

## **5/21/17 Congregational Annual Meeting Minutes**

Location: St. John United Church of Christ

Meeting duration: 11:45 am – 1:05 pm

As stated in the church bylaws, **Quorum** is 20% of total membership or 25 members present, whichever is greater. As indicated by hand count, 28 members are present and a quorum is achieved.

Louise Hall, SLC President, called the meeting to order.

**Opening** Meeting opened with a prayer by Pastor Keith. All read the Vision and Mission statements.

### **Approval of 2016 congregational annual meeting minutes**

MOTION: Dale Sexton moved to approve the May 15, 2016 minutes as presented; second by Sue Jelinek; motion passed.

### **Recording Secretary's Report (Theo Baldwin)**

2016 – 2017 Membership Report

- 3 Joined: Cherie Draper, Jeff Draper, Mike Delaney
- 2 Transferred: Alleyne Kess, Sarah Melcher
- 7 Withdrew: Betty Hoecker, Mallory Fausz-Muddiman, David Foust, Sandy Guckiean Showell, Dennis Sunderman, Patti Webb, Tristan Day
- 1 Death: Bonnie Mauget

Covenant Members (as of May 21, 2017): **103**

**Celebration of Ministries** (full highlights for each Ministry are with meeting slides)

### Strategic Leadership Council (SLC) Report (Louise Hall)

- Areas of focus this year:
  - Extravagant welcome
  - Transparency among ourselves and with all members of the congregation and community
  - Creating Church Windows on-going balance sheet
  - Implementing First Friday activities
  - Reviewing and renewing existing policies

### Pastor's Report (Pastor Keith)

- Full report will be sent to congregation by email, and hard copies are now available for those without an email. (Note: full report follows these minutes).
- Highlights:
  - Tue & Wed 9am-4pm are designated office hours

- Always available by appointment

#### Pastoral Relations Committee

- Has focused on filling these two open positions to allow Pastor Keith to focus on spiritual needs of St. John church: Nativity Program Coordinator, Building Use Coordinator.

#### Chancel Committee

- Highlights:
  - Provided visual enhancement – banners, floral arrangements, etc.
  - All materials donated, leading to no budget impact.

#### Ushers & Greeters

- Highlights:
  - Lonnie Fields and Melissa Stephens (SLC At-Large members) coordinate the ushers.
  - Full teams and Captains for all five Sundays.

#### Ministry of Music

- Includes Chancel Choir, Handbell Choir, and other soloists and contributors to worship.

#### Outreach Missions Group

- Highlights:
  - Held weekly Friendship Center.
  - Senior meals (30-40 attend each time).
  - Pride festivals participation, participated in GLSEN Youth Summit.
  - Collecting items for various charitable needs.

#### Kid's Connection

- Continuing to build and nurture this important ministry.

#### Cub Scouts

- Hope that forthcoming Cub Scout pack (with St. John church as the charter organization) will have a great impact on outreach to children of the community.
- On Sunday, June 11 at 9am, there will be a volunteer celebration pancake breakfast and opportunity to learn more about supporting the Cub Scout pack.

#### Media Center

- Highlights:
  - Created two short films to promote the church and tell our story.

- Interested in pursuing external grant funding to renovate and expand technology of the church and to develop a crowd-sourced funding campaign.

#### Music on the Avenue

- Highlights:
  - Thanks to new partnerships and associated cost savings as well as an increase in donations, MOTA was able to give back \$2,500 to the general budget of the church.

#### Building Maintenance Coordinator

- Highlights:
  - Worked with many external vendors on building repairs and maintenance.
  - Coordinated inspections with fire marshal and elevator inspector.
  - Managed many small projects around the church building.
  - Future major expenses will be the repairs of the roof, to prevent plaster damage in rear of sanctuary.

#### Building Use Coordinator

- Pastor Keith is currently serving in this role on an interim basis.
- Total income received for building use this year has been \$850.
- Cincinnati Men's Chorus provides a singer for the Chancel Choir, in addition to income to the church.
- We are connecting to Bellevue High School through building use by band fundraisers.

#### Investment Team

- Highlights:
  - Committee formed summer 2016 to ensure proper investment and growth of Ludwig endowment fund.
  - Currently investigating alternate investment providers for the fund.

#### **Treasurer's Report** (Dale Sexton)

- Dale discussed the report of detailed expenses (current, projected) and summary of accounts.
- MOTION: Tim Crouch moved to accept the Treasurer's report. Sue Jelinek second. Motion passes unanimously.
- Official Treasurer's Report follows these minutes.
- Louise described SLC's ongoing efforts to create a single consolidated financial report of expenses and income.

#### **Stewardship Committee**

MMAF (Mission & Ministry Action Plan) 2018 (Melissa Stephens)

- As chair of Stewardship Committee, Melissa discussed the MMAP, which outlines priorities for the coming year.
- Projected income for coming year is \$183,600, a slight decrease (0.7%) from last year's MMAP.
  - Special Envelope Offerings are increased based on actual giving this past year.
- Projected total expenses for the coming year are \$197,515, a 1.4% decrease.
  - Staffing increase is due to the music section leaders being shifted from the music budget line to a staff line.
  - This MMAP does not give staff a salary increase. Staff have not had an annual salary increase in a decade. Discussion on decisions regarding flat staff salaries.
  - The goal with current MMAP budgeting is to get proposed FY2018 amounts in line with actuals for FY2017.
  - For church programs, many are spending their own money in support of these, and this spending is not part of budgeted expenses.
- Comparing income and expenses for the proposed MMAP 2018, there is a deficit of \$13,915 (-7.6%).
- MOTION: Dale Sexton moved that we approve the proposed MMAP 2018 budget. Stephanie Dalsfoist second.
  - In discussion, Tim Smith moved to amend the budget by increasing the proposed amount for OCWM (Our Church's Wider Mission) to \$7,800. Mitch Leigh second. Amendment passed.
- The MOTION to approve the proposed MMAP 2018 budget with amendment passed, with one abstention.
- Pastor Keith led a prayer following the vote.

