

191st ANNUAL MEETING JANUARY 26, 2025



MISSION STATEMENT

"Welcoming all, we spread Christ's radical message of
love and justice."

First Congregational UCC Naperville
25 East Benton Avenue, Naperville, IL 60540
630-355-1024 / www.loveandjustice.org

CHURCH STAFF

Pastor Ramona Gant
Bridge Pastor

Christopher Lorimer
Director of Music Ministry

Sue Flaatten, Organist

Denise Majewski
Christian Education Coordinator

Barbara Bailey
Church Secretary

Amy Ervin
Bookkeeper

CHURCH OFFICERS

Theresa Hus, Moderator
Diana Lorenz, Secretary
Steve Kilar, Treasurer

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AGENDA

**191st ANNUAL MEETING
FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
NAPERVILLE, ILLINOIS
JANUARY 26, 2025**

Declaration of a Quorum & Call to Order	Theresa Hus
Invocation	Pastor Ramona Gant
Reports	
Pastor	Pastor Ramona Gant
Moderator	Theresa Hus
Treasurer	Steve Kilar
Presentation of Budget for 2025 (Presentation, discussion, motions, vote)	Lewie Mitchell and the Trustees Ministry
By-Laws Revisions	Theresa Hus
Officers and Ministry Positions	
Nominating Committee recommendations, discussions, virtual vote	Theresa Hus
Commissioning of Church Officers	Pastor Ramona Gant
Closing Words	John Klein-Collins
Benediction	Pastor Ramona Gant
Adjournment	John Klein-Collins

190th ANNUAL MEETING MINUTES
of First Congregational Church of Naperville
(approved at the March 19, 2024 Council of Ministries meeting)

Moderator Theresa Hus called the 190th annual meeting to order at 11:23 a.m. on January 28, 2024. A quorum was established with 51 members present in person and five people participating via Zoom.

Rev. David Voll led the invocation.

Pastoral Report

Pastor Dave then presented the Pastoral Report.

- He expressed his respect and admiration for our congregation.
- He stated that part of the job of being an interim minister is figuring out the right questions to ask, and he has been working on that. Another part of the job is providing the congregation the opportunity to experience change. He expressed appreciation for those who have asked questions about things he's done that are different from what they've experienced before and for those who have been supportive of his ministry.
- He thanked the church staff and lay leadership.
- He thanked outgoing Council members Drew Walker, Barb Stonewater, Tim Nelson, and Katie Mineck, and presented parting gifts to those who were present.

Moderator's Report

Theresa Hus gave the Moderator's Report.

- She acknowledged that her year as moderator was much different than what she expected when she agreed to take on the role. She expressed appreciation for those who have responded when she's asked them for help, which she said was everyone in the room. She gave special thanks to the staff and the Exec team.
- She addressed some concerns that were raised at last week's Town Hall Meeting:
 - In response to a query about staff compensation, she did research and found that the UCC does not have specific guidelines regarding non-clergy compensation, but instead urges compensation in line with local standards. By that measure, our staff is "not overpaid." As we have learned in the past year of trying to fill staff positions, it is challenging to find quality people who are looking for a part time job without benefits such as we offer. We are fortunate to have the staff we have, who have gone above and beyond the call of duty through times of pandemic and of clergy transition.
 - In response to a question about our level of missions giving, she stated that it is her belief that our primary goal is to support our church community, and that we need to look at the bigger picture of our missions giving. Our giving is not reflected only in the 4.5% of our budget that goes to missions, but also in such fundraisers as our Pick-a-Parties and various drives that we conduct, such as food drives, coat drives, etc.

Treasurer's Report

Tim Nelson thanked the Council and especially Theresa for their support, and welcomed Steve Kilar as our new Treasurer. He then presented the highlights of the Treasurer's report.

- Our planned deficit for 2023 was \$32,118, but we actually ended up with a surplus of \$55,056 for the year. This was better than predicted by \$87,175.

- Revenue was up by more than \$41K over what was budgeted. Those who pledged for 2023 ended up giving almost \$18K more than they had pledged, and those who did not pledge ended up giving almost \$19K more than was predicted. About \$4.8K that was pledged for 2022 but was actually received in 2023 also drove revenues higher.
- Expenses ended up coming in almost \$46K lower than budgeted, largely due to the fact that we were without a pastor for 2 1/2 months and thus avoided the expenses associated with a pastor during that time. We also had budgeted for insurance for a pastor with a family, but ended up with pastors who didn't need family insurance. Tim noted that our income was about \$10K more than our budgeted expenses, so we would have ended the year with a surplus even if our expenses had been in line with expectations.
- Looking at the Balance Sheet, Tim noted that we are in a strong position. We have moved a lot of our cash into conservative short-term investments that are earning good interest, and our endowment investments have increased in value. Combining this year's surplus with the carryover from prior years leaves us with a cumulative surplus of over \$103,000.
- Further detail is available in the written report.

2024 Budget

Jerry Stonewater presented the 2024 budget. This budget projects revenues of \$384,040 and expenses of \$428,071, resulting in a projected deficit of \$44,031. Further detail is available in the written report.

Steve Kilar made a motion to approve the budget. Bob Vonderohe seconded the motion. There was no discussion and the motion was passed unanimously, including the votes from the online participants.

Bylaws Update

Theresa addressed some questions that she had fielded since last week's presentation on the bylaws, specifically regarding the Memorials & Bequests Policy to which the updated bylaws refer. The policy was approved by Council at its December meeting and does not need to be voted on by the congregation. The goals of adopting the policy were to reduce the workload on the Trustees, to bring additional people into the process, and to define standard procedures for all memorials and bequests.

Claudia Hackney made a motion to approve the updated bylaws. Barb Stonewater seconded the motion. There was no discussion and the motion was passed unanimously, including the votes from the online participants.

Election of Lay Leaders

The nominated slate of church leaders was presented. These leaders include:

- Moderator: Theresa Hus
- Moderator-Elect: John Klein-Collins
- Secretary: Diana Lorenz
- Treasurer: Steve Kilar
- Chair of Trustees: Lewie Mitchell
- Member-at-Large: Marty Shepard
- Registrar: Jennifer Trezona
- Fox Valley Association Delegates: Bob Vonderohe and Pat Weichle
- Illinois Conference Delegate: Jim Fancher

Theresa, John, Diana, and Steve would be the Church Officers. Theresa, Steve, and Lewie would be Directors of the Corporation. Theresa, John, Steve, and Lewie would be Authorized Agents.

