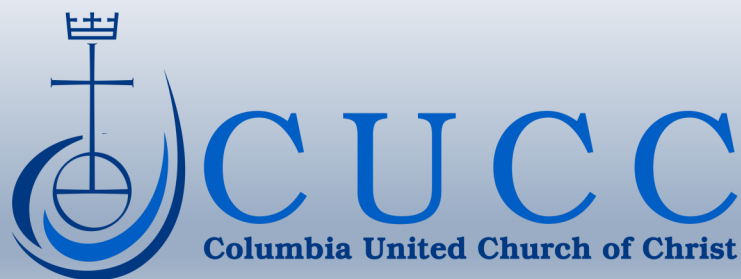


# Columbia

## United Church of Christ

### 2018 Annual Report



# ANNUAL REPORT 2018

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## COLUMBIA UNITED CHURCH OF CHRIST

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## INTRODUCTION

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What is the IMPACT of Columbia United Church of Christ?

As church evolves in the 21<sup>st</sup> century, the old ways of understanding church are fading away and new models of faithfulness are emerging. Churches no longer can hold to the motto “if you build it they will come;” for today’s Christian does not attend church out of obligation, habit, or peer pressure. Today’s Christian attends and supports a church based on relevance; the IMPACT that church is having in their life, and in the world.

This is nothing new; this evolution has been happening for decades. This is also nothing to fear; for as churches live into this evolution, they become more faithful, more giving, more loving, more serving. In this evolution, churches are called to not just be, but also be relevant; and in doing so, more faithfully execute Christ’s mandate to be servants of all. The result of this post-modern evolution in church life is that churches which thrive will be those who have allowed themselves to become more faithful, more reflective of what Jesus envisioned church to be, more like the church inspired by the Holy Spirit (Acts 2:37-48). The result of this evolution of church will be a church that is a manifestation of the Kingdom of God right here on earth.

This is a good thing. As Rev. Dr. John Dorhauer, United Church of Christ General Minister and President, stated at the Conference Annual Gathering last year, (quoting a speech from Dr. Michael Kinnamon) “It is a great time to be the church!”

At CUCC, we are not just a Sunday morning resting place. We are a church that is relevant; making an IMPACT on God’s World in the Columbia Community, in the Midwest, in the whole world. At CUCC we are educating children and adults, we are providing economic support to refugees all over the world, we are building new structures for ministry at MoVal and in Chiapas, Mexico, we are feeding the poor at Loaves and Fishes and those who are going through challenging times at Ronald McDonald House, we are lifting up and affirming the worth of God’s Children who have been rejected by others. We are making a great IMPACT on God’s World.

This Annual Report is a snapshot of the IMPACT Columbia United Church of Christ is making in God’s World. As you read through it, I hope the excitement builds within you, realizing the lives we are changing and the community we are building. We have done some amazing things together in 2018 and truthfully, we have just begun. As we head into 2019, how can you be more a part of the great work happening at CUCC?

Blessings to you in this new year!

-Rev. Rick Oberle, Pastor; Columbia United Church of Christ

## MISSION STATEMENT & CORE VALUES \_\_\_\_\_

### Mission Statement

Columbia United Church of Christ celebrates God's boundless love by:

- ◆ Welcoming all of God's people;
- ◆ Nurturing faith and spiritual growth;
- ◆ Challenging and inspiring everyone with
- ◆ vibrant worship;
- ◆ Building a supportive church family;
- ◆ Transforming both the congregation and the community through service and outreach.

### Core Values

Columbia United Church of Christ seeks to express God's boundless love as it values being:

- ◆ Welcoming and inclusive of all people as all are created in God's image;
- ◆ Nurturing and supportive of people as everyone is God's precious child;
- ◆ Willing to extend God's grace and forgiveness as God extends grace and forgiveness;
- ◆ Intentionally aware of others as God is intentionally aware of each person.

Columbia United Church of Christ in its governance values:

- ◆ Adherence to the Constitution and Bylaws of the church;
- ◆ Intentional inclusion of diverse perspectives and voices on all decision-making bodies;
- ◆ Willingness to recognize conflict and resolve difference in a caring and respectful manner;
- ◆ Open and transparent decision-making processes;
- ◆ Making decisions by consensus rather than simple majority-rule whenever possible.