#### Nominating Slate

- Louise thanked the current SLC for their accomplishments this past year.
- We have a full slate of candidates for open positions on the Strategic Leadership Council (end year for term).
  - Steve Howes, President (2018)
  - Alan Imberg, President-Elect (2018), President (2019)
  - Theo Baldwin, renewed term as Secretary (2018)
  - Bill Machuga, Treasurer (2019)
  - At-Large: Lonnie Fields (2018)
  - At-Large: Ginnie Kelley (2019)
- Alan Imberg, Bill Machuga, and Ginnie Kelley are on the SLC slate for congregational approval.
- MOTION: Ed Ulsas moved to accept the nominations slate. John Wilson second. Motion passed.
- Louise announced that Mary Ann Reilly will be continuing as Financial Secretary, an appointed position.

#### Recognition of Volunteers

- Louise asked volunteers of church ministries and initiatives to stand.

## **Adjournment**

- Pastor Keith led a prayer.
- MOTION: Steve Howes moved to adjourn. Stephanie Dalsfoist second. Motion passed.

Minutes recorded by: Theo Baldwin, SLC Secretary

Note: These minutes will be filed electronically with all handouts distributed at the meeting. Minutes will be approved at the May 2018 congregational meeting.

## Treasurer's Report -- Congregational Meeting 2017

St. John Church United Church of Christ

Submitted by: *Dale Sexton 05/21/2017*

	<u>March</u>	<u>April</u>	
<b><u>5/3 Main Checking</u></b> (X7605)			
05/15 Ending Balance	29,456.04	<b>37,758.19</b>	
<b><u>5/3 Memorial Fund</u></b> (X8394)			
04/30 Ending Balance	7,115.70	<b>7,765.83</b>	
United Church Funds <b><u>Invested Funds</u></b>	<i>Market Value</i>		
04/30 Balance end of Period	59,121.82	<b>59,887.82</b>	+/-
<b><u>BB&amp;T Investments</u></b> (X7024)	<i>Market Value</i>		
03/31 Estimated Portfolio Value	107,485.86	<b>118,636.20</b>	+/-
 <b>Current Running Balance</b> from Quicken (including checks written but not posted in main account)			
5/3 Main Checking	37495.64		(as of 5/21/2017)
5/3 Memorial Fund	7,765.65		(as of 5/21/2017)
UCC Invested Funds	<u>60,040.51</u>	+/-	(as of 5/3/2017)
	<b>105,301.80</b>		
BB&T Investments	<u>118,136.24</u>	+/-	(as of 5/4/2017) includes monies from
BBT Checking			
	<b>223,438.04</b>		

# The Pastor's Annual Report

**JULY 2016 - JUNE 2017 FISCAL YEAR**

---

*Keith M. Haithcock, Pastor & Teacher  
St. John United Church of Christ – Bellevue, KY  
Typical Office Hours: Tues and Weds 9a to 4p  
Typical Day off: Monday  
Always available by appointment  
859.261.2066, ext. 202*

---



I am grateful for another year of serving with you as your pastor and teacher. In 2017 we celebrate 130 years of Christian service and devotion as St. John United Church of Christ (UCC). God has blessed us with so many opportunities this fiscal year to love our neighbor as we love ourselves. Here are some of the highlights of our ministry together:

Publications: weekly and holiday worship bulletins, e-Weekly, monthly hardcopy and e-newsletter *Prevues*, 2016-17 Church Directory. Thanks to **Charles Giglia** and **Pat Giglia**, servant volunteers in the office as needed, and servant volunteer, **Diane Cottingham**, who is our weekly office volunteer.

Illumination Youth Ministries YAB (Youth Advisory Board): Thanks to servant volunteer, **Jeff Draper**, St. John Church lay representative, **Nancy Bardgatt**, First Christian Church (Disciples of Christ) Ft. Thomas lay representative, along with **Pastor Ryan Taylor-Byers**, myself and new YAB member, **Pastor Karakay Kovaly** from First Christian Church (Disciples of Christ) Ft. Thomas. At this point we have one participating youth from St. John Church, **Grayson Draper**, who is also enrolled in *OWL* (Our Whole Lives is a UCC curriculum that together with sexuality and our faith helps participants make informed and responsible decisions about their relationships, health and behavior in the context of their faith. Many thanks to our staff Illumination Youth Ministries Coordinator **Alicia Talor-Byers**. I'm sorry

to report that Alicia has resigned effective May 31, 2017. You will read more about this in the June newsletter *Prevues*.

July and August 2016 “BE THE CHURCH”: summer sermon series with a pulpit exchange and joint picnic with Rev. Ken Weidinger and Faith UCC in Anderson Township. This was a beginning on building relationships with other UCC congregations. A six-week summer sermon series is planned in July and August 2017 that will include five area UCC congregations and pastors including a pulpit exchange and joint picnic.

Pastoral care and consultation are offered as needed. My briefest contacts are texts and phone calls. My longest contact was 10 ½ hours at the hospital. 184 contacts were made.

Kids Connection: Thanks to all of our faithful servant volunteer teachers: **Natalie Taake, Cathy Howes, Willie Tackett, Mary Ann Reilly, and Chad Taake**. We have struggled with children’s ministries for more than 50 years at St. John Church. I’m grateful for our teachers who have worked hard to keep this ministry going and particularly for the leadership of Natalie and Cathy who have written the curriculum for the class sessions. We have teachers. We need children. It is up to each one of us to engage and invite people with children to join us in the endeavor of sharing life-giving faith-based spiritual formation for children.

Annual Pastor’s Newcomers’ Open House at my home

“The Pastor is In” at NKU, a monthly table of presence, welcome and information in the Student Union at Northern Kentucky University September through April.