Theresa noted that this was the first time in a long time that we've had a full slate of delegates to the Association and the Conference. She also thanked Anne Swanson, outgoing Registrar, for her service.

Dale Bryson moved to elect this slate of church leaders. Jerry Stonewater seconded the motion. There was no discussion and the motion was passed unanimously, including the votes from the online participants.

Following a few brief closing words by Theresa, Pastor Dave conducted a ceremony of commissioning for the newly elected and appointed church lay leaders, then led us in a benediction.

The meeting was adjourned at 11:57 a.m.

Minutes Respectfully Submitted,
Diana Lorenz
Secretary of the Council of Ministries

**Special Congregational Meeting Minutes
of First Congregational Church of Naperville
November 3, 2024**

(approved at the December 17, 2024 Council of Ministries meeting)

Moderator Theresa Hus called a special congregational meeting to order at 11:20 a.m. on November 3, 2024, for the purpose of voting on extending a call to Rev. Kari Nicewander as our next settled pastor. A quorum was established with 91 members present in person and two members participating via Zoom.

Theresa thanked everyone who attended the meet-and-greet event that was held on Saturday, with special thanks to the Community Life Ministry for organizing the food for the event. Finally, she thanked the Settled Pastor Search Committee for their hard work in finding our settled pastor candidate.

Theresa explained that Rev. Kari would be available to start her full-time ministry with us on June 23, 2025, but could start working on a very part-time basis on January 1, including two trips to Naperville—one in February and one in April. These trips would include conducting a Sunday service as well as attending a Council meeting.

Starting on November 12, 2024, we will be served by our new bridge pastor, Rev. Ramona Gant, who will be with us until June 22.

Becky Klein-Collins shared the sentiment that she really needed to hear Rev. Kari's sermon today, and Jerry Stonewater asked for a round of applause for the Search Committee.

Lori Shepard made a motion that we approve calling Rev. Kari Nicewander as our next settled pastor, effective June 23, 2025. Dale Bryson seconded the motion. There was no further discussion. By show of hands, the motion passed unanimously.

Theresa stated that she and Rev. Kari would be signing the Call Agreement immediately following the meeting, then coming to an extended Coffee Hour in the Community Room, to which all were invited.

Rev. Kari was called into the meeting and informed of the results of the vote. She expressed her gratitude and excitement about the opportunity, and closed the meeting with a prayer.

The meeting concluded at 11:40 a.m.

Minutes Respectfully Submitted,
Diana Lorenz
Secretary of the Council of Ministries

BRIDGE PASTOR'S REPORT 2024

2024, what a year! While my time started nearly two months ago, there have been many strides taken to secure a settled pastor and you have been successful! Not only did you have the heavy lift of calling your settled pastor - you also called me to serve as your Bridge Pastor until June of 2025. Two search committees; two hiring processes, and you did it! This congregation has been blessed with faithful leaders who worked diligently to make this happen, and while I can attest to the fact that you are blessed to have Rev. Kari and me, we are also profoundly blessed to have you. FCC is a wonderful place and I look forward to the remainder of my time with you.

So much has happened this year that lay leadership has carried which is something "to rejoice and be glad about" but also invites rest. Perhaps worth mentioning is how the Worship Ministry successfully provided pulpit supply ministers from May until the end of the year. The Mission and Social Action Ministry has continued to support local and global causes but really have shined in partnering with members of the congregation to be a key player in the Say No to Coal initiative. Our Trustees have been diligent in organizing and prioritizing many building related projects and have finally gotten the green light for updated bathrooms and pastor's suite. Our ministries have been sustained by leaders who have worked tirelessly, and I think I speak for everyone when I say that all of our leaders deserve an applause, especially our outgoing Moderator, Theresa Hus.

I would be remiss if I did not say that FCC could not be what we are without the staff: Barb, Amy, Chris, Denise, Mary and Sue, thank you! What a gift you are and have been to this faith community. Your commitment to the health and vitality of the church with or without a settled pastor speaks volumes about your heart for church ministry. I pray that you continue to thrive here, and I am so excited about how much your leadership will continue to blossom as I help transition you into the capable hands of Rev. Kari.

On a personal note, this is my first pastoral assignment. While I have served as a chaplain for nearly a decade, I have never been a pastor of a church. One can believe they are called to church ministry as a pastor and learn quickly that it is not for them, but how can they know unless they get the chance to be in the role. I want to thank you! You allowed me a chance to test drive the role, and while I am learning A LOT - I love it! I could not have prayed for a better place to be as I taste what it is like to be a pastor. I appreciate all the feedback, grace and support you have offered me and I know that I will only get better in the next months ahead. Please know that you will forever be the place that gave me my big break!

Lastly, there are so many names that deserve mentioning, and for fear of leaving anyone out I will not name anyone. Everyone serving in a ministry during this season of leadership should be proud. Look at what you

have done! Look at the work of your hands! Thanks be to God for you! And, peace be with you. At ease. Be at ease. Well done!

Respectfully submitted,
Pastor Ramona Gant

MODERATOR'S REPORT 2024

Dear Members and Friends of First Congregational,

2024 has been a year of milestones and gratitude. The most exciting news was the calling of Rev. Kari Nicewander as our new settled pastor this past November, the culmination of a nearly two-year search. We are thrilled to welcome Rev. Kari on June 23, 2025, and we're excited that she has already begun to integrate into our church life part-time. We look forward to the leadership, vision, and faith she will bring to our community.

We are also profoundly grateful for the steadfast ministry of our bridge pastor, Rev. Ramona Gant. Her joy, wisdom, and warmth have blessed this transitional period, helping us prepare for the future and thrive in the present. Pastor Ramona, your ability to make us laugh, think, and see our faith through fresh eyes has been an incredible gift. As part of this transitional year, we also said farewell to Pastor Dave Voll, our second interim pastor, in May. We deeply appreciate the time Pastor Dave and his wife, Janise, spent with us and the experience, leadership, and kindness they shared during their time here.

I want to extend my heartfelt thanks to several departing chairs who have served with extraordinary dedication. As head of Trustees, Lewie Mitchell skillfully managed an incredible array of responsibilities with focus, determination, and an unwavering commitment to the well-being of our church. Claudia Hackney and Susan Greenwood, our Missions and Social Action co-chairs, led countless impactful initiatives, demonstrating the boundless reach of our church's mission. Susan, your move to Park Ridge marks the end of an incredible chapter at First Congregational, where your dedication and leadership have enriched our church in countless ways for decades. Your absence will be deeply felt, but we send you to your new home and new church family with love, knowing that you will *always* be a cherished part of our church family. I again extend heartfelt thanks to the members of our interim and settled pastor search committees. Your discernment, perseverance, and commitment have blessed us with the amazing leadership we need as we embark on the next century of our church's journey. I sincerely hope both committees can enjoy a well-deserved and long-term retirement.

