also did a virtual Book Buzz after the worship service. Copies of his book “Christ on the Psych Ward”, bought by the team, were offered to anyone wanting to read the book before the Buzz. One copy of the book will be placed in our church library and the others shared with another congregation or group wanting to read and discuss the book.

Survey of Boards, Committees, and Teams conducted in July by our team to determine the interests and priorities of our congregation so the team can plan programming for the future. Most of the boards, committees, and teams returned the surveys with feedback about how they think our team is doing and what they would like in the future. Thank you!

Book Buzzes on 2 Sunday afternoons in August discussing Pastor Sarah’s new book Blessed Union: Breaking the silence about mental illness and marriage. Part of the purchase price of books for congregation members to read was made possible by our grant. We plan to keep one copy of the book for our library and share other copies with other congregations as is the plan for David Finnegan-Hosey’s book.

Guest preaching by Rev John Swinton of Scotland, an expert in spirituality and mental health, on October 10th. Rev Swinton videotaped a sermon and song he wrote, presented in virtual worship and available on the FCC You Tube channel for anyone who missed seeing it when it first aired. The team also bought a copy of his book “Finding Jesus in the Storm: The Spiritual Lives of Christians with Mental Health Challenges” for our church library.

Blue Christmas worship service virtually on December 10th. This service has become a touchstone for those for whom the holiday season is not “the most wonderful time of the year”. Given its meaningfulness for attendees, the service is now a yearly part of our ministry.

In 2022 the team plans to continue efforts to educate the congregation, support members and others who attend the Spiritual Support Group and advocate for mental health as indicated by the surveys returned last summer. Stay tuned, continue to tell us what you want us to do and join us if your interest and passion is mental health!

Respectfully submitted,

Sandy Wood for the WISE Mental Health Team- Pastor Rev Dr Sarah Lund, Larry Eckel, Janet Lynn Taylor, Helen Walsh, Faye Pudlo, Lianna Campos

Racial Justice Team Outreach and Service Board

After the book discussions held in 2020 on “I’m Still Here: Black Dignity in a World Made for Whiteness” by Austin Channing Brown we donated the books at the beginning of the year to the conference as well as our discussion notes to be used by another church. We continued learning with an open discussion of “The Hate You Give” by Angela Thomas.

Our focus went towards supporting the Faith In Indiana team and efforts for supporting underserved communities, following where they feel the most need. We will use the remainder of the Bethany Fellowes Grant for supporting Faith In Indiana efforts and any events tied to that.

Karen Walker is a representative on the IKC Racial Justice Task Force, which spent many months this year growing as a team through intensive studying building the team relationships and forming a common understanding of internalized, interpersonal, institutional, and structural racism. This base is helping us build a plan for the conference and all the churches and associations within it.

Respectfully submitted,

Karen Walker

Faith In Indiana/Just Peace Team Outreach and Service Board

We began 2021 with our Just Peace commitment focusing on supporting Faith in Indiana. At the 1/31/21 Annual Meeting FCC affirmed the Church Council's decision of 1/13/21: *"We, of First Congregational United Church of Christ, resolve to be a partner with Faith In Indiana in their faith-based, non-profit, non-partisan (501.3C) social justice work, supporting them with our time, talent, and resources as determined each year through ministry discernment and budget planning. We commit to building a small team/liaison designated to drive this work and to be the primary link to the organization and communication channel within the church. We affirm that this is integral to our mission of being a Just Peace Church and in listening and following, using the power and privilege we have to support the mission of Faith in Indiana."*

We hosted a Buzz, February 21 where Rosie Bryant, Faith in Indiana (FII) Lead Organizer for Marion County shared with us the principles of organizing and invited us, as a congregation, to get engaged in Faith in Indiana's organizational goals and plans for the year.

March 25 we sponsored a Research Action Meeting with the office of Indiana Senator Rodric Bray. FII led us in a very careful preparation process. With 34 people participating in a ZOOM meeting we introduced FII's principles and agenda and presented our concerns on the issues of gun violence, COVID relief and ID for immigrants.

On June 10 some members participated in a meeting with Indianapolis officials urging Indianapolis to create a municipal ID for undocumented residents.

August 28 FCC representatives attended FII's "Building the Base/Faith Voices Campaign" We learned about FII's successes and achievements, more principles of organizing, shared our vision of the kind of community we want to live in, and heard about the power of relationships built through storytelling. Most importantly we began planning for a season of Encounter and Renewal through a series of house meetings we will hold in September.