Researched, read, selected, planned, designed, promoted and administered the 2016-17 Spiritual Growth Series including: Weekly Bible Encounter taught by servant volunteers: **Rev. Jim Colding, Rev. Dean Griffith, Rev. Keith Haithcock, and Rev. Fred Hoeweler**; Morning Prayer on Wednesdays; Spring and Fall Pastor’s Book Clubs: *Falling Upward-A Spirituality for the Two Halves of Life* by Richard Rohr and *Bad Girls of the Bible* by Barbara J. Essex with guest facilitator, **Rev. Michelle L. Torigian**; Book Studies: 2016 Advent Study *Names for the Messiah* by Walter Brueggeman and 2017 Lenten Study: *Half Truths-God Helps Those Who Help Themselves & Other Things the Bible Doesn’t Say* by Adam Hamilton; Fall Covenant Membership Classes welcoming: **Jeff Draper, Cherie Draper, and Mike Delaney**; and *Two Cents About Finances* Free Workshop for the community and congregation, co-sponsored by **Brighton Center** with facilitator **Earlene Johnson** with 17 participants.

The Welcome Table: recruited and trained servant volunteer hosts: **Cherie Draper, Alan Imberg, Sandy Kerlin, Bill Machuga, Linda Nesbitt, Regis Nesbitt,**



**and Carol Rich**, and made available new invite cards, St. John Church and denominational promotional materials, and other special events promotions. I now have remote computer access from home for our data program, Church Windows, thanks to technology coordinator servant volunteer, **Mitch Leigh**, who knows the ins and outs of technology, video media, website, social media, equipment and programs. He is a gift to this congregation and an amazing resource to help me keep information technology working for direct pastoral contacts and needs. Technology is a major piece of what it takes to keep in touch with people and promote on-going and sustainable ministry and mission in the 21<sup>st</sup> Century. We need others to partner with Mitch in this effort. He cannot continue to be the only one doing this.

Administer and direct 12 trained servant volunteer liturgists: **Melissa Artopeous, Dale Clark, Lonnie Fields, Linda Gee, Pat Giglia, Donna Hoffman, Alan Imberg, Sandy Kerlin, Bobby Moreland, Richard Robbins, Sally Sipperley, and Melissa Stephens.**

Identified, trained and enlisted two new acolytes: **Bennett Draper, Grayson Draper** to share the responsibility with **Stephany Dalsfoist**

*Blessed Are the Caretakers GALA* event with concert artist **Carrie Newcomer** and UCC congregations of northern Kentucky and Cincinnati

2016 Bellevue Nativity Dedication and Carol Sing – this year was an exceptional year as we had plenty of people helping for the first times since we began this ministry. Sharing the work made it easier for everyone and much more fun.

Thanks to all of our servant volunteers who helped: **Regis Nesbitt, Dale Sexton, Fred Hoeweler, Jan Hoeweler, David Roberge, Lonnie Fields, Donna Roberge, Kat Castell, Chelsea Clemons, Linda Nesbitt, Tim Smith, Debbie Cummings, Linda Schuster, Diane Cottingham, Steve Milloy, Mark Behnken, Handbell Choir, Stephanie Dalsfoist, Chancel Choir, Melissa Stephens, Berni Finrock, Mitch Leigh, Jimmy Smith, Rita Aueri, Margo Neinaber, Louise Hall, Peter D’Angio, Mayor Ed Riehl, City of Bellevue workers.**

On March 18<sup>th</sup> we had a fantastic four-congregation (St. John UCC-Bellevue, Christ Church UCC-Ft. Thomas, Faith UCC-Anderson Township, and St. Paul UCC-Alexandria) joint Congregational Care Team (CCT) training session (NOTE: we need two additional St. John Church members on the CCT – see me if you are interested) **Lonnie Fields, Sue Jelinek and Bobby Moreland** are currently on the CCT. **Marlene Hayes**, needed to withdraw from the CCT this year. Thanks to all of these servant volunteers.

Cub Scouts have come to St. John! **Adam Clinkenbeard** is our Unit Organizer, **Lonnie Fields** and **Melissa Stephens** serve as our Chartered Organization Representatives, and I serve as the Executive Officer.

The Pastor's Discretionary Assistance Fund (PDAF) 2017 report will be available in January 2018. A new project of the **Outreach Mission Group (OMG)** is the Blessing Bags prepared for congregants to hand out to those on the street who need food and other self-care products. The cost of the Blessing Bags are covered by funds given to the PDAF.

I made 21 personal contacts to inactive members/regular attendees inviting them to have tea with me to catch up. Thus far I have had 4 teas, 10 email responses (2 with potential tea appointments), and 7 no responses. I continually reach out to members and others who have been regular attendees who have lapsed in participation. If you know of anyone who may need a contact please let me know.

Every Church growth resource I know of highly suggest that pastors spend 20% of their time in the community beyond the Church. That means letting go of 20% of current activity spent within the Church. We have not achieved this goal yet. Spending time on the NKU campus, Bellevue First Friday events, Cub Scouts, and limited contacts with Fairfield Avenue businesses, Bellevue civic leaders, and interested building partners are some ways I have attempted to connect with the community this year. Other ways include: Art after Hours (Campbell County Library), writing monthly articles, *From the Corner* for the Bellevue Community News, participating in the World AIDS Day gathering planning, briefly checking in at the Friendship Center on Wednesdays and Free Senior Meals on the last Saturdays of the month, and the Rummage Sale to meet new people, the Women's March on Washington Square and the MLK Day annual event in Cincinnati. 20% of my time means one day a week (not including my day off). Your involvement in your Church is one way to help us accomplishing this goal. There is a lot of positive creative energy for the "Just for Them" Bellevue First Friday events. I convened the former Open Table Communion team and others interested in creating events just for those people outside of St. John Church. From that group we have started to connect with our community during Bellevue's First Fridays. We've passed out Wild Flower seed packets in the spring and hope to build on the ideas that came up at the brainstorming session. We need additional volunteers to effectively reach out to our community during Bellevue's First Fridays. Could that be you? Thanks to the servant volunteers

involved thus far: **Lonnie Fields, Louise Hall, Jimmy Smith**, and myself and for Lonnie and Louise for being the leads for this effort so far.