To EVERY chair and volunteer, thank you for embodying the spirit of our "small but mighty" church. You all served in a time that required going above and beyond. Laura Kemner and Penny Schaschwary searched tirelessly for supply pastors, and our wonderful congregation stepped up as always to be liturgists, scripture readers and Children's Time leaders. Andy Day and Denise Majewski figured out how confirmation would work without a pastor, Jeanie Guenther convinced people to give even when our future was uncertain, and Vicki Keller and Carol Patterson looked for ways to connect us and celebrate those who served with us. I also want to recognize Eva Kilar, whose contributions to Christian Education over several years have left an indelible mark, and our departing member-at-large, Marty Shepard, who was a wonderful addition to the council and a great conduit for the congregation. It was wonderful to have three delegates this year to our conference and association, and I appreciate Jim Fancher, Bob Vonderohe, and Pat Weichle for stepping up. Special thanks also go to our executive team. Special thanks also go to our executive team. I am confident leaving this church in the capable hands of our incoming moderator, John Klein Collins, and our amazing treasurer, Steve Kilar. I am especially pleased that Diana Lorenz will transition from secretary to associate treasurer, ensuring her invaluable wisdom remains a guiding presence on our council.

Our council teams made meaningful progress this year in pursuit of four key goals:

- Spreading Our Message: From beautiful posters in the community room to a website refresh and new signage, this team brought greater visibility and energy to our outreach.
- Financial Health and Well-Being: This team's long-term outlook and five-year plan laid the groundwork for informed and sustainable decision-making as we look to the future.
- Reference Library: This team updated ministry and job descriptions to prepare volunteers for effective service and leadership.
- Belonging: This team's efforts sparked valuable conversations about deepening connections and ensuring that every member of our church family feels cared for and included.

I look forward to seeing how we build on these efforts with new goals and renewed commitment in the coming year.

While many serve in visible roles, I also want to acknowledge those serving behind the scenes: our sound system team, and our tech guru, Pete Fales; the A/V teams under Hannah Graver's leadership; our new member team of Laura Nelson and Michelle Powers; Vicki Keller and Peggy Bradley, who decorate our church so beautifully; Stan Woolley and Don Zaininger, who are always available to be here when we need something; Catherine and Jeffrey Ross and the photography and media work they do; and countless others who offer their time and talents in ways both large and small. Together, you sustain the heart of our church.

To our incredible staff—Barbara Bailey, our dedicated secretary; Chris Lorimer, our inspiring Director of Music Ministry; Amy Ervin, our meticulous bookkeeper; Sue Flaatten, our talented organist; Denise Majewski, our passionate Christian Education Director; and Mary Dolak, our loving nursery attendant—each of you has played an essential role in the life of our church, and we are deeply grateful for your contributions.

Reflecting on my two years as moderator, I marvel at our shared journey. When Pastor Mark asked me to serve, I could never have imagined working with five pastors—Rev. Mark, Rev. Benjamin, Rev. Dave, Rev. Ramona, and Rev. Kari—as well as numerous supply pastors. This extraordinary experience has been filled with unexpected challenges and even more abundant blessings. I leave this role with a profound appreciation for this church's kindness, grace, and unwavering commitment to faith and community.

As we step into the future, I am filled with hope. Our church remains strong, united in spirit, and ready to embrace the opportunities ahead. Thank you for allowing me the privilege of serving as your moderator.

In faith and fellowship,

Theresa Hus

Outgoing Moderator

TREASURER'S REPORT

2024

2024 Financial Results:

2024 was certainly a dynamic year at our church! After a few years of pastoral instability, we are very excited to have Pastor Ramona who accepted our call to be our bridge pastor through June, and Reverend Kari who will be starting as our new permanent settled pastor afterwards! I'm sure I echo the sentiments of all in the church who are so thankful to our interim and settled search committees for their hard work, as well as those in staff and leadership who have had to pick up numerous extra duties to handle this transition. Thanks and blessings to all of you!

2024 also presented a unique year for our church financially. We started the year with a pledged income budget of \$360,000 compared to our 2023 actual pledged income of \$379,000. We also faced higher expenses driven by inflation. The combination of these items led us to budget a deficit of \$(45,000) for 2024. However, through three major favorable items to budget, we managed to end the year with a surplus of \$66,000, exceeding our original budget by over \$110,000!

- 1) We spent six months of 2024 with no interim or settled pastor, with many weeks filled by pulpit supply pastors. While this is obviously something we hope not to repeat, it did result in \$75,000 of savings to budget.
- 2) A catering company made extensive use of our kitchen throughout 2024, and while this arrangement has ended, this revenue helped us exceed our building usage budget by \$26,000.
- 3) Lower gas and trustees' maintenance expenses compared to budget added additional savings of \$10,000.

We also made some changes to our investment strategy in 2024. We had some issues with the Charles Schwab platform and found that a CD laddering strategy (purchasing multiple longer-term CDs throughout the year with different maturity dates) is hard to manage with continuous turnover in the treasurer position. As a result, we decided to purchase a money market fund that earns a competitive interest rate and will prevent us from having to actively manage investments on a monthly and quarterly basis. Trustees and the Treasurer continue to keep a close eye on rates to ensure we are making the most with our cash investments without adding any monetary risk to the church.

I want to give a special thank you to Amy Ervin, who has been incredibly responsive, timely, and has done a lot of work to clean up our books in 2023-2024 and improve financial processes. She has been instrumental in improving the accounting function to make it the well-oiled machine that it is today. Council, Trustees and I are greatly appreciative of her hard work.

Through all of the leadership changes, what has remained consistent is your steadfast commitment to our congregation and to our community. 2025 will present challenges for all of us both personally and as a church. While our church will face another deficit budget, we as people continue to deal with personal and family health issues, political polarization in our country, and many other joys and concerns that we share weekly. With your faithful commitment to the church, we can all remember that we don't have to face these things alone. We have God, we have our faith, we have our pastors, staff, and leadership, and we also have each other.

As we heard in service on January 5, while we may face dark times, John 1:5 reminds us that, "The light shines in the darkness, and the darkness does not overcome it." Let's continue to make First Congregational UCC the light in the darkness, the bright star in the night, and let's continue to participate in our wonderful community as we spread Christ's radical message of love and justice for many years to come.