In September we hosted four house meetings where participants were invited to share personal stories of someone who is hurting in your life, how does this relate to your own faith and values and how current government policies affect people's suffering. We reflected on FII progress and issues for focus after reflecting on COVID impacts on our community. 24 distinct individuals attended the various meetings and all were very glad to spend the time together. Participants shared many personal stories of the impact of COVID and what the roots of those

impacts were. As we talked about what is important for our community several causes were brought up for attention. The following were the most discussed.

1) Health Care / Mental Health Care – hard to pull these apart as they are so interrelated – some of the specifics included:

- a. Equitable insurance
- b. Improving vaccination rates
- c. Increased mental health services (particularly in these high stress/isolating times)
- d. Better treatment and prevention of stress related behaviors – bullying, domestic violence, etc.
- e. Support for health care providers and care givers – reduce burnout and stress, increase safety
- f. Equitable access to services

2) Gun Violence – STOP THE SHOOTING!

3) Homelessness / renters issues

- a. Eviction reform
- b. Renters' assistance
- c. Homeless services

There were other topics on the list as well, just as important but with fewer mentions:

- 4) Opportunities for youth – recreational programming, other structure and support, jobs, people to talk to, equitable education, volunteer activities
- 5) Jobs – equitable pay, access, availability for immigrants too
- 6) Immigrants – humane policies, access to services without fear
- 7) Environmentalism – have lost several small gains with pandemic and need to ramp back up – such as reusable bag usage

As the year closed we acknowledged Faith in Indiana is revamping its strategy in the wake of its large growth in recent years and reorganizing with staff transitions as they add and train new staff serving black churches, suburban churches, addressing immigration issues and data and technology strategy. December 16 FCC was represented as we celebrated our friends and FII liaisons Rosie Bryant, Lead Organizer for Marion County and Nichole Barnes, Operations Manager and their moving on to work for other organizations for social justice.

As we enter 2022 with the covenantal focus on Just Peace, we will focus on understanding street gun violence and our potential roles in helping stop it. Faith in Indiana has had this as a priority for many years, and while the numbers of shootings are tragically breaking records each year, the city is now ramping up efforts and resources to implement a proven, successful

strategy. The St. Luke Ecumenical Committee for Social Action has also dug into this issue and is building a campaign around it to keep the priority high. Karen Walker will be bringing us information and strategies to address gun violence.

We are very grateful for the wonderful contributions of our 2021 Just Peace Interns from Butler University, winter/spring David Clark and fall Allison Wentz. For winter/spring 2022 we welcome Spenser Churchill. The following are members who provided leadership for our FII/Just Peace efforts: Sue Chapman, Wendy Harrison, Angie Hartman, Steve Leatherman, Elizabeth Price, Carol Sowle, Alice Rutherford, Paul Terheide, Karen Walker

Some closing word of inspiration from our September 19th Just Peace Sunday worship celebration:

Like the rising of the sun, let us also remain committed to shining our acts of love by consistently showing up as justice-seekers, peacemakers, activists, church goers, ministers, leaders, disciples, peaceful protestors, live streamers, and Zoomers, who are deeply rooted in God's loving 'Shalom' by lifting our voices to say, 'KNOW JUSTICE, KNOW PEACE.' Rev. Dr. Sheila Harvey Guillaume

Respectfully submitted,

Rev. Worth Hartman

Board of Trustees

The Role of Board of Trustees is:

- Financial oversight of all Church funds;
- Development and recommendation to the Church Council of the Church's operating budget;
- Care and management of the Church's physical plant;
- Annual fund-raising;
- Maintenance and oversight of the Memorial Garden;
- Maintenance of records and archives; and
- Serving as liaison between the Church and the First Congregational Church Foundation

Financial Picture from 2021 is as follows:

Income of \$266,900 was a mere \$700 short of our budget. Pledge and non-pledge receipts in the aggregate were \$2,300 better than budget. We received \$34,700 of unplanned PPP funds, which allowed us to choose not to draw \$37,700 of FCC Foundation funds budgeted for the year.

Expenses of \$257,600 were \$10,000 below budget. The bulk of the savings came from no choir director (\$4,000), the later-than-planned hiring of a communication manager, and O&S contributions that were lower than budgeted. This means we have a \$9,300 surplus to help us with our challenging 2022 budget.

Cash was solid at \$30,000 at year end.

Net Account Balance (cash plus investments minus payables and restricted account obligations) was positive \$6,200 at the end of the year.

We spent a lot in our restricted account funds in 2021-particularly our new streaming equipment, memorial garden renovation, and boiler repair.

Once again, due to the pandemic, we did not spend a lot of time in our building this year, having the majority of our services virtually. There was a lot of activity related to our facilities though. Once again, Wendy Baldwin, our Building Manager, with the help of one employee, several contract companies and various volunteers were able to maintain our building and grounds so that use of the building could be accomplished in a safe manner by employees, our members, and our partner Meridian Hills Cooperative Nursery School, whose contract was extended for one year due to the pandemic. Phone service and internet have been moved to Comcast. We have a new tenant, Heidi Haverkamp, who

does spiritual counseling. We brought on ITI Solutions to manage our technology, which replaces our old computers, routers, etc. for staff and general church needs.