I am part of the planning team for the first northern Kentucky pride interfaith worship service on June 8<sup>th</sup>.

I am currently mentoring **Sally Sipperley** toward being a Member in Discernment (MID). This is the process in the United Church of Christ that one goes through to discern a call to ordained ministry. Sally has lived with a sense of a call to hospital chaplaincy for many years. She has finished two of four years of her Masters of Divinity (MDiv) degree and is currently beginning her third year of studies. As a member of St. John Church and hoping to be officially part of the MID process soon, she will join the Congregational Care Team as a servant volunteer to practice and use her gifts of care ministry. Part of being in the MID process means that St. John Church will form a committee to walk with Sally during this process as the MID team of the Southwest Ohio Northern Kentucky Association (SONKA) of the UCC discerns with her. She will also take the required courses of UCC polity and governance. Pray for Sally as she discerns her call to ministry.

Worship is perhaps the most known part of my role as Pastor and Teacher.

Worship includes preparing, planning, and the congregation through creative services with the preaching of Scripture, the sacraments of baptism and Holy Communion, liturgy and talented musicians like our staff Keyboard Musician and Choir Director **Steve Milloy** (piano, organ, drums, etc.), and servant volunteers like **Berni Finrock** (choir direction, flute, piccolo, oboe), **Steve Phillips** (piano), **Theo Baldwin** (piano), **Kaden Kass** (viola), **Alan Imberg** (guitar), the **Chancel Choir** with staff choir section leaders and soloists: **Abby Sparks** and **Saba Smith**, and several other servant volunteers who offer vocal solos, duets, trios and ensembles; and the **Hand Bell Choir** under the coordination of **Stephanie Dalsfoist**. But worship is not just about music arts. The visual arts of flowers, banners, ribbons, palms, baptismal font, crosses, and candles, etc., which the Chancel Ministry create with guidance from the sermon scriptures, themes, and focus I offer. **Pat Giglia, Charles Giglia, Diane Cottingham, Jan Smith, Carol Stitt, Karl Frey, and Doug Baldrige** are the servant volunteers of this ministry.

Worship experiences are also enhanced through the coordination of other aspects such as Ushers/Greeters, (**Joe Cox, Rita Auteri, Ron Sperry, Linda Gee, Jan Smith, Dale Clark, Mary Ann Reilly, Theresa Sterling, Brett Evener, Jimmy Smith, Tim Smith, Troy Layton, Pat Giglia, Linda Nesbitt, Georgia Dahlberg, Shirley Gregory, Marvin Snodgrass, Doug Baldrige, Karl Frey, John Wilson, Melissa Stephens**) servant volunteers who greet, direct, and assist worshipers;

Welcome Table hosts, Acolytes, and Liturgists as I've mentioned earlier. Another part of our worship experience is those who are willing to serve by sharing Mission Moments or Testimonies as a means to connect us with how the Spirit is working through the ministries of St. John Church, individual lives, and partner organizations in the community, ecumenical connections, and the wider mission of the UCC. Worship is most likely the top priority of my role as Pastor and Teacher.

**Pastoring is a unique vocation.** Often the only time congregants see their pastor is on Sunday morning behind the pulpit. Some continue to share the comment that a pastor only works one day a week. Others wonder and ask, what do you do all week? The answer to that question is a long list, some of which is named above.

**Here are a few other things you may not know about or think of when you wonder what a pastor does all week:** schedule and reserve rooms for Church and community events on the master calendar, including setting up tables and chairs and checking restrooms for paper goods; writing letters to congregant's employers requesting to not schedule congregants to work on Sundays so they may attend worship; proofreading and editing the newsletter, e-Weekly, worship bulletin, and most all documents that represent the Church; writing liturgy and lyrics for hymns and worship choruses; researching and interviewing counselors, psychologists, psychiatrist, social workers, service and care facility administrators and staff for potential referrals for congregants; maintaining the prayer list and necrology list; constantly updating and maintaining the Church data base system with the help of staff Data Coordinator (4 hours a week) **Linda Schuster**, adding skills, interests, new names, updated addresses and other information; inquiring, researching and reading books, articles, denominational information, professional journals, etc. to keep up with resources for Church management, communications, growth, pastoral care, etc.; representing St. John Church at denominational meetings such as the spring and fall SONKA meetings, annual Ohio Conference meeting, biennial General Synod, and events like anniversaries, installations, and ordinations; attending boundary, mandatory reporting, and other required training for UCC ministerial credentials; taking part in a clergy group for professional support, collegiality, and keeping in tune and sharp with skills and practices of ministry, and pastoral and spiritual leadership; maintaining records for professional mileage, resources, teaching materials, etc.; managing,

the operations of the office and overseeing, communicating, and meeting with 5 part-time staff members (1 weekly, 4 monthly); being the servant volunteer Interim Building Use Coordinator – promoting the building as a place for outside organizations can meet including tours, phone inquiries and constantly updating contacts and materials; it typically takes 8 to 12 hours to research, write, pray, brew (as in develop – I used to say “give birth” but since sermon preparation often is more about being “in labor” with trying to interpret and communicate what the Scripture is saying, I don’t think that is an appropriate metaphor any longer), and create a sermon; and many, many, many other administrative, building, communication, and pastoral details.