2024 Operating Income and Expenses

	<u>2024 Budget</u>	<u>2024 Actual</u>	<u>Variance + (-)</u>
<u>Revenue</u>			
Pledged Income	360,190	353,675	(6,515)
Non Pledged	8,000	14,173	6,173
Plate	1,800	1,265	(535)
Interest Income	2,100	2,737	637
Building Usage	3,600	29,985	26,385
Treasuries	4,350	2,542	(1,808)
Endowment	4,000	3,526	(474)
Miscellaneous	-	968	968
Total Revenue	\$ 384,040	\$ 408,871	\$ 24,831
<u>Expenses</u>			
Missions	16,731	16,610	121
Worship Staff	43,047	46,412	(3,365)
Worship Ministry	7,760	5,622	2,138
Christian Ed	24,559	24,058	501
Community Life	1,000	885	115
Other Ministries	400	854	(454)
Pastor Compensation	90,040	48,535	41,505
Pastor Benefits	53,196	18,651	34,545
Search Committee	5,000	4,047	953
Caring for Worship Home	105,298	97,706	7,592

2024 Year Ending Balance Sheet

	<u>12/31/2023</u>	<u>12/31/2024</u>
<u>Assets</u>		
Cash & Equivalents	106,306	183,793
Short Term Investments	122,744	134,522
Endowment Investments	156,085	168,980
Prepaid & Misc. Assets	17,278	8,744
Total Assets	\$ 402,413	\$ 496,039
<u>Liabilities</u>		
Accounts Payable and S/T Liabilities	(325)	421
Endowment	156,085	168,980
Missions Liabilities	20,263	19,788
Designated Funds	77,760	95,323
Memorial Funds	45,430	41,909
Total Liabilities	\$ 299,213	\$ 326,421
Previous Surpluses	103,200	169,618
Total Liabilities & Equity	\$ 402,413	\$ 496,039

TRUSTEES MINISTRY

2024

The Trustees Ministry is charged with being on top of and responsible for the church budget, the church finances, the endowment fund, buildings and grounds (including all the mechanicals, electrical, and HVAC systems, etc.), getting the roof repaired when needed, arranging for the next tuck pointing projects, personnel

matters, and generally keeping our church home in good working order. This way, our church family has a solid base of operations from which we, as a congregation, can help spread Christ's radical message of Love and Justice throughout the world!

Trustees are also involved in ensuring that the Church is in good standing with city, state, and federal jurisdictions, as well as with our financial institutions / banking partners, our insurance partners, and making sure everything in all of those areas is properly documented and recorded.

In order to keep things humming along smoothly, we have an incredibly talented and dedicated group of Trustees and Trustees-related team members. The First Congregational Church Trustees for 2024 were Bob Vonderohe, Marc Finnegan, Gene Wollaston, Sharon Josefson, Ben Mitchell, Tom Farthing, Stanley Woolley, and Lewie Mitchell. And our Trustees-related team members include Pete Fales (who takes care of our IT needs, monitoring and programming the operation of the HVAC systems, the sound system, the card key access system, and a lot of other less publicly surfaced things as well), Steve Jones (our resident lighting expert), and, over the years folks like Don Zaininger have all regularly chipped in to help. (I deeply apologize if I missed anyone!)

In addition to our typical work specifically mentioned or alluded to in the above paragraphs, four specific projects Trustees Ministry undertook in 2024 included:

- Planning for and beginning the upgrading and renovating of the Pastor's office;
- Planning for and beginning the upgrading and renovating of the Sunday School restrooms under the Community Room;
- Consolidating, prioritizing, and building a framework and process wherein capital improvements projects can be better managed in the years to come; and,
- Creating a more maintainable and mission-aligned approach to and strategy for managing the church's Endowment Fund.

In early December we kicked off 'fund-a-need' campaigns for the two renovation projects mentioned above to support the projects getting started in early 2025 and many generous gifts had already been received by the end of 2024.

In addition to managing all the areas listed above and the major projects, the Trustees Ministry must also be sensitive to smaller maintenance items. Therefore, a couple of years ago we adopted an 'if you see something, say something' approach to general maintenance, so any items seen in and around the church needing attention could be properly addressed. Barb Bailey, secretary, graciously agreed to centrally capture and catalog those maintenance requests. That program has been working very well thanks to the congregation keeping a watchful eye, so please keep those requests coming!

There is one last item that I feel needs to be mentioned yet again. Over the years, our church family has accumulated a lot of items and then stored those items in various closets, nooks, and crannies throughout our buildings. Many of those items have reached the end of their 'useful life' and / or have already served their intended purposes. Others are simply no longer needed. Unfortunately, many of these items can still be found stored in and around our church home.

In 2022, the Trustees Ministry kicked off a formal, multi-year plan for culling accumulated items that are past their useful life and / or are no longer needed. That project continued through 2023 and 2024, and a tremendous amount of progress has been made since the official kickoff. Thanks to the help of a large number of volunteers many previously unusable spaces in our church buildings have now been cleared out, recaptured and / or repurposed. However, the work will need to continue into 2025, because our church home still has a vast number of storage areas yet to be cleared. Thank you to everyone for your willingness to help on this very important, ongoing project!

Respectfully Submitted,
Lewie Mitchell, Chair
Trustees Ministry

WORSHIP MINISTRY

2024

The Worship Ministry plays a vital role in facilitating meaningful worship experiences for our congregation by overseeing many aspects of worship planning, coordination, and implementation. Specifically, the ministry coordinates the Communion Team, Decorating Team, Liturgists and Scripture Readers, Sanctuary Preparation Team, Sound Team, Ushers and Video Streaming Team.

Each team or sub-group has a leader who in turn, plans and coordinates with members of their team. Leaders included David Blood, Michelle Powers, and Carol Patterson for Communion; Vicki Keller and Peggy Bradley for Decorating; Rhonda Carpenter for Liturgists and Scripture Readers; Stan Woolley for both Sanctuary Preparation and Ushers; Peter Fales for Sound; and Hannah Graver for Video Streaming. Combined, leaders and their teams account for more than 45 people who offer their time and talent to make the worship service happen every Sunday.

The ministry also worked with Music Director Christopher Lorimer and Christian Education Coordinator Denise Majewski and Christian Education Chair Andy Day on reoccurring and special events.