Our facilities are just waiting for our ability to get back and commune and worship together.

Respectfully submitted,

Steve Coomer, Chairman

Worship and Faith Board

Going into our second year of virtual church, the Worship and Faith Board has sought to expand the availability of our message of God's love through creative virtual and hybrid worship.

Hybrid Worship - The Hybrid Worship Team (Wendy Baldwin, Randy Walker, Sean Baker and Alice Rutherford) worked to set up the sanctuary for hybrid worship, including a projector to show images on the wall behind the pulpit, and a camera to livestream the service to our YouTube channel. The board discussed in depth how to make hybrid worship safe for online posting, and out of that discussion, it was decided that the livestream camera will focus mainly on the altar and the liturgist and not pan around the sanctuary. The Board hosted a Buzz session in September to see how hybrid worship was being received and what could be changed or improved. Since then, we have been experimenting with how to make Joys and Concerns safe for online streaming. Because it requires congregant participation, we have a chat feature on the YouTube video that is deleted after 24 hours so those who would like prayers can request them there, and we are trying new creative ways to share Joys and Concerns in person. Those include unison prayers, shout outs and prayer cards in the pews. Our communion setup is also different, and we now ask that those who are able come forward to receive the bread and then go to the cart at the side to receive the juice, and then continue up the aisle to return to their seats. In addition to the changes to in person worship, we have been able to use our virtual platform to bring in messages from people who would not be able to attend otherwise, including a message on mental health from John Swinton – all the way from Scotland!

Adult Education – Pastor Carol Sowle continues to lead Adult Education sessions on Sunday mornings before worship. This year has been mostly on zoom, covering topics such as poverty, mental health, and gratitude. This year, we introduced “Patio Psalms and Prayers” as a time of fellowship and reflection on the patio (and later in the year, in the parlor) during the Adult Ed hour. It has been a time to gather and read scripture and reflect on the Scripture and be together.

Prayground Team -The Prayground has been available during hybrid worship services and has been maintained since the church reopened in August. The Team has not met to do any updates on Children's Ministry while we have been back and forth between online only and hybrid services. However, the Team is planning to meet and discuss requests made for a family space, as well as an intergenerational session this summer of Messy Church.

Thank you to all the members of this board, and to Pastor Sarah for her leadership. We would also like to lift up gratitude for Pastor Carol Sowle for her leadership and care

when Pastor Sarah is unavailable. She also sees to recruiting liturgists, making sure they have the reading, and has also been recording the readings for online services. We are so grateful for all the staff that helps support the church and its mission.

Respectfully submitted,

Aurelia Glennan-March

Report submitted on behalf of the members of the Worship and Faith Board – Aurelia Glennan-March (chair), Alice Rutherford (Senior Counselor), Cristy James, Nathan Howard, Chuck Kiphart, and Elizabeth Price

Adult Education Team Worship and Faith Board

In 2021, the pandemic dragged on. Adult Ed continued to meet over ZOOM from January to June. From June to October 17, the class met on the patio, masked and socially distanced. From October 17 through December, the class met inside in the parlor. Some highlights of our gatherings include:

- Wendy Baldwin presented monthly, from January through May, a reflection from a series titled “Beloved, Love.”
- In January, we watched the film, “If It Weren’t for the Women: Women’s Leadership in Social Justice,” which documented a panel discussion of four UCC women leaders in justice work.
- In February we focused on two civil rights leaders, John Lewis and Bayard Rustin. And our student pastor, Cassidy Hall, introduced us to Black Theology and Womanist Theology.
- In March we reflected together on devotions from the UCC Lenten Devotional “Promises, Promises.”
- In April Nancy Dickinson led us in a reflection on the Resurrection; David Clark presented on his work with us as we seek to live into our Just Peace covenant, and Cassidy expanded our horizons with another session on Black and Womanist Theology.
- In May, we welcomed guest speaker Rev. Dr. Dick Hamm, who led us in a discussion about Bread for the World and its mission to respond to hunger in the world; to honor Mother’s Day we shared how our mothers or how being a mother has shaped our faith; the WISE mental health team led us in a discussion on David Finnegan-Hosey’s book, Christ on the Psych Ward; and to observe Memorial Day, Worth Hartman facilitated our time together as we shared remembrances of loved ones.
- In June, Pastor Sarah initiated a series called “Patio Psalms and Prayers.” As you might guess, the Adult Ed class met outside on the Patio and reflected on a Psalm, beginning with Psalm 1. Adult Ed continued this format until October 17, at which point we moved inside due to the chilly weather. We continued to reflect on the Psalms, pretty much in sequence, through November 7.
- In November, as we moved toward the Thanksgiving holiday with the pandemic still among us, we focused on the twin topics of grief and gratitude. These Sundays provided opportunities to share our own stories.
- During Advent, we continued to meet in the parlor, masked and socially distanced. Our topic each Sunday was the reflection from the UCC Advent Devotional titled “Jesus Crisis.” As the calendar year came to a close, we were