**Speaking of building.** Let me just say a big thank you for servant volunteer, **Dale Sexton**, who has served as our Building Maintenance Coordinator for a full year, the first full year in 14 years that I have had anyone to report or hand over building issues. His presence and willingness to handle building maintenance matters, problems, details, and tasks has been a huge gift to your pastor. But, keep in mind, one person cannot sustain doing this job alone. Maintaining this old Church house requires others to work with Dale in on-going efforts and projects to share the responsibility!

I would also like to thank the enormous efforts taken this year to begin to get our financial recording and reporting abilities in order. Transparency in such matters has always been our goal and intention, however, we have not always had the people, resources, or tools to keep up with the immense details of financial records, payroll, IRS, insurance particulars, and the list goes on. I’m sure there are others, but the leads in this effort have been servant volunteers: **Melissa Stephens**, and **Dale Sexton**.

#### ***My 2016 – 2017 Goals & Priorities***

*Prayer & Study*

*Preaching & Worship*

*Spiritual Growth Series*

*Newbie contacts | Newcomer Open House*

*20% in the community | NKU “Pastor’s IN”*

*Illumination Youth Ministries*

*Congregational Care Team*

*Pastoral Care & Consultation*

*Stewardship & Leadership Development*

*Head of staff*

**Although my role as pastor and teacher is enormous and filled with lots of things one would not typically think of the pastor doing, this is not a ministry that I do alone.** It takes all of us doing something to live out the mission and vision of St. John United Church of Christ. In this report I had tried to name and put in bold print the other servants from the congregation and community, who

throughout the year have worked with me to help live out our mission and vision and accomplish many of our goals. Thanks to all of you. I'm sure I have missed someone in naming and bolding in this report. If so, please forgive me and know that you are appreciated and loved.

**Thank you to all of the dedicated people who serve on committees, ministries, and task forces.** Along with the ones I have mentioned above I want to acknowledge and thank:

Pastoral Relations Committee: (servant volunteers: **Bobby Moreland, Pat Giglia, and Alan Imberg**) who have been exceptional at listening, giving insight, perspective, and support in what I'm doing well and offering loving input where I need to improve.

Outreach Missions Group (OMG): (servant volunteers: **Willie Tackett, Bruce Horn, Eileen Thornton, Steve Phillips, Carol Griffith and Bob Epton**) who with others are able to provide the weekly Friendship Center and monthly Free Senior Meals, offering a connection to the community and for the community a connection to St. John Church as well as other efforts of helping those in need.

Music on the Avenue (MOTA): (servant volunteers: **Steve Phillips, Theo Baldwin, Diane Cottingham, Berni Finrock, Lonnie Fields, Sandy Kerlin, Jennifer Miles, Steve Milloy, Esther Ries, Ed Ulsas**) who with other are able to provide excellent musical performances and encourage the human spirit and enlighten the soul. As you may know, I was part of beginning MOTA and this ministry has literally made the Church known in the region. This is a huge feat in Church marketing and promotion. The former Bellevue Chief of Police told me once that MOTA was the "best thing happening in the City of Bellevue".

Investment Team: (servant volunteers: **Tim Smith, Pat Giglia, Dean Griffith**) who have begun the strategic task of investing the financial resources God has provided us for ministry in the most responsible manner. We have needed a team like this for years.

Parking Lot Coordinator: (servant volunteer, **Joe Cox**) always available to help out with special events that involved the parking lot, keeping an eye for safety needs or concerns for the neighborhood, and on the side and faithfully Joe is the one who serves as our grounds keeper, consistently cutting the grass, edging and cleaning up the yard.

Stewardship Committee: (servant volunteers: **Melissa Stephens**, **Dale Clark**, and myself) This committee came together a little over a year ago after a number of years of no stewardship team except for myself and Tim Smith. Melissa, Dale and I have worked hard with Coordinator, **Linda** communicate with our importance of the spiritual giving. We have adopted sending Thank You letters support this ministry with challenge those who give regularly to consider how small increases can make a huge difference in reaching our need and encouraging those who are sporadic in their giving pattern to take a step of faith and begin to give consistently every week or month, and learn to trust God in the process. With the Spiritual Growth Series that I oversee annually, the Stewardship Committee supported the *Two Cents About Finances* free workshop, hoping that it would provide needed information to help congregants to plan and use their finances well, determine the different between needs from wants, and learn the faith perspective of being stewards with all that God has given us: Time, Talent, and Treasure, no matter what the amount is. It is not our goal to overwhelm anyone, but it is our goal to help all of us to see and live the abundance and joy of God's blessings as opposed to living in scarcity and fear. Overall I think we have made some strides in teaching good stewardship practices as well as accomplishing good practices toward institutional development of a non-profit corporation. We are trusting God in these efforts.

*...a vibrant, inclusive, progressive Christian church with a focused ministry and mission of building up the Body of Christ and loving our neighbors as we love ourselves.*

our Data **Schuster**, to congregants the practice of the practice of to those who their resources,

I want to express my highest and thanks to our dedicated professional and support **Taylor Byers**, Illumination Coordinator (10 hours per **Cummings**, Administrative Assistant to the Pastor (16 hours per week); **Luis Hernandez**, House Keeper (7 hours per week); **Steve Milloy**, Keyboard Musician and Choir Director (15 hours per week); and **Linda Schuster**, Data Coordinator (4 hours per week). I could not do this ministry without this staff of dedicated people. They give their best and then some. We are all passionate about this ministry and hope for the needed resources of staff, servant volunteers, and

*"The ministry that you do in our community matters. You will never know how important it is that you are here."*

—from a Bellevue resident

appreciation part-time staff: **Alicia** Youth Ministries week), **Debbie**

funds to sustain a vibrant, inclusive, progressive Christian church with a focused ministry and mission of building up the Body of Christ and loving our neighbors as we love ourselves.

I also want to extend my deepest gratitude for **Rev. Sue Jelinek**, our Chaplain in Residence. Sue has always been willing to assist me in any way possible, she serves as assistant coordinator for the Congregational Care Team in my absence, and offers last minute support when needed, and offers words of encouragement in low times and an energy-giving laugh in good times. Just knowing that she is there is a comfort and support.