REPORTS OF:  
THE CHURCH  
COUNCIL OFFICERS

## MODERATOR

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### **PURPOSE:**

To provide leadership for the Council and Congregation, working to ensure that the Constitution and Bylaws are followed, that the Mission Statement is lived out, and that components of the Strategic Plan are executed; to foster a loving, Christian environment consistent with our stated Core Values.

### **Highlights:**

2018 was a revitalizing year for Columbia United Church of Christ.

I continue to give thanks for Pastor Rick's leadership. He works tirelessly and faithfully to make the gospel of Jesus Christ come alive in our midst.

Listed below are highlights of this year:

**Inclusion Initiative** - We began the Inclusion Initiative the end of February focusing on how we can be even more welcoming as a church. This journey has helped us develop as a congregation and grow closer to each other as well as increase our connectedness. The Initiative will conclude on January 27th with a congregation vote immediately following morning worship. I encourage all congregants to be present on the 27th.

**Renovations** - Several upgrades occurred in 2018. Gene and Deb Koepke were the major donors of a brand-new organ which was installed in March. With gratitude, we said goodbye to Ms. Jonie Loehnig, but were excited to welcome Amy Crousore as Organist, Pianist, and Accompanist.

The most evident physical makeover occurred in the Fellowship Hall/downstairs area. Renovations included fresh paint in the stairwell and Fellowship Hall, new pictures and valances, new round tables with chairs, upgraded Sanctuary lighting and new furnishings for our youth lounge. These upgrades were approved by the Church Council and financed by the repurposed Building II Fund.

In November, Council approved the **purchase** of a new copier for the office. We are anticipating this copier will last 5+ years. Ricoh will buy out our current lease of \$2,165.

Other upgrades included: a new CUCC logo, an improved CUCC website, and a new pictorial directory.

**Missions:** Columbia United Church of Christ's mission roots run deep from our humble beginnings as the Chapel many years ago. Many mission opportunities were revitalized this year. In July, twelve high school and middle school youth participated in mission trips and 16 children/youth attended Camp Mo-Val last summer.

Pastor Rick and several congregants participated in the Chiapas mission trip the end of September.

Outreach and Advocacy Ministry Team recommended, and Council affirmed, the allocation of \$10,000 for a refurbishment project at Camp Mo-Val.

Lastly, Columbia UCC provided fifty new hymnals and a spiral bound accompanist hymnal to Oasis UCC, Jefferson City. Many thanks for your generosity towards these and many other missions in 2018.

Your 2018 Church Council remained committed to the many tasks associated with new leadership/ministry. I remain grateful for their efforts and support. It has been an honor to serve as your Moderator this year.

I am handing over the responsibility of Moderator to a well-qualified businessman and friend, John Graves. Under his leadership, I know Columbia United Church of Christ will continue to thrive.

Jesus continues to remain at the heart of all we do. I pray we will remain compassionate in all we do for the local community and wider church. These words from Micah will guide us to live out our mission with love **for all of God's children.**

“But he’s already made it plain how to live, what to do, what God is looking for in men and women. It’s quite simple: Do what is fair and just to your neighbor, be compassionate and loyal in your love, and don’t take yourself too seriously— take God seriously.”

-Micah 6:8 (The Message)

Respectfully submitted,

Judi Privitt



## VICE MODERATOR: VISION TEAM

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**Members:** The Vision Team is comprised of one representative of each of the seven Ministry teams, the Pastor, and the Vice Moderator, who chairs the Vision Team. 2018 members included: Pastor Rick Oberle, Jo Ellen Grace/Melba Schaffer, Diane Maxwell/Helen Schultz, Audrey Lasley, Paul Sanderson, Lena Muench/Pat Forward, Val Schoeneberg, George Zimny/Sue Ann Schafer, Jolene Kirchoff, and John Graves. Also attending specific meetings and giving input was Erika Maltzberger, Director of LODO, and Kristin Veteto, Music Coordinator.