still able to meet in person for Adult Ed. We chose reflections from the UCC Still Speaking Writers Group to spark our own reflection and discussion.

I would like to thank each person who attended Adult Ed. Your presence and participation helped to make it an interesting session and an opportunity for sharing and support. I also want to thank the many people who helped to facilitate one or more sessions. These people include: Wendy Baldwin, Sue Chapman, Nancy Dickinson, Worth Hartman; our student pastor Cassidy Hall and our Just Peace interns David Clark, and Allison Welz; the WISE team for their presentation on Christ on the Psych Ward; and the Bread for the World planning team, who brought guest speaker Dick Hamm to our class in April. Finally I wish to thank Pastor Sarah and the Worship and Faith board members for their encouragement and support.

Respectfully submitted,

Pastor Carol Sowle

The FCC Foundation

This year of continuing pandemic interruptions prevented us again from meeting in person but with the help of our investment advisor at Goelzer the FCC Foundation board was able to maintain quarterly meetings by ZOOM to monitor the financial market trends and supervise the Foundation funds.

We have continued with our ESG (Environmental, Social, Governance) portfolio strategy which emphasizes socially responsible stocks that have good marks for climate change, recycling, use of renewable energy, green technologies good employee relations, ethical supply chain sourcing, diversity, good corporate governance and the like. Our portfolios have continued to do well this year.

The two United Church Funds investments (Music and Chautauqua) that were in the Cash And Equivalents Fund have been moved to the Beyond Fossil Fuels Balanced Fund. This will allow these funds to earn some while continuing to be conservative and low risk.

The table below gives the year end status of our various funds.

Board members this year included Pastor Sarah Lund, Sandy Wood, Randy Walker, Steve Fletcher, Glenn Evans with former chair Bill Gillette as advisor.

The FCC Foundation would also like to remind all church members about the 1857 Society which was established to encourage gifts and bequests to the church foundation in order to further the activities and missions of First Congregational Church. We are planning an event in May or June 2022 to educate and encourage potential givers.

Fund	Value 12-31-2019	Value 12-31-2020	Value 12-31-2021
Endowment	735,354.81	800,111.	918,922.00
Capital Improvement	68,271.23	75,167.	79,827.00
Organ Fund	10,898.75	12,256.87	13,475.47
Chautauqua Fund	49,416.51	49,933.35	51,194.00
Ministers Fund	70,001.21	78,724.26	86,551.26
Traditional Music Fund	24,647.84	23,905.63	24,509.18

Withdrawals during 2021 at the request of the Board of Trustees:
\$20,400 from Endowment fund

**Respectfully submitted,
Glenn Evans, Chair 2021**

MOVING FORWARD:

Congregational Votes Needed for CBL suspensions and rewrite in 2022:

1. At a special meeting of the congregation on March 7, 2021, the following proposal was approved by the congregation:

First Congregational UCC shall suspend the parts of its Constitution and Bylaws (CBL) regarding the Vice Moderator and Moderator positions in order to explore the ... shared leadership model [identified as Senior Council]. This suspension shall be reviewed by the Church Council for further recommendations in December 2021, and shall be brought to the congregation for review and approval at the Annual Meeting in January 2022.

Dependent on that review, it is anticipated to continue the suspension and shared leadership model in 2022, with another review by the Church Council in December 2022, to determine if formal amendments for the CBL shall be presented to the congregation at the Annual Meeting in January 2023.

Congregational input was invited at a Buzz session on November 7, 2021, for assessment of the model's first year. The general tenor of that discussion was positive with support expressed for continuing the model for another year. At its December 2021 meeting, Church Council reviewed the Senior Council leadership model and requests approval by the congregation to continue the suspension of the Constitution & Bylaws to allow this model to continue for another year, with another review by Council in December 2022.