This has been a very busy year. The Strategic Leadership Council (SLC) has done an outstanding job on behalf of the congregation. They have put their best foot forward because they love the people of this Church, care about their community, and are passionate about turning the Church upside down not just for a future for us, but for the love of God and our neighbors who need a Church like St. John Church. Thank you for our dedicated servant volunteers, **Lonnie Fields** and **Melissa Stephens** (at large members), **Dale Sexton** (Treasurer), **Theo Baldwin** (Recording Secretary) **Steve Howes** (President Elect) and **Louise Hall** (President) who has kept us organized, diligent, and on task. It has been a pleasure, with passionate and heartfelt strives, to serve with this Strategic Leadership Council.

When nation and Church is known more for excluding than including, and congregations are more concerned with buildings than fostering communities; where our neighbors are addicted more than anywhere else in our commonwealth, and legislation refuses to provide tools for the solutions – a faith community like St. John Church is needed. We have the foundation, we have the vision, we have the mission, and we believe in God who is love and teachers us extravagant welcome through Jesus the Christ. We can do no less than turn this place upside down and move forward into our next 130 years of Christian service in this place and time.



## Appendix

Because pastoring is a unique vocation I have included an appendix regarding a pastor's pay, vacation, weekdays off, and continuing education.

Do you think that six weeks of vacation is too much for a pastor? Perhaps this math will help you realize how much time a pastor actually has "off", that is if a pastor is ever truly off the clock – so to speak. I am allotted six weeks of "vacation time" (42 days a year). Unless I am called out for a pastoral emergency or a committee that can only meet on my day off, I take one (1) day off a week (46 days, not counting 6 days included in the vacation weeks). I typically take 5 holidays (Labor Day, Memorial Day, Thanksgiving Day, Christmas Day and New Year's Day). I am a salaried self-employed worker (which means I do not make over-time, nor have set hours). I average 60 hours a week and I am on call 24/7, even when I'm on vacation. I pay income taxes, my portion of Social Security, and Campbell County Occupational License tax (just to do "business" in Campbell County). I have 36 years of professional experience in my vocational field with BA and MDiv degrees. I have a total of 93 days off a year, which equals to 1.8 days a week! It is rare that I am able to make up (comp time) days off that were interrupted with my pastoral duties (emergencies, etc.).

Let's compare this to a typical non-salaried professional just starting out. They typically work 40 hours a week, with two days off a week, and two weeks of vacation. Commonly the following national holidays are offered as paid days off: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day (A holiday policy typically looks something like this: If it is necessary for the employee to work on one of these holidays, another day during the same week may be taken instead. When holidays fall on weekends, employees may choose a replacement "designated holiday(s)" either the Friday before or the Monday following the actual holiday.) That is a total of 120 days off a year. That's 27 more days off than the salaried and on-call pastor at St. John Church receives after more than 17 years of service and 36 years of experience. When we stop and "do the math" as my high school teacher used to say, it helps to put different jobs and vocations in to perspective.

I'm thankful that St. John United Church of Christ offers benefits such as health insurance (dental, medical, visual), and pension (retirement). You will see these

listed in the annual MMAP (Mission and Ministry Action Plan – i.e. budget). The Church also offers a reimbursable line in the MMAP for professional expenses such as business related mileage and professional materials and resources (books, periodicals, training materials, etc.), and a conference budget for attending General Synod, SONKA and Ohio Conference denominational meetings. There are no continuing education funds provided. My full salary includes both MMAP lines for Salary and Housing Allowance together. These lines are separated only for IRS purposes for ministers.

Often when people read the MMAP they think all of the items listed under Pastor in the Staff section are my personal take-home salary. Although I receive benefits such as insurance and pension and am reimbursed for my professional expenses to do my work, as other professionals do, those items are not take-home pay. And, the Social Security Offset listed in the MMAP is an interesting feature. As with all paid positions the “employer” pays their portion of their employee’s Social Security. However, the IRS considers minister’s as Self Employed, thus, even though the Church offers a “Social Security Offset” in the MMAP, the IRS consider this as “income” and I am required to pay taxes even on my “employer’s” portion of my Social Security. And you thought your taxes were interesting.

My salary in 2016 was as follows:

Gross Salary (salary + housing <u>before</u> taxes):	\$61,173
State taxes, federal taxes and my full social security-Church offset & my portion:	- \$10,326
Campbell County Occupational License from my salary (to do “business” in CC):	- <u>\$378.47</u>
Net Salary (salary + housing <u>after</u> taxes - avg. 60 hours a week, on-call, salaried)	\$50,468.53 (\$970.55 per week)

I hope this helps in understanding the financial reality of providing this staff position.

## St. John United Church of Christ Annual Meeting 2017

### **Strategic Leadership Council**

#### **Guiding Principles**

##### **Our Vision:**

We are a source of hope and opportunity for people who need us. The community understands the way we understand ourselves. Our ministry is open, accessible and inviting in ways that encourage all members of the community to use their gifts in ministry.

##### **Our Mission:**

Our caring congregation feeds the spiritual and physical needs of the community.



### **Strategic Leadership Council**

#### **Goals**

In the spirit of the above vision and mission statements and in order to transform St. John UCC into a vital, fully alive mission outpost - receptive to the word of God, moved to action by the Holy Spirit and living the commission of our Savior Jesus Christ - the SLC established the following priorities this year:

- 1) Extravagant welcome
- 2) Transparency among ourselves and with all members of the congregation and community
- 3) Creating Church windows on-going balance sheet
- 4) Implementing First Friday activities
- 5) Reviewing and renewing existing policies

### **Pastor Keith's 2017 Annual Report**

*Available in your email box today.*

No email? Request a hard copy from Pastor Keith

#### **Office hours**

- Tuesdays and Wednesdays 9:00a to 4:00p
- Always available by appointment.
- You may always refer to your current church directory, newsletter, e-Weekly, website or Sunday bulletin for contact information.