During 2018, the Vision Team met in April, August, September, and October. A Congregational meeting was held on October 28<sup>th</sup> to present the revised Five year Strategic Plan and the Ministry Team action items.

### **Significant additions and revisions include:**

- ◆ “Seek ways to develop greater visibility for the congregation in the Columbia area by exploring the use of social media, a more significant web presence and better signage...”
- ◆ “Explore the expansion of LODO services by...nurturing special needs students with trained/certified specialists.....updating physical space including hallway bathroom and classroom flooring...establishing gardens for outdoor education.”
- ◆ “Explore the production of large print bulletins for worship....explore ways to live stream worship services and/or put sermons on line.”
- ◆ “Explore the formation of a Bereavement Committee and and the development of Stephens Ministries program.”
- ◆ “Explore transportation needs and options for CUCC members and guests.....Explore ways to increase our advocacy efforts, especially in issues that impact poverty, hunger, and health.”
- ◆ “Research models of planned giving....explore the possibilities of new signage along the road.... Explore the formation of a church Safety/Security Team.

In 2019, the Vision Team will continue to review the Mission Statement and Strategic Plan to determine if any revisions are required and to set priorities for 2020. They will also be charged to develop plans for the 50<sup>th</sup> Anniversary of our move to this building (2019), the 20<sup>th</sup> Anniversary of our LODO Ministry (2021), and the 100<sup>th</sup> Anniversary of this congregation (2023).

It has been a pleasure to work with all the members of the Vision Team and Pastor Rick.

Respectfully submitted, John Graves

## SECRETARY REPORT – ANNUAL MEETING MINUTES \_\_\_\_\_

### **Annual Meeting Minutes: January 28, 2018**

Note: These are the minutes for the 2018 Annual Meeting and will be voted on for acceptance at the 2019 Annual Meeting.

Cliff Beckman welcomed the approximately 106 in attendance. There were seventeen entries in the Chili Cook-off. Cliff thanked all of the chili cooks as well as those who provided the desserts. The three “tasting” judges were Mike Van Hove, Lloyd Viehland, and Kibaro Kakozi. Wooden spoons commemorating the event were given to each of the judges. The following were the chili winners:

- 3rd place: Paul Sanderson-“Tailgate Chili”
- 2nd place: Morgan Lavelly-“Morgan's Secret Recipe”
- 1st place: Tracy Bach-“Just Good Ole Chili”

Each winner was given embroidered hand towels and Tracy was also given the Golden Ladle Award. All of the embroidery work was done by Sue Beckman. Pastor Rick said a prayer before the meal.

### **Business Meeting**

The meeting was called to order at 12:30pm by Moderator, Steve Keithahn.

Highlights of the year were presented. Pastor Rick Oberle was called. The Open & Affirming process has started. Many church upgrades were completed and some are still taking place. Steve recognized the Search Committee and thanked them for their efforts. Steve also thanked Pastor John Bracke and Mary Bracke, Pastor Beckmann, Pastor Buchholz, Revitalization Committees, Council 2016, and Council 2015.

The minutes from the 2017 annual meeting were approved.

Staff changes were discussed. The following people were hired during the last year: Kirstin Veteto, Joanie Loehnig, and April Rothweiler.

**Pastor Report:** Pastor Rick Oberle thanked the members of Council 2017 and Steve Keithahn as Moderator. Pastor Rick emphasized the seven goals that were included in the Annual Report. He thanked Tracy Bach for taking over as Membership Chair and for setting up meetings in homes of congregants. He was able to meet with about eighty congregants this way. Pastor Rick is working with the youth. He discussed transformative worship and thanks to the congregation for being receptive to new ideas. Pastor Rick thanked Kristin Veteto. Pastor Rick discussed the Clergy Personnel Committee goals highlighted and work with youth and college aged kids. Pastor Rick asked for forgiveness from the congregation and invited members of the congregation to talk to him or the staff.

**Financial Report:** Steve Keithahn presented the financial report. We met the budget on Joyful Giving. We were under budget on expenses. The historical funds increased by \$30,000. We are strong financially.