2. Church Council requests a suspension of the Constitution & Bylaws regarding filling positions on the Witness & Welcome Board in 2022. It has been discerned that there is overlap between this board's responsibilities and those of the Care & Connections Board and the Outreach & Service Board which need to be addressed and clarified. Also, Witness & Welcome has been inactive as a board for almost half of 2021 due in part to both unfilled board positions beginning in 2021 and resignations of board members through the year. C & C and O & S have shared many of the overlapping responsibilities and will continue to do so in 2022.
3. Church Council requests a suspension of the Constitution & Bylaws regarding term limits of officers and board members in 2022. The ongoing pandemic has significantly hampered recruitment and training of new leaders, and several of those who would otherwise be term-limited to remain in their positions have graciously agreed to do so for another year. We ask the congregation to affirm and approve this temporary change.

Regarding formal CBL amendments around the permanence of the Senior Council model as approved by the congregation in March 2021, Church Council proposes that a small

group of members be established to review the existing Constitution & Bylaws for a possible rewrite, with presentation to Church Council in December 2022 for approval, and to the congregation at the Annual Meeting in January 2023 for vote. This review will include potential permanent changes regarding the Senior Council lay leadership model, the Witness & Welcome Board, term limits, and any other updates as discerned to be currently appropriate.

Respectfully submitted,

Alice Rutherford, Senior Councilor

2021 Operating Results

1. Current Year Actual vs Budget Summary - Last year

1/1/2021 through 12/31/2021 Using 2021 Budget

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Category	Actual	2021 Budget	Difference
INCOME	266,915	267,620	-705
M. Unrestricted Contributions	266,915	267,620	-705
M.01 Pledged Offerings	185,256	182,784	2,472
M.02 UnPledged Offerings	11,427	11,636	-209
M.03 Rollover Prior Year Surplus_D...	-21,284	-21,284	0
M.04 Foundation - Endowment Fund...	22,400	46,069	-23,669
M.05 Foundation - Minister Fund Draw	0	12,865	-12,865
M.06 Foundation - Trad. Music Fund...	0	1,100	-1,100
M.07. Transfer from Youth Fund	0	0	0
M.08 Other Transfers from Restr Ac...	0	0	0
M.09 PPP Loan Forgiveness	69,117	34,450	34,667
EXPENSES	257,643	267,620	9,977
A. Pastoral Leadership	124,315	124,981	666
B. Worship & Faith	32,584	37,900	5,316
C. Care & Connections	352	240	-112
D. Witness & Welcome	0	490	490
E. Outreach & Service	19,072	21,400	2,328
F. Trustees	138	240	102
G. Administration & Operations	26,900	27,428	528
H. House & Grounds	47,611	46,751	-860
I. Miscellaneous	6,672	8,190	1,518
Net Difference:	9,272	0	9,272

Highlights:

Income of \$266,900 was a mere \$700 short of our budget. Pledge and non-pledge receipts in the aggregate were \$2,300 better than budget. We received \$34,700 of unplanned federal PPP stimulus funds. This unexpected cash flow enabled us to reduce our budgeted FCC Foundation draw by \$37,700.

Expenses of \$257,600 were \$10,000 below budget. The bulk of the savings came from no choir director, the later-than-planned hiring of a communication manager, and O&S contributions that were lower than budgeted.

This gave us a **\$9,300 surplus** to help with our challenging 2022 budget.

Cash was solid at \$30,000 at year end.

Restricted Account Balances and Activity - 2021

2021 Activity Highlights:	Giving	Spending
Covenant Outreach	6,685	5,867
Memorials	3,570	9,434
Worship service related	100	367
House & Grounds related	5,000	20,433
Help for Members	3,262	3,460
ALL Restricted Accounts	21,411	45,692

Covenant Outreach	Balance 1/1/2021	Inflows	Outflows	Balance 12/31/2021	Use of Funds / Notes
5 for 5: One Great Hour of Sharing	500	1,325	1,825	0	
5 for 5: Neighbors in Need	0	270	0	270	\$270 paid in Jan 2022
5 for 5: Christmas Fund	405	700	435	670	\$670 paid in Jan 2022
5 for 5: Strengthen the Church	0	175	225	-50	
Exodus Refugee Assistance	0	510	210	300	\$300 paid in Jan 2022
Family Promise	50	1,065	1,115	0	
Peace Learning Center	0	215	215	0	
Faith in Indiana	0	265	265	0	
Indiana Youth Group	274	60	282	52	
Other Covenant Outreach Gifts	0	2,100	1,295	805	UCC Mental Health, Trevor Project, Damien Ctr.
TOTAL Covenant Outreach	1,229	6,685	5,867	2,047	

Memorials & Honorary Gifts	6,199	3,570	9,434	335	AV equipment for live streaming
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Worship Service Related Restricted Accounts					
L.16 Special Music	2,110	100	200	2,010	Blue Christmas service
L.22 Flowers	684	0	167	517	Flowers and greenery
TOTAL Worship Related Restr. Accts.	2,794	100	367	2,527	