## Pastoral Relations

### Purpose

Provide support and advice to Pastor Keith



### Objectives for the year

Continue to provide Pastor Keith with compassionate care and advice.

Fill the following open positions available allowing Pastor Keith to focus on the spiritual needs of St. John United Church of Christ:

- *Nativity Program Coordinator*
- *Building Use Coordinator*

## Chancel Ministry

### Purpose

Provide the correct visual experience of the liturgical seasons. The committee is also responsible for maintaining sufficient communion elements, plus the setup and removal and care of the items used for the sacraments.



### Highlights from the past year

Provided additional visual enhancement such as floral arrangements, banners, candles, etc. by preparing and setting up the decorations.

All materials (floral arrangements, etc.) were donated – there was no impact on the budget.

Christmas poinsettias, palms, and Easter flowers were all paid for with the congregation's designated memorial and honorarium gifts.

Welcomed Jan Smith as a new member of this ministry.

We are always open to new members and new ideas

## Ushers & Greeters

### Purpose

To welcome and assist all who come to worship at St. John United Church of Christ. We provide the face and hands of our Extravagant Welcome.



	1 <sup>st</sup> Sunday	2 <sup>nd</sup> Sunday	3 <sup>rd</sup> Sunday	4 <sup>th</sup> Sunday	5 <sup>th</sup> Sunday*
<b>Captain</b>	Joe Cox	Dale Clark	Jimmy Smith	Linda Nesbitt	John Wilson
<b>Team</b>	Rita Auteri Linda Gee Ron Sperry	Bret Evener Mary Ann Reilly Jan Smith Theresa Sterling	Pat Giglia Troy Layton Tim Smith	Georgia Dahlberg Shirley Gregory Marvin Snodgrass	Jimmy Smith Melissa Stephens

Substitutes

Doug Baldrige, Karl Frey, Brent Hathaway, Jan Hoewler, Ron Rigby, Will Tackett

\*and special events/services

## Ministry of Music

### Purpose

Aid the congregation in worship



Chancel Choir		Bell Choir
Theo Baldwin	Sue Jelinek	Theo Baldwin
Katherine (Cat) Castle	Kaeden Kass	Stephanie Dalsfoist
Chelsea Clemmons	Mitch Leigh	Lonnie Fields
Diane Cottingham	Steve Philips	Bernie Finrock
Stephanie Dalsfoist	Saba Smith	Jan Hoewler
Lonnie Fields	Abby Sparks	Cathy Howes
Bernie Finrock	Melissa Stephens	Sue Jelinek
Ginnie Kelley	Darlene Young	Steve Philips



## Outreach Mission Group

### Purpose

To identify and develop ways to live and deliver our church's mission to Bellevue, Dayton and beyond. We celebrate diversity, offering hospitality, fellowship and inspiration to all. We foster partnerships with other organizations to deliver goods and services to those in need.

### Highlights from the past year

Served monthly meals to about 30-40 seniors, hosted weekly Friendship Center  
Organized the after church socials, helped organize Thanksgiving and Easter gatherings  
Participated in the NKY Pride Fest and Cincinnati Gay Pride Fest, attended the GLSEN Youth Summit at NKU; worked with the Health Department to do HIV testing  
Collected baby items for the Scholar House in "Fill the Play Pen" campaign and cans of soup and other food items for Souper Bowl; assembled the Blessing Bags for distribution to those that are less fortunate  
Sponsored Bill Noland's concert in September, led church play outings  
Sold refreshments during the Bellevue/Dayton Memorial Day Parade, helped with Bellevue Halloween candy; Willie built a new Book Nook



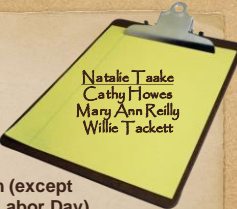
Bruce Horn  
Robert Epton  
Carol Griffith  
Stephen Philips  
Willie Tackett  
Eileen Thornton

## Kids Connection

### Purpose

Leading the Christian education for the children of our church family through age 12.

Kids Connection meets during worship on the 2nd, 3rd, and 4th Sundays of the month (except for a summer break from Memorial Day to Labor Day).

Natalie Taake  
Cathy Howes  
Mary Ann Reilly  
Willie Tackett

## Cub Scouts

### Purpose


Scouting presents a great opportunity to make a lifelong impact on boy's lives and to connect with families with elementary age children right here in our community.

### Rationale

God has opened this door to us for this incredible children's ministry, but it is up to the congregation to step through it with as much energy and involvement as possible. Members could volunteer to be leaders. We could host a Scouting Sunday or a special meal for the Cubs and their families. We could create work projects around the Church house or grounds, individuals could provide mentorship.

The Boy Scouts of America district leadership is very pleased with the facility and excited that we are accessible to all persons (including children) with disabilities and that we are an Open and Affirming congregation that welcomes LGBTQ persons.

If you are interested in working with the new pack contact Keith Haithcock right away - the goal is for it to be up and running soon after Labor Day.



Keith Haithcock

## Cub Scouts

### Highlights from the past year

Adam Clinkenbeard checks our interest in being the Charter Organization of a new and needed Cub Scout pack that would serve the Bellevue, Dayton and communities beyond.

Adam and district executive Ben Adelman toured our facilities

The Strategic Leadership Council voted unanimously at the December meeting to become the Charter Organization for a new Cub Scout pack.

In February, Adam shares a Mission Moment on Cub Scouts in worship

In May, Adam sponsored a meeting for St. John people who might be interested in leadership for our Cub Scout Pack

### Next

A pancake breakfast is scheduled on **Sunday, June 11<sup>th</sup>** at 9:00am to learn more about our Cub Scout Pack and we hope the whole congregation will attend prior to worship.