Additional responsibilities of the Worship Ministry included bulletin format and design; the securing of off-site venues for the Easter and SpirtFest services; conducting special services and recognitions (i.e. Totenfest, Maundy Thursday, Advent, Volunteer Recognition Day, Blessing of the Backpacks); ordering and receiving flowers and palms for special services; and the securing of guest preachers. This last item became a major focus for the ministry when our Interim Minister was forced to leave due to health concerns. Guest preachers were secured from the end of May through November—until a Bridge Pastor was in place. It was an unprecedented time during which all teams within the ministry rose to the occasion.

Ministry highlights included:

- Moving from passing the plate to having offering boxes at each entrance of the sanctuary
- Revised language for the Invitation to Stewardship
- Reinstating shaking hands during the exchange of the peace
- Collaboration with Community Life to purchase two portable Communion kits
- Switching to glass communion cups for environmental and ease-of-use reasons
- Initiation of a collaboration with Trustees to purchase better audio/video equipment
- Bulletin cover redesign.

Laura Kemner and Penny Schaschwary
Worship Ministry Co-Chairs

CHRISTIAN EDUCATION MINISTRY

2024

The 2024 Christian Education (CE) Ministry members included: Denise Majewski (Christian Education Coordinator), Laura Nelson, Eva Kilar, Tom Southwood, and Andy Day.

Our focus on the children of our church community leads the CE Ministry to align with the school calendar. Therefore, by the time the annual meeting takes place, we are only about halfway through the "CE Year" and it feels like anything before August 2024 is in the distant past. However, this last year has seen some significant

changes, particularly to our Youth Group program for our middle and high school. In the spring, Pastor Dave participated in several sessions to reinforce stronger spiritual leadership within the program. Building on this momentum, we have combined the Youth Group with Sunday School for our older youth this fall. Twice a month, they convene during church services to engage in spiritual education and connect with one another. On a third Sunday, they continue to meet in the evening to participate in recreational activities and volunteer work that supports the mission of our church. The attendance has been excellent, and we have observed a deeper connection to the church among participants. We extend our gratitude to all parents and church members who volunteered, with special recognition to JoLynn Mitchell and Sara Walker for their contributions in organizing an engaging Youth Sunday this fall.

Speaking of volunteers, CE would not be possible without the involvement of the many people that participate as teachers and Children's Time readers! We are grateful for the gift of your energy, time, and spirit. Great appreciation to Cheryl Newman for another fantastic Christmas Pageant. She also helped lead Joyful Sound, but recently stepped back. We are very fortunate and thankful Eliseo Martinez has continued to support the music program for our youngest kids.

The 2024/2025 CE Year is also a Confirmation year. The confirmands have already been engaging in church activities like supporting different ministries, participating in worship, and taking notes during service to build a deeper understanding of the church. We are excited and pleased to have Pastor Ramona as the spiritual leader for their confirmation!

Key to delivering our mission is our CE staff, Denise Majewski and Mary Dolak. They provide a safe, caring environment for our children and support for new and established families. We appreciate and value everything you do!

Respectfully submitted,
Andy Day, Chair
Christian Education Ministry

MISSIONS AND SOCIAL ACTION MINISTRY 2024

The Missions and Social Action Ministry is dedicated to fulfilling Matthew 25- 35, 36 " *for I was hungry and you gave me food. I was thirsty and you gave me something to drink. I was a stranger and you welcomed me. I was naked and you gave me clothing. I was sick and you took care of me.*" (NRSV)

Our Ministry endeavored to fulfill those values through congregational activities and offerings to organizations.

This past year we coordinated the following congregational activities:

Frequent Styrofoam and Food Staples Collections: Over the course of 12 months, we sent many car and truck loads of Styrofoam back to its manufacturer, Dart Industries. In addition to collecting Styrofoam, we gathered donations for West Suburban Community Pantry. We have several members who volunteer there on a regular basis and we donated over 800 pounds of food and dry goods in 2024 alone. They are thrilled with our relationship with them as they continue to expand their much-needed services to our neighbors.

Sock and Sneaker Collection: Through the leadership of mother-daughter team Sandra and Helen Banas, we collected and are continuing to collect socks and sneakers. The current amazing total is 160 pounds of socks and 90 sneakers.

River Sweep: Also coordinated by Helen and Sandra Banas, this is an annual collection of trash along the banks of the DuPage River. A fun intergenerational event, the Sweep always produces an amazing amount of garbage!

Pop top collection for Ronald McDonald House: This continuing collection is coordinated by Sara Walker. Our current total is an amazing 17 pounds – that's A LOT!! of pop tops

Annual Electronics Recycling collection: This annual collection is coordinated by Tom Farthing and Pete Fales. They call it Recycling but often they find new homes for still useful electronics. Through goodwill donations, the collection also pays for our congregational monthly payment to Naperville's Renewable Energy Program.

CROP Walk: Our congregation is a proud and energetic contributor to this activity. In addition to collecting money for this worthy cause several congregants completed the 5K walk. This annual activity was coordinated by Todra Oken, Laura Kemner and Pat Swindle.

Finally, sprucing up the Collections Corner: The corner by the coat rack in the Community Room is a busy place! It's the collection area for socks, sneakers, batteries, and fluorescent light bulbs. Recently Missions made an effort to provide some order and organization.

Through our congregation's pledge to donate 4.5% of our offerings, Missions provides the following donations to local and national individuals and organizations:

Our continuing sponsorship and participation in World Prayer Day: In addition to financial support, this month members of our congregation also staffed a table that invited attendees to learn what our church is all about.

Support of Ellis Billington: Missions' program, Growing Our Own, helped support this congregational member as he completed his seminary studies.

Our Church's Wider Mission: Annually, First Congregational contributes \$6,500 to the work of our denomination, United Church of Christ.

Angola: We continue our partnership with Academico Church in Angola. This year Caryn Dickerson, daughter of Gene Wollaston, visited our sister congregation and carried our offering of \$1,700, thanks to our congregation and private donors. Part of the money is being used to finish the construction of dormitories for Rev. Dr. Moma's school. This ambitious endeavor will have separate buildings for girls and boys, plus essential amenities, overcoming daunting logistical challenges. Until the complex is finished, teenagers must walk 15km (over 9 miles) daily to school, but soon, they will have a space to stay near their school during the week.