**Vision Team Report:** Judi Privitt thanked the members of the Vision Team.

**Open & Affirming Committee Report:** James Melton thanked those on the committee. James emphasized that CUCC is a loving community. James pointed to the schedule in the Annual Report for upcoming meetings with the congregation. James invited congregants to go along on this journey with he and the rest of the committee.

**Buildings & Grounds Committee Report:** Paul Sanderson reported that we are looking to upgrade the Fellowship Hall. He thanked Fred Malicoat and Lloyd Viehland for all that they do for this committee. Paul also thanked the mowing crew.

**Membership & Care Committee Report:** Tracy Bach thanked members of the Membership & Care committee. Tracy said they are looking toward a pictorial directory in the Spring. Tracy encouraged everyone to complete the Time and Talent sheets.

**Outreach Committee Report:** Audrey Lasley reported for committee chair, Mahree Skala. Audrey reported that this is a strong committee that has an established system in place. She encouraged folks to continue to be active and there are lots of opportunities to serve.

**Worship Committee Report:** Melba Shaffer reported her committee is a good group that works hard. She said it is the committee's goal to provide meaningful worship.

**Fellowship Committee Report;** Mike and Sharon Rapp were not in attendance, but they were thanked for their service throughout the year as chairs of the Fellowship Committee.

#### **Nominations for the 2018 Church Council:**

Judi Privitt announced who the nominees were for the 2018 Council. Judi thanked the Nominating Committee. The 2018 incoming Council members are as follows:

- Moderator-Judi Privitt (one year term)
- Vice Moderator-John Graves (one year term, eligible to become candidate as Moderator in 2018)
- Treasurer-Christine Staelens (first year of two year term)
- Secretary-Brent Marcks (second year of two year term)
- Recording Treasurer-Doug Privitt (first year of two year term)
- Building & Grounds-Paul Sanderson (second year of two year term)
- Fellowship & Hospitality- open
- Membership & Care-Stefanie Zimny (first year of a two year term)
- Nurture & Education-Pat Forward (second year of two year term)
- Outreach & Advocacy-Mahree Skala (second year of two year term)
- Worship & Music-Melba Shaffer (second year of two year term)
- Finance & Stewardship-Lorry Dreier and George Zimny (first year of two year term)

Judi Privitt asked if there were any other nominations from the floor. Carol Duermeyer made a motion that the nominations cease and Anita Sanderson seconded. The nominees were accepted and approved.

Judi Privitt concluded the meeting with a request for prayer for CUCC daily, for the Pastor, and his family, and that we all remember that God's grace is sufficient.

**A motion to adjourn at 1:20pm was made by Anne Heine and seconded by Llona Weiss.**

**Respectfully submitted,  
Brent Marcks Council Secretary**

**Columbia United Church of Christ Congregational Meeting Minutes  
October 28, 2018 11:40 am**

Judi Privitt called the meeting to order. The Five-Year Strategic Plan is available to the members of the congregation and has been for the last couple of weeks.

Pastor Rick discussed the planning process and thanked the Vision Team for their work on the Five-Year strategic plan.

John Graves discussed the process of developing the Five-Year Vision with the Vision Team. John stated that the committee met at least five times to review the current mission and create an updated Strategic Plan.

John Graves thanked the Vision Team, including; Joellen Grace, Diane Maxwell, Lena Muench, Val Schoeneberg, George Zimny, Audrey Lasley, Sue Ann Schaeffer, Helen Schultz, Jolene Kirchhoff, Christine Staelens, Erica Maltsbarger, and Kristin Veteto.

John Graves discussed the Five-Year Strategic Plan and emphasized some of the wording changes that were most prevalent in the document. In particular, the mission statement was updated which included changing the wording in some areas. The strategic plan is divided into these categories: Welcoming All God's People, Nurturing Faith and Spiritual Growth, Challenging and Inspiring with Vibrant Worship, Transforming both the Congregation and the Community Through Service and Outreach, Building a Supportive Church Family, and Administrative and Institutional.

Lloyd Viehland asked about the implementation of this plan and how that would be addressed and John Graves replied that the committee is also preparing an implementation plan.