## Media Center

### Purpose

To enhance the mission and purpose of the church by providing multimedia resources to engage and encourage spiritual growth and affirmation.

### Highlights from the past year

Created two short films "Welcome to our Website" and "Why I attend" each screened with the congregation and shared on social media as a marketing tool.

Shot footage during the 2017 Music on the Avenue recital series for a new film documenting what the series is about. This film will be included as part of the church's grant application process (see below).

Started the application process to win a federal grant to a) renovate and expand the technology of the church and to b) create a crowd-sourcing video to garner additional funds for the renovation project.

The media center has also been involved with other multi-media requests to run films and electronic presentations for the congregation.

In the future, the media center will be soliciting volunteers as actors, assistants, and collaborators for the crowd-sourcing video. Production for this year has been postponed and work will begin in preparation for next year later this fall.

Mitch Leigh

## Music on the Avenue

### Purpose:

To invite the general public of Northern Kentucky and greater Cincinnati to enjoy outstanding free concerts, allowing our church to display its welcoming nature, while making itself better known among people in the community and helping foster local businesses in Bellevue.

### This Years' Program

**18<sup>th</sup> consecutive year – 747 attended over five weeks**

- 02/03/17 – Cincinnati Children's Choir (229 in attendance – an all-time record!)
- 02/10/17 – Jazz vocalist **Nancy James** (154 in attendance)
- 02/17/17 – Early Baroque guitarists **Rod Stucky & Chris Wilke** (118 attendance)
- 02/24/17 – **Phillips-Hofeldt Piano Trio** (97 in attendance)
- 03/03/17 – **No Promises** a cappella vocal band (149 in attendance)

Stephen Philips  
Theo Baldwin  
Diane Cottingham  
Lonnie Fields Berni Finrock  
Bruce Horn Sandy Kerlin  
Jennifer Miles Steve Milley  
Esterhe Ries

## Music on the Avenue

### Highlights from the past year

Sponsorships included three Cornerstone Fund donations (\$500 each), seven Recital Sponsor gifts (between \$250 and \$499) and six donations (\$50 each) from Bellevue businesses to place ads in the program.

Our new relationship with Piano Pros secured a Steinway Model B grand piano for the series for free - the only costs to MOTA were moving and tuning fees.

Jennifer Miles negotiated free printing of posters & postcards from Peerless Printing

Total income exceeded total expenses by \$2,500 (first time ever) – the excess was donated back to St. John UCC as a gift from MOTA for the General Budget.

Steve Phillips was interviewed by Brian O'Donnell of WGUC radio in January 2017 for five short promotional spots that aired the week of each concert. He was also interviewed by Robin Gee of the Bellevue-Dayton Sun for five weekly online articles that promoted the 2017 MOTA series.

MAR 3 No Promises

No Promises Vocal Band

Pop, Jazz, & Motown Acapella

## Building Maintenance

### Purpose

Coordinate ongoing maintenance of the church building, repairs and emergency issues, as well as small projects, with help from many in the St. John church family.

### Highlights from the past year

Worked with many external vendors: HVAC, ongoing gas leaks, boiler, elevator, lights, electrical repairs

Managed church projects, such as fixing buckled flooring (accessible ramp), garden work, replacing chancel spots, replacing window panes, replacing batteries in emergency exit lights, fixing the elevator emergency phone, repairing the kitchen sink

Coordinated inspections with the fire marshal and state elevator inspector

Completed building diagram for police and fire departments

**I have many small projects to get done this summer.** Let me know if you can help. Contact: fixit@StJohnChurch.Net

Dale Sexton

### Building Use



Dates	Organization	Purpose	Room	Income
March 30 March 31 April 1	NKU Drama	Student Senior Project	Avenue Stage Fellowship Hall	400
Sunday Afternoons	Männerchor	Weekly rehearsals	Sanctuary	100
May 20 May 21	Cincinnati Men's Chorus	Spring Retreat	Fellowship Hall Room# 102 Room #203	250
June 1	Belleveue HS Band	Cooking Class Fundraiser	Kitchen	100
Total				850

### Investment Team

#### Purpose

Provide guidance to the SLC regarding the Jeanette Ludwig fund; to ensure it is properly invested and grows to achieve Future SLC goals



#### Highlights from the past year

Committee was formed in summer of 2016 and has been in research mode.

Recommended to the SLC that we end our relationship from BB&T once we've completed our due diligence and identified a different provider.

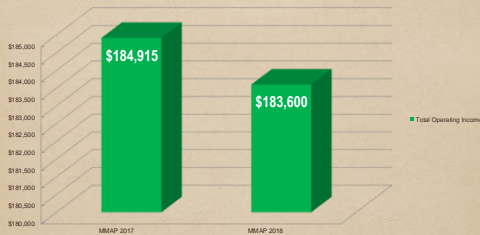
Looking at (and in talks with) 5/3 Bank, Fidelity and Raymond James

Recommended the church start depositing a fixed % of all operating funds received weekly into the investment fund as by far the easiest way to grow the fund

Next priorities are to a) execute the move of funds to a new provider, b) recommend changes to the investment policy last adopted by the SLC and c) identify additional opportunities to grow the fund.

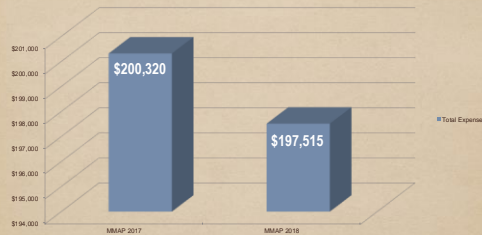


Total Operating Income



Mission & Ministry Action Plan  
Projected Income

Total Expense



Mission & Ministry Action Plan  
Projected Total Expenses



I move that we accept the  
Mission and Ministry Action  
Plan as presented.