Other Donations: Missions always researches charities to make sure they deliver more aid than paying more overhead. This year, Missions was especially proud to send money directly to a small volunteer run organization in the mountains of North Carolina that helps families severely impacted by Hurricane Helene. We heard about Hammer and Heart through friends of Pat and Jonathan Swindle who live in the Asheville area. FCC also provided funds to World Relief, an Aurora based organization that helps both refugees (people who come to the US legally) and immigrants, the National Resource Defense Council, and Haiti Foundation of Hope. This last organization is headquartered in Washington state and runs a Clinic and Maternity Center, a Community Health Program that reaches people in their homes, a well-staffed School that provides education and daily lunches for more than 700 local children, K through 12th grade, and a three-year Women's Trade School program that teaches skills such as sewing, cooking, child development, nutrition and health.

Fulfilling the Matthew 25 values through congregational activities and offerings to organizations continues to be the heart and core focus of the Missions and Social Action Ministry. Making it all possible are ministry members Susan McNeal Bulak, Lisa Mitchell, Todra Oken, Sharon Robson, Mark Servis, Barbara Stonewater, Pat Swindle, Ching Frenette, and Gene Wollaston.

We look forward to continuing this in the coming year!

Respectfully submitted,

Claudia Hackney and Susan Greenwood, Missions and Social Action Co-Chairs

Mark Servis, Chair - Elect

STEWARDSHIP MINISTRY

2024



Many Gifts: One Spirit describes our church life as members and friends have given the gifts of time, talents, and resources these past years. The One Spirit has guided us through recent times of transition in ministers. The constant has been our congregation that has continued to live and give generously.

Our Stewardship Year started in February as our team talked about goals, themes, and events. While we hoped to use prepackaged campaign materials as had been done previously, we couldn't find any such materials that really spoke to us. Instead, we were drawn to the motto *Many Gifts: One Spirit*. We wanted to celebrate how our church has continued to share its gifts with energy and spirit.

Our ministry read and listened and learned that the core of stewardship is love: "Stewardship isn't an event or campaign. It's a spiritual practice."* At a UCC church seminar in June, we learned more from Andrew Werner, Generosity Outreach Officer for the UCC National Ministries. He stressed that what matters is year-round Stewardship, *acknowledging generosity, educating ourselves* about our church's financial goals and needs, and *expanding church outreach*. We shared these important ideas with the Church Council.

Using the principles above, we began our Stewardship ministry:

Acknowledging Generosity

- A delightful brunch after church on September 29 (including setup, serving, cleanup, and delicious sloppy joes and desserts) hosted by Vicki Keller, Carol Patterson, and others in the Community Life Ministry. Members and friends provided side dishes and wrote of gifts they'd received or given to others.
- Thank-you notes and photos in Realm quarterly statements (Amy Ervin and Pete Fales)
- Weekly photos of members and events in the Leaflet and Bulletin (Members and Barb Bailey)
- Photos of members' generosity displayed in Coffee Hour in June and October
- Hand-written thank you notes for 2025 pledges (Church Council members)
- Pledged donations from 87 members and friends for \$369,117 for the 2025 budget. Last year, 86 people pledged \$364,182 for the 2024 budget. (Thank you, Members and Friends!) (Data from Amy Ervin)

Educating Ourselves

- Children's sermons in September about the many gifts church members, friends, and staff provide
- Information on giving through qualified Charitable Distributions (QCD) and Required Minimum Distributions (RMD) for those 73 and older at October coffee hours
- Information on giving through Zelle
- A presentation in the sanctuary and an emailed infographic showing 2024 budgeting for areas of Worship, Mission, and Community Life; Christian Education; Administration; and Facilities (Diana Lorenz)

- Testimonials in October (Stan Woolley and Laura and Tim Nelson)
- Letters to the Congregation
- Pledge cards with suggested giving based on individuals' previous pledges (Diana Lorenz)
- Follow-up email and phone calls to those who had not yet pledged (Rev. Ramona)

Expanding Church Outreach

- Including Youth and Sunday school children by having them contribute to the centerpieces for the Stewardship / Community Life Brunch on September 29, including a small note showing a gift they have given or received. (Andy Day, Matthew Biddle, Denise Majewski)
- Helping the Church Council's Spreading Our Message subcommittee develop signage / print materials to get the word out, enhance the website, and staff informational tables

None of these steps would be possible without those mentioned above, and especially Barb Bailey and Amy Ervin. Their flexibility, expertise, and willingness to innovate and contribute made all things possible. Our treasurer, Steve Kilar, was also an important resource. Thank you, too, to our Church Council who worked tirelessly on our behalf. And thank you to our Stewardship ministry members, Scott Anderson, Frank Breithaupt, Marscha Chenoweth, and Sherry Healey, who shared a spirit of caring and teamwork this past year.

Respectfully submitted,
Jeanie Guenther, Chair

**The Presbyterian Outlook, August 31, 2022.*

COMMUNITY LIFE MINISTRY 2024

The Community Life Ministry spent time this year revising our Mission Statement, and its contents can be boiled down to two primary goals:

- facilitate and support connections amongst our FCC family, and
- provide spiritual, social, and concrete support during times of rejoicing and times of need.

The members of the Community Life Ministry plan and implement numerous activities to accomplish these lofty goals. Many of these activities revolve around food as an avenue to nourish both bodies and spirits, although food is not the only way Community Life meets the needs of our FCC family and friends!

We supported several regular, ongoing groups that incorporated **shared meals** as a way to connect people:

- **Women's Lunch Group:** meets on the 2nd Thursday of each month at a nearby restaurant
- **Men's Lunch Group:** meets on the 1st Wednesday of each month at a local restaurant
- **Lunch Bunch:** meets on the 3rd Wednesday of each month at church
- **Meet-Greet-Eat Dinner Group:** meets occasionally at various local restaurants

We supported other **ongoing groups** that focus on the spirit and mind (and do not always involve food!):

- **Women's Spiritual Group:** meets the 2nd and 4th Monday of each month in the church library or on Zoom
- **Women's Book Group:** meets approximately once a month in someone's home. This group features light casual discussion as well as an opportunity to build community.
- **Prayer Team:** members committed to daily prayer; elective in-person prayer time monthly before Sunday worship service

All members and friends of our congregation are welcome to gather with these groups.

Community Life is known for its **Caring Ministry** that provides concrete support to FCC participants in times of need. During 2024 this involved coordinating meals when families welcomed a new baby or when someone was recovering from surgery or illness; organizing rides to and from medical appointments; filling other needs during emergencies or illness (e.g., child care, pet care; moving help); providing support for those grieving a loss.