Llona Weiss initiated a discussion of Stephens Ministry and how it could be implemented in a congregation.

Pete Jaberg commented about the emotional aspect regarding the concept of reaching out to visitors and still making a safe church a priority.

Lloyd Viehland asked about renaming the committees and their functions.

Carol Duermeyer talked about policy changes and asked where the updated policies are located. It was discussed that a binder is located in the church office with the updated policies and procedures.

Llona Weiss shared the sentiment that the policies should be available for review by all church members.

Lena Muench asked if it was possible for the policies and procedures to be added to the website.

Jessica Jenks asked if the Council created a shared drive for Council related documents.

Pastor Rick challenged the congregation to be active and join a ministry team.

Motion to affirm the Five-Year strategic plan was made by Llona Weiss and seconded by Anne Heine. The Five-Year strategic plan was affirmed by the congregation.

**Adjourned 12:08 pm**

**Respectfully Submitted,  
Brent Marcks, Secretary**

**Columbia United Church of Christ Congregational Meeting Minutes  
November 11, 2018 11:37 am**

Judi Privitt opened the meeting with a discussion of the proposed budget for 2019. Copies of the proposed budget were available for review a couple of weeks prior to the meeting.

Christine Staelens stated that the budget process began a couple of months prior. She discussed the specific changes from last year's budget to proposed 2019 budget. Those items are also highlighted on the paper copy of the proposed budget.

Steve Keithahn asked about a specific budget item related to computer software because in year's past there were issues with this. In 2018 this is a budget shortfall, but anticipated to be resolved by 2019.

Jolene Hackman asked why the staff salary appeared as one item rather than itemized. At this time, not all of the 2018 staff reviews were completed and they need to be completed before they can be itemized. By the annual meeting, the reviews should be completed and staff salary should be itemized.

Motion to approve 2019 proposed budget by Jolene Kirchhoff. Second by Donna Wilmsmeyer. Motion carried.

Judi Privitt and Christine Staelens wanted to extend thanks to all people that helped prepare the budget for 2019.

Pastor Rick closed the meeting in prayer.

**Adjourned 11:48 am**

**Respectfully Submitted,  
Brent Marcks, Secretary**

## OVERVIEW OF 2017 FINANCIALS / TREASURER \_\_\_\_\_

**PURPOSE:** To assist the church council by maintaining financial records and providing monthly management accounts to assist in financial decision making.

2018 was a year of great excitement for our church. There was much enthusiasm as Pastor Rick started his ministry with us and exciting new plans were established. The budget was approved with a 5.8% increase in Joyful Giving, a mission trip to Chiapas was planned, we started the Open and Affirming exploration, and we voted to plan for a Special Mission Project. It is only due to the generous support of our members that we are able to impact the lives of many. Below are the financial highlights for 2018:

- ◆ Cash and investments decreased by \$89,116 over December 2017, a decrease of 22.6%. The market value of our investments decreased 3.13% due to the fluctuations in the stock market over the last quarter of the year. Our cash balances decreased \$81,455 due to the completion of building improvements over the past year.
- ◆ Actual Joyful Giving on the attached report exceeded our budget goal by \$13,109 but the final offering of 2017 (\$23,879) was posted in 2018 in error so we actually were under budget by \$10,770. The adjusted Joyful Giving for all of 2017 was \$299,887 and the adjusted Joyful Giving for 2018 is \$281,230.
- ◆ Our budgeted expenses for 2018 were \$300,946 and our actual expenses were \$309,408. Despite expenses being higher than budget we still ended with excess income over expenses of \$2,022. Administration expenses were \$6,572 over budget. We began the process of updating our computers and network in November 2017, but the work did not conclude until February 2018, so we spent more on Computer Maintenance than budgeted. Also, we had more people attending events such as the Conference Annual Gathering than in the past so Lay Travel-Registration was also over budget. Building and grounds was over budget by \$5,011. This was due to necessary repairs and utilities. Nurture and Education was over budget by \$8,650 due to higher costs for Sunday School and Youth Ministry. Pastoral Leadership was under budget by \$5,388 due to a change in timing for billing of Health and Dental Insurance and Pension. Typically we pay the first quarter insurance and pension in the last quarter of the prior year, but this was not the case in 2018.
- ◆ The 2019 budget was approved at the November congregational meeting.