H & G Related Restricted Accounts	Balance 1/1/2021	Inflows	Outflows	Balance 12/31/2021	Use of funds
L.10 Memorial Garden Reservations	8,943	3,500	9,170	3,273	Memorial Garden renovation
L.20 Building Maintenance	3,467	250	6,888	-3,171	boiler work, tree removal
L.41 Capital Improvement	8,275	1,250	4,375	5,150	Equipment & labor - live streaming capability
TOTAL H&G Related Restr. Accts.	20,685	5,000	20,433	5,252	

Other Restricted Accounts (Selected)					
L.13 Promotional Expenses	465	0	233	232	Church signs
L.14 Promotional Signage	0	100	100	0	Church signs
L.33 Connect Through Tech Grant	615	0	615	0	Equipment for streaming
L.34 Mental Health Training Grant	938	0	938	0	
L.36 Help for Members	5,525	3,262	3,460	5,327	Tuition help and other assistance to members
L.46 Misc. Restricted Funds	1,350	2,420	3,140	630	transfers to other restrict. accts; tuition assistance
Subtotal - Selected Accounts	8,893	5,782	8,486	6,189	
All Other Restricted Accounts	8,307	274	1,105	7,476	

	Balance 1/1/2021	Inflows	Outflows	Balance 12/31/2021
TOTAL - All Restricted Accounts	48,107	21,411	45,692	23,826

Proposed 2022 Budget - with 2019 - 2021 Actuals

SUMMARY	2019	2020	2021	2022 Budget	% chg	Notes
UNRESTRICTED INCOME [CASH IN]	257,263	209,545	253,750	266,745	5%	
EXPENSES [CASH OUT]	248,326	246,241	257,644	276,017	7%	
NON-CASH INCOME / (EXPENSE)	6,389	15,327	13,166	9,272		
SURPLUS / (DEFICIT)	\$ 15,326	\$ (21,369)	\$ 9,272	\$ (0)		

DETAILS

UNRESTRICTED INCOME & FUND TRANSFERS	2019	2020	2021	2022 Budget	
M.01 Pledged Offerings					
M.01.a Checks or Cash	165,137	161,459	149,097	0	no pledges for 2022
M.01.b Online	2,040	17,537	23,880	0	
M.01.c Pre-paid Pledges	18,685	2,400	1,200	0	
M.01.d Post-paid Pledges	4,942	1,028	5,719	135	
<i>Subtotal - pledge receipts from members</i>	<i>190,804</i>	<i>182,424</i>	<i>179,896</i>	<i>135</i>	
M.01.e MHCNS Rental Fees	5,885	5,575	5,360	7,035	
TOTAL M.01 Pledged Offerings	196,689	187,999	185,256	7,170	
M.02 UnPledged Offerings					<i>Pledges plus contributions:</i>
M.02.a Plate Usher Counted	2,967	725	272	1,800	
M.02.b Contributions	11,489	8,347	10,993	195,000	2.2% vs 2021
M.02.c Miscellaneous / Building Use	3,542	1,435	383	600	-3.6% vs 2019
M.02.d Investment Income	801	39	-221	6	
TOTAL M.02 UnPledged Offerings	18,799	10,546	11,427	197,406	
TOTAL M.01 & M.02 Unrestricted Offerings	215,488	198,545	196,683	204,576	4%
M.04 Foundation - Endowment Fund Draw	25,775	10,000	22,400	38,900	Note 1
M.05 Foundation - Minister Fund Draw	15,000	0	0	21,269	Note 2
M.08 Foundation - Traditional Music Fund Draw	1,000	1,000	0	2,000	Note 3
TOTAL Foundation Funding	41,775	11,000	22,400	62,169	
M.09 PPP Loan Rec'd and Forgiven	0	0	34,667	0	
TOTAL Unrestricted Income (Cash)	257,263	209,545	253,750	266,745	5%
M.03 Rollover Prior Year Surplus/(Deficit)	4,766	15,327	(21,284)	9,272	
M.07 Other Transfers from (to) Restricted Accts	1,623	0	0	0	
M.09 PPP Loan from Prior Year Forgiven	0	0	34,450	0	
TOTAL Non-Cash Income Items	6,389	15,327	13,166	9,272	
TOTAL UNRESTRICTED INCOME	\$ 263,652	\$ 224,872	\$ 266,916	\$ 276,017	3%