In addition to all of these ongoing activities, Community Life coordinated our weekly Coffee Hours, held almost every Sunday of the year, and organized several special events:

- March 2024: Palm Sunday Potluck Lunch
- May 2024: Special Coffee Hour honoring Interim Pastor Dave and Janise Voll
- August 2024: Spiritfest Potluck Lunch
- September 2024: Stewardship Potluck Lunch (collaboration with the Stewardship Ministry)
- November 2024: Special Coffee Hour following the candidating sermon of our new settled pastor, Rev. Kari Nicewander; Special Coffee Hour to welcome our Bridge Pastor Ramona Gant
- December 2024: Christmas Cookie Coffee Hours; Giving Tree benefiting Little Friends; Remembrance Tree in memory of those we’ve lost.

Our "Fun-Raiser," **Pick-A-Party**" is in its 6th year and still going strong. We are grateful to Lori Shepard for initiating and continuing to organize this, and we thank those who have hosted and participated in these various creative and entertaining parties.

Community Life Ministry members devote their time and energy to facilitating connections and supporting the FCC family during times of joy and grief. We will continue this work in 2025 and look forward to collaborating with others to make all of these activities happen!

Respectfully submitted,
Vicki Keller and Carol Patterson, Co-chairs
Community Life Ministry

CLERK REGISTRAR’S REPORT
2024

Active Members as of December 31, 2023	257
New Members Received	
Confession or Reaffirmation of Faith	0
Confirmation	0
Active Members Removed	
Deaths	4
Inactive	65
Transfer	0

Note: During the past year, there has been a review of our church membership records which involved the removal of some names off the official rolls. Church membership is down from 257 last year to 188 for 2024. This action

was taken after careful consideration and in adherence to church policies and procedures. Church membership records serve as an important tool for maintaining an accurate account of the congregation, fostering meaningful relationships, and ensuring pastoral care. Over time, membership rolls can become outdated due to various factors such as relocation (40%), inactivity (50%), or other personal circumstances (10%). Periodic reviews are necessary to reflect the current status of the congregation accurately. Accurate membership data facilitates planning for ministries events and resources.

Active Members as of December 31, 2024

188

During 2024, there were 4 memorial services, 0 children baptized and no wedding ceremonies.

Respectfully submitted,
Jennifer Trezona, Registrar

BYLAWS REVISIONS

During the course of the year, it was realized that the provisions in the bylaws do not cover how to handle the resignation of persons in elected positions who were neither an officer nor a Council member. The proposed bylaws changes are intended to cover this case, and consist of the following:

Move the following paragraphs which are currently in Subsection 7.1 to a new subsection in Section 7 (Section 7.12), with the changes shown:

- ~~Any officer~~ **A person holding an elected position** may resign at any time by giving written notice to the Council through the moderator. Such resignation takes effect at the time specified in the notice, and the acceptance of such resignation is not necessary to become effective.
- If ~~any officer~~ **any person holding an elected position** is unable to serve out their term of ~~service office~~, the Council appoints an interim to act until the next annual or special business meeting, at which time a successor is elected. For the purposes of determining how long ~~an officer~~ **a person** may remain in ~~office~~ **their position**, a partial year serving as an interim shall be counted as a full year.

Edit the list under the Council of Ministries duties in Subsection 8.1 as follows:

- c. Appointing replacements for ~~officers~~ **elected positions** and ~~other~~ Council members if a vacancy occurs between annual meetings.

2025 Council of Ministries and Lay Leadership Nominations

The FCC Council of Ministries consists of the Pastor, Moderator, Moderator-Elect, Secretary, Treasurer, Member-at-Large, and chairs of each ministry. The following are nominees for the elected positions that will be voted on at the annual meeting:

Moderator: John Klein-Collins * ^ +

Secretary: Chris Farthing*

Treasurer: Steve Kilar * ^ +

Associate Treasurer: Diana Lorenz +

Chair of Trustees: Drew Walker ^ +

Member-at-Large: Jean Kosiara

Registrar: Jennifer Trezona

Fox Valley Association Delegates:

Illinois Conference Delegate:

Notes:

* Designates an officer. Church officers carry out the day-to-day business of running the church within the scope of their roles. The Executive Committee is comprised of the pastor and the church officers.

^ Designates a Director of the Corporation. Directors of the Corporation are responsible for high-level strategic planning, budgeting, personnel and policy management, and property maintenance

+ Designates authorized agents. Authorized agents conduct the church's financial matters, with three authorized agents on each financial account held by the church.

Ministry chairs and members are approved by the Council and presented at the Annual Meeting.