Respectfully submitted,

Christine Staelens, Treasurer

Raj Tolani, Financial Secretary

## RECORDING TREASURER

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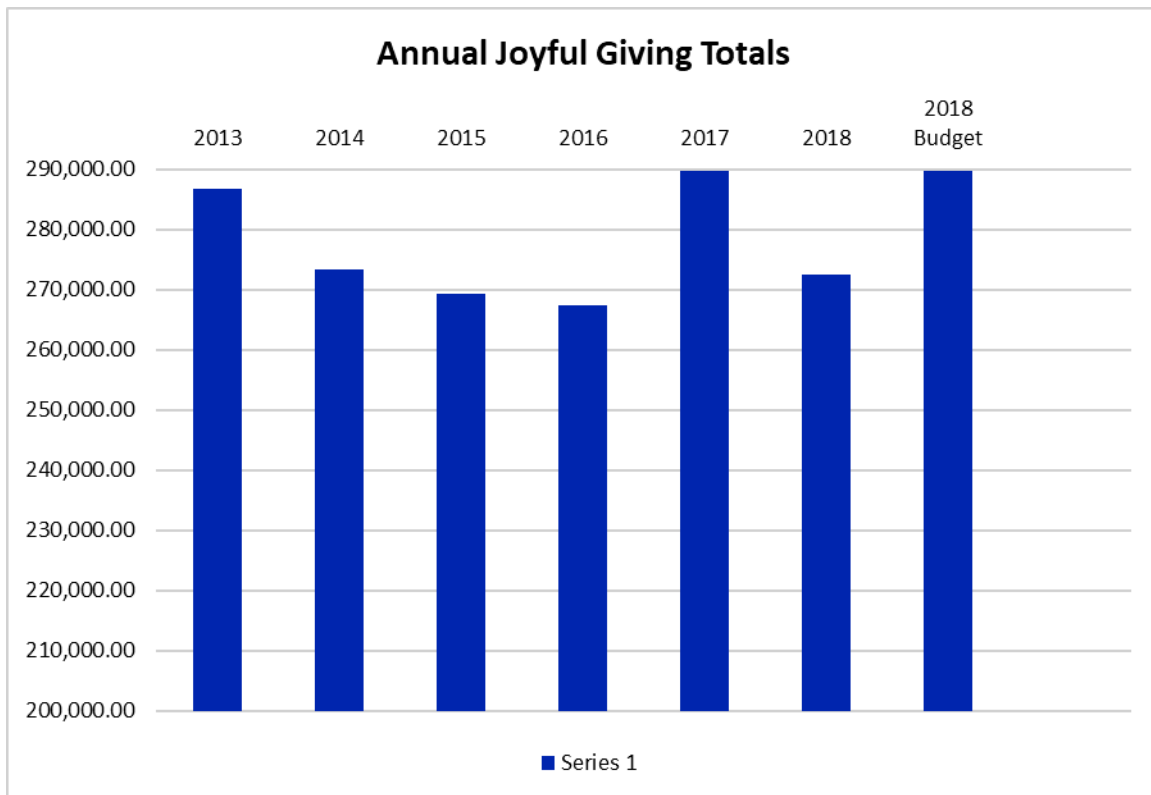
**Purpose:** To receive, record and deposit all monetary contributions.

**Activities/Highlights:**

The Joyful Giving for 2018 was \$281,230.00

Attendance for 2018 was 7,032 people.

**Graph of Historical Joyful Giving Totals**



Respectfully submitted,

Doug Privitt



# MINISTRY TEAM REPORTS

## **BUILDING & GROUNDS MINISTRY TEAM** \_\_\_\_\_

**PURPOSE:** To meet accessible requirements; to protect our investment in the assets of the church; to provide a comfortable, clean and safe place to carry out the programs of the church; to provide access to the church; parking for staff and participants; an aesthetically pleasing environment; to provide comfort, security, safety, and sanitation; to keep assets in good condition and repair.