EXPENSES

A. Pastoral Leadership

A.01. Senior Pastoral Compensation	2019	2020	2021	2022 Budget	% chg	Notes
A.01.a. Senior Pastor Salary	55,732	57,585	55,900	58,136	4%	
A.01.b. FICA_SECA Reimbursement	5,877	6,005	6,189	6,360	3%	
A.01.c. Annuity	11,651	11,009	11,354	11,639	3%	
A.01.d Housing Allowance	21,000	21,000	25,000	25,000	0%	
A.01.e Life_Disability Insurance	1,248	1,180	1,217	1,215		
A.01.f Vision Insurance	249	249	249	249		
A.01.g Medical and Dental Insurance	22,758	21,651	22,680	23,670	4%	
A.01.i Professional Expense	2,444	1,029	1,606	1,800		
A.01.j Reimbursed Auto and Travel Expense	0	0	0	240		
<i>Total Cash (Salary + FICA + Housing Allowance)</i>	<i>82,609</i>	<i>84,590</i>	<i>87,089</i>	<i>89,496</i>	<i>3%</i>	
TOTAL A.01. Senior Pastoral Compensation	120,959	119,708	124,195	128,309	3%	
A.04. Pastoral Assistants	511	0	120	300		
TOTAL A. Pastoral Leadership	121,470	119,708	124,315	128,609		

B. Worship & Faith

B.01. Traditional/Weekly Worship	2019	2020	2021	2022 budget	% chg	Notes
B.01.a Choir Director	13,000	6,700	0	0		
B.01.b Organist / Music Designer	15,500	15,950	16,400	17,056	4%	
B.01.c Professional Development	0	0	0	0		
B.01.d Vocalists	75	1,385	2,880	2,500		Note 4
B.01.e Instrumentalists	6,175	5,041	4,844	4,500		
B.01.f Organ & Piano Maintenance	1,084	335	824	720		
B.01.g Purchased Music	343	193	0	180		
B.01.h Other Traditional/Weekly Exps	107	446	727	500		
B.01.i Supply Pastor	596	150	300	450		
B.01.j Substitute Organist / Choir Director	150	0	0	300		
B.01.k Video Producer / Media Tech	0	3,995	6,609	7,200		
TOTAL B.01. Traditional/Weekly Worship	37,030	34,195	32,584	33,406	3%	
B.03 Special Service Music	0	0	0	0		
B.04 Education						
B.04.d Youth Education & Programs	23	0	0	100		
B.04.e Adult Education & Programs	45	0	0	60		
B.04.i Child Care	210	465	0	1,000		
B.04.j Other Education Expenses	0	0	0	0		
TOTAL B.04 Education	278	465	0	1,160		
B.05 Flowers	0	0	0	0		
B.06 Alternative Worship / Worship Design	619	0	0	200		
B.07 Other W&F Expenses	741	249	0	120		
TOTAL B. Worship & Faith	38,668	34,909	32,584	34,886	7%	

C. Care & Connections	2019	2020	2021	2022 Budget	% chg	Notes
C.01 Coffee_Hospitality Fund	379	188	180	150		
C.02 Other C&C Expenses	-4	37	172	150		
TOTAL C. Care & Connections	375	225	352	300		
D. Witness & Welcome						
D.02 ONA_Pride	0	350	0	0		Note 5
D.03 Other W&W Expenses	224	250	0	0		
TOTAL D. Witness & Welcome	224	600	0	0		
E. Outreach & Service						
E.01 Internal Programs						
E.01.e Pastor's Discretionary Fund	100	100	0	100		
TOTAL E.01 Internal Programs	100	100	0	100		
E.02 External Outreach						
E.02.a Global Ministries	900	1,000	0	0		Note 5
E.02.b Domestic Ministries	3,020	2,840	2,100	4,500		
E.02.c Mental Health		400	472	600		
TOTAL E.02 External Outreach	3,920	4,240	2,572	5,100		
E.03 Our Church's Wider Mission (OCWM)	16,000	16,500	16,500	16,500		
TOTAL E. Outreach & Service	20,020	20,840	19,072	21,700	14%	Note 6
F. Trustees						
F.01 Stewardship	262	130	138	120		
F.02 Archives and Records	125	138	0	144		
TOTAL F. Trustees	387	268	138	264		
G. Administration & Operations						
G.01 Administrative Asst	9,945	11,030	12,419	14,000		
G.02 Equipment Repair & Service	0	0	0	0		
G.03 New Equipment Purchases	60	0	83	0		
G.04 Copying Costs	2,758	2,116	1,664	2,400		Note 7
G.05 Office Software & Support	1,700	1,971	2,712	4,500		
G.06 Office Supplies	1,017	86	308	360		
G.07 Postage	151	404	262	360		
G.08 Telephone Service	977	1,338	2,165	230		
G.09 Internet Service	2,496	2,679	3,022	4,000		Note 8
G.10 Other Administrative Expenses	79	144	0	120		
G.11 Website & Communications Mgr	0	0	4,265	7,000		Note 9
TOTAL G. Administration & Operations	19,183	19,768	26,900	32,970	23%	