Christian Education

Andy Day, Chair

Denise Majewski

Laura Nelson

Tom Southwood

Community Life

Vicki Keller and Carol

Patterson,

Co-Chairs

Judy Bryson

Lee Ann Huang

Barb Kling

Jean Kosiara

Christine Parisi

Bev Parker

Michelle Powers

Cindy Servis

Barb Stonewater

Pat Weichle

Gene Wollaston

Missions and Social Action

Mark Servis, Chair

Ching Frenette

Claudia Hackney

Susan McNeal-Bulak

Lisa Mitchell

Todra Oken

Sharon Robson

Barb Stonewater

Stewardship

Jeanie Guenther, Chair

Diane Diamond

Sherry Healey

Becky Klein-Collins

Kathy VanEeuwen

Trustees

Drew Walker, Chair

Tom Farthing

Marc Finnegan

Sharon Josefson

Ben Mitchell

Bob Vonderohe

Gene Wollaston

Stan Woolley

Worship

Laura Kemner and Penny

Schaschwary,

Co-Chairs

David Blood

Peggy Bradley

Rhonda Carpenter

Hannah Graver

Vicki Keller

Christopher Lorimer

Carol Patterson

Stan Woolley

First Congregational Church of Naperville UCC			
2025 Proposed Budget vs. Prior Year			
	2024 Budget	2024 Actuals	2025 Budget
Revenue			
Pledged Income	\$ 362,000	\$ 353,675	\$ 368,517
Less non-given @ 0.5%	\$ (1,810)		\$ (1,843)
Non-Pledged	\$ 8,000	\$ 14,173	\$ 8,000
Plate	\$ 1,800	\$ 1,265	\$ 1,800
Interest/Div	\$ -	\$ 0	\$ -
Interest Income - Schwab	\$ 2,100	\$ 2,267	\$ 6,000
Equity Income/Loss - Schwab		\$ 470	
Bldg Usage	\$ 3,600	\$ 29,985	\$ 6,000
Other Period Pledge	\$ -	\$ -	\$ -
Miscellaneous	\$ -	\$ 968	\$ -
Endowment	\$ 4,000	\$ 3,526	\$ 4,000
Less 1/3 reinvestment	\$ -	\$ -	\$ (1,333)
Treasury Bill Income	\$ 4,350	\$ 2,542	\$ -
Total Revenue	\$ 384,040	\$ 408,870	\$ 391,141
Expenses	2024 Budget	2024 Actuals	2025 Budget
Total Missions	\$ 16,731	\$ 16,610	\$ 18,275
Total Worship Support	\$ 43,047	\$ 46,412	\$ 44,263
Total Ministry Activities	\$ 7,760	\$ 5,622	\$ 8,246
Total Christian Ed	\$ 24,559	\$ 24,058	\$ 25,272
Total Community Life	\$ 1,000	\$ 885	\$ 1,000
Total Other Ministry Accts	\$ 400	\$ 854	\$ 1,900
Total Bridge Pastor Salary/Benefits	\$ -	\$ 66,938	\$ 53,811
Total Settled Pastor Salary/Benefits	\$ 148,236	\$ 4,294	\$ 94,374
Total Caring for Worship Home	\$ 105,298	\$ 97,706	\$ 101,838
Total Keep the Wheels Turning	\$ 81,871	\$ 79,073	\$ 83,842
Total Expenses	\$ 428,902	\$ 342,452	\$ 432,821
Net Surplus (Deficit)	\$ (44,862)	\$ 66,418	\$ (41,680)

First Congregational Church of Naperville UCC
2025 Proposed Budget

	<u>2024 Actual</u>	<u>2025 Budget</u>
<u>Revenue</u>		
Pledged Income	\$353,675	\$368,517
Less non-given @ 0.5%		-\$1,843
Non-Pledged	\$14,173	\$8,000
Plate	\$1,265	\$1,800
Interest/Div	\$0	\$0
Interest Income - Schwab	\$2,267	\$6,000
Equity Income/Loss - Schwab	\$470	
Bldg Usage	\$29,985	\$6,000
Other Period Pledge	\$0	\$0
Miscellaneous	\$968	\$0
Endowment	\$3,526	\$4,000
Less 1/3 reinvestment		-\$1,333
Treasury Bill Income	\$2,542	\$0
Total Revenue	\$ 408,870	\$ 391,141

Expenses

Missions

Mission Expense	\$16,610	\$16,941
Endowment Earnings	\$0	\$1,333
Total Missions	\$ 16,610	\$ 18,275

Worship Support

Director of Music	\$21,639	\$22,288
Organist	\$18,908	\$19,475
Guest Minister	\$5,615	\$1,500
Guest Organist	\$250	\$1,000
Total Worship Support	\$ 46,412	\$ 44,263

Worship Ministry

General Music	\$1,220	\$600
Maintenance Music	\$955	\$1,400
Arts in Worship	-\$50	\$200
Worship Supplies	\$516	\$2,400
Instruments & Soloists	\$2,580	\$3,146
Remote Operations	\$153	\$500
Miscellaneous Worship	\$248	\$0
Total Worship Ministry	\$ 5,622	\$ 8,246

	2024 Actual	2025 Budget
Christian Education		
Child Care Staff	\$2,764	\$2,941
Ministry Activities CED	\$397	\$807
CE Coordinator Salary	\$20,897	\$21,524
Total Christian Education	\$ 24,058	\$ 25,272
Community Life		
Comm. Life Activities and Support	\$885	\$1,000
Website Launch		\$0
Total Community Life	\$ 885	\$ 1,000
Other Ministry Accts		
Stewardship	\$223	\$200
Church Council Misc.	\$126	\$0
Spreading Our Message	\$354	\$1,500
UCC Delegate	\$150	\$200
Total Other Ministry Accts	\$ 854	\$ 1,900
Total Ministry Expenses	\$ 94,441	\$ 98,956
Bridge Pastor Salary/Benefits		
Bridge Pastor Salary	\$29,250	\$38,462
Bridge Housing Allowance	\$19,038	Included Above
Bridge FICA (SS + Med)	\$3,694	\$2,942
Bridge Insurance Life/Med/Dental	\$8,269	\$4,908
Bridge Annuity	\$5,971	\$5,385
Bridge Bus Exp/Car Allowance	\$716	\$2,115
Total Bridge Pastor Salary/Benefits	\$ 66,938	\$ 53,811
Settled Pastor Salary/Benefits		
Pastor Salary	\$247	\$56,923
Pastor Housing	\$0	Included Above
Pastor Benefit (SS/Med)	\$0	\$4,355
Pastor Benefit (Life + Disability)	\$0	\$854
Pastor Benefit (Annuity)	\$0	\$7,969
Pastor Benefit (Exp/Milg)	\$0	\$2,285
Pastor Continuing Ed/Sabbatical	\$0	\$1,609
Pastor Benefit (Medical)	\$0	\$9,940
Pastor Benefit (Dental)	\$0	\$329
Pastor Vision	\$0	\$110
Pastor Salary - FSA	\$0	\$0
Pastor Relocation	\$0	\$10,000

	2024 Actual	2025 Budget
Search Committee	\$4,047	\$0
Total Settled Pastor Salary/Benefits	\$ 4,294	\$ 94,374
Caring for Worship Home		
Utilities (Elec/Water)	\$8,037	\$8,000
Utilities (Gas)	\$6,008	\$10,000
Insurance (Bldg/WC)	\$30,629	\$24,938
Maint (Trustees)	\$5,136	\$12,000
Maint (Svc Contracts)	\$10,873	\$7,000
Maint (Supp/Clean/Snow)	\$7,997	\$10,400
Maint (Cleaning Contract)	\$26,025	\$26,500
Capital Reserve Contrib.	\$3,000	\$3,000
Total Caring for Worship Home	\$ 97,706	\$ 101,838
Keep the Wheels Turning		
Secretary	\$42,786	\$43,632
Bookkeeper	\$12,251	\$14,564
Office Supplies	\$1,349	\$2,500
Postage	\$436	\$700
Telephone and Internet	\$2,475	\$2,900
Office Support Contracts	\$5,241	\$5,000
Computer Maint	\$286	\$100
Misc Exp	\$1,445	\$250
Staff Appreciation	\$940	\$800
Dental Insur	\$818	\$860
SS/FICA	\$7,169	\$7,682
Medicare	\$1,676	\$1,804
Banking Fees	\$684	\$700
CC/ACH Fees	\$1,906	\$2,500
Cover the Cost	-\$388	-\$150
Total Keep the Wheels Turning	\$ 79,073	\$ 83,842
Total Expenses	\$ 342,452	\$ 432,821
Net Surplus (Deficit)	\$ 66,418	\$ (41,680)