H. House & Grounds	2019	2020	2021	2022 Budget	% chg	Notes
H.01 Custodian & Cleaning Services	7,964	8,752	8,648	8,750		
H.02 Building Maintenance	3,256	5,495	4,409	5,000		
H.03 Grounds Maintenance	6,739	6,138	9,230	7,500		
H.04 Property Insurance	13,562	14,918	18,051	20,759	15%	
H.05 Security & Fire Alarm	559	697	360	500		
H.06 Electric Service	2,652	2,108	1,561	1,600		
H.07 Natural Gas Service	4,802	3,355	3,030	4,000		
H.08 Water & Sewer Service	1,869	1,690	1,549	1,700		
H.09 Other H&G Expense	0	0	773	0		
TOTAL H. House & Grounds	41,403	43,153	47,611	49,809	5%	

I. Miscellaneous	2019	2020	2021	2022 Budget	% chg	Notes
I.01 Non-Clergy Payroll Taxes	3,892	3,783	3,874	4,672		
I.02 Payroll Services	1,550	1,791	1,793	1,800		
I.03 Worker's Compensation Insurance	758	708	408	408		
I.05 Miscellaneous Bank Fees	396	488	597	600		
TOTAL I. Miscellaneous	6,596	6,770	6,672	7,480	12%	

TOTAL EXPENSES	\$ 248,326	\$ 246,241	\$ 257,644	\$ 276,017	7%
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SURPLUS / (DEFICIT) 9,272 \$ (0)

Notes:

1. Endowment Fund - 4% of avg balance over prior 3 years:
2. Ministers Fund - \$85,550 balance at 12/31/21
3. Trad. Music Fund - \$1,000 ea. for 2021 and 2022
4. \$2500 in budget plus \$2000 from Trad. Music Fund
5. \$500 for Pride moved from W&W to O&S
6. Large % increase due to unspent funds in 2021
7. Comprehensive managed services agreement for IT support beginning 2022
8. Office phone now bundled with internet service
9. Full year of additional support for live streaming

2021 Endowment Fund Adjusted			
12/31/2021	918,528		
2021 unused	6,269	available 2022	
	912,259		
Endowment Fund			
12/31/2019	735,355		
12/31/2020	799,689		
12/31/2021			Available 2022
adjusted	912,259		38,900
Average	815,768		
4%	32,631	available 2022	

Respectfully submitted, Jim Lootens

Slate of Candidates Proposed Officers and Boards for 2022

Senior Councilor:	Larry Eckel	Financial Secretary:	Sue Chapman
Senior Councilor:	Steve Coomer	Treasurer:	Jim Lootens
Senior Councilor:		Clerk:	Janet Selby
Senior Councilor:		Member-at-large:	Sandy Wood

Board of Trustees

Wendy Baldwin	Bill Gillette
Steve Coomer	
Judy Fletcher	

Board of Worship & Faith

Aurelia Glennan-March
Cristy James
Alice Rutherford

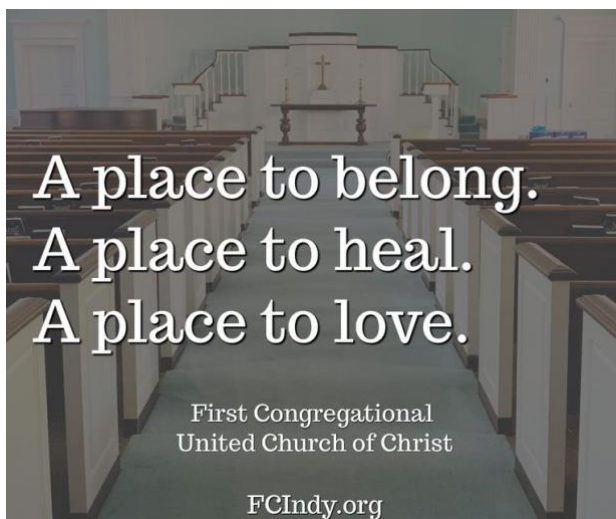
Board of Care & Connections

Wendy Baldwin	Karen Walker
Sue Chapman	
Carol Sowle	

Board of Witness & Welcome – proposed suspension for 2022

Board of Outreach & Service

Nancy Dickinson
Worth Hartman
Steve Leatherman



"There's still more
light and truth
breaking through."

—REV. JOHN ROBINSON



"Our world is hurting
emotionally, psychologically,
and spiritually. It is the
Church's mission to respond
to the world's profound pain
with ministries of healing,
wholeness, and love."

—Rev. Dr. Sarah Griffith Lund

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"BE SEEN AND
TAKE UP SPACE."

—REV. DR. SARAH LUND

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