### **Activities and Highlights**

The highlight of 2018 had to be the remodeling of the Fellowship Hall and adjoining restrooms. Thank you to the committee that organized this and the many hours they spent overseeing this project. Fifteen new round tables and fifteen rectangular tables were purchased along with seventy-two stackable chairs. The old tables were sold and many of the old metal folding chairs were donated to Habitat for Humanity. The large photographs in the Fellowship Hall are the work of Kristin Veteto. The sound baffling valances in the Fellowship Hall were created by Anita Sanderson and committee.

A new organ was purchased, thanks to a generous donation from the Koepke family, and the old organ was donated to Greg Wieberg of Boonville.

New playground structures were purchased for the LODO playground, along with signage reminding everyone that the playground is intended for children under the age of eight.

Upgraded lighting was added to the sanctuary. Thanks to Mike Rapp and Fred Malicoat for performing this installation.

The youth room/lounge has new furniture thanks to Lauren Helmreich's leadership and careful purchasing! New wall art was also added, in memory of Andrew Helmreich.

A new copier has been installed in the church office that will handle our current and future printing needs.

Lawn mowing/trimming services were contracted with Obermier Lawncare after the theft of our two riding mowers and tools from the church's shed. This has worked very well and will continue through 2019. We also contracted with a new cleaning service for the interior of the church.

We have received a settlement from our insurance company to repair the hail damage to both the Church and shelter house roofs. Repair will begin as soon as weather allows.

Many individual deserve thanks: Brent and Charlie Marcks and Mike Rapp for keeping the HVAC filters purchased and installed according to schedule, Glenn Duermeyer and Charlie Marcks for trimming the trees and brush along the driveway up to the church, the crew that sets up and takes down the Nativity scene each year, and thanks to Lloyd Viehland for all he does every week!

Some projects for 2019 include new signage with our new logo by the road, new chairs for the library, roof replacement, and additional chairs for the Fellowship Hall.

Respectfully Submitted,

Paul Sanderson

## FELLOWSHIP & HOSPITALITY MINISTRY TEAM \_\_\_\_\_

**PURPOSE:** The mission of the Fellowship and Hospitality Ministry Team is to coordinate events and provide opportunities that bring the congregation together in fellowship activities, as well as provide members with the opportunity to become better acquainted.

This is accomplished through the two general responsibilities of the Fellowship & Hospitality Ministry Team:

- Organize Sunday morning hospitality (fellowship time, coffee, snacks, clean-up, etc.)
- Organize all-church fellowship activities (e.g. Fastnacht, Rally Day Picnic, Christmas Banquet)

Sunday morning hospitality is enjoyed by all ages – the early morning coffee drinkers and the Sunday School children looking for a snack to tide them over during church.

### **Six major all-church fellowship events were held in 2018:**

**MAY-** Trivia Night – approximately 65 attended, eight teams, fun and fellowship with appetizers and warm chocolate chip cookies.

**JUNE -** End of Sunday School Picnic – approximately 100 attended – fried chicken lunch and Happy Big Birthday for Pastor Rick.

**SEPTEMBER -** Rally Day Barbeque – approximately 100 attended - celebrating the Fellowship Hall remodel – hamburgers and hot dogs in our new environment.

**OCTOBER -** Trunk or Treat – Halloween chili supper with games, fifteen decorated car trunks and approximately 80 attending, most in costume. A fun event for all ages, but most fun for the kids. Happy to report that many LODO families were in attendance.

**NOVEMBER -** Veterans Recognition Breakfast – A very special event for the approximately 75 people attending. Many of the veterans attending told about their service through interviews from family members and grandchildren. We were entertained with diary entries, sneak previews about the Honor Flight Program, and a touching reminiscence from John Graves about the military service of his father Bill Graves and his nephew Andrew Helmreich.

**DECEMBER -** Christmas Banquet – A wonderful meal and fun time in the festive fellowship hall attended by approximately 150 people. This followed a fun Sunday School Christmas Program and a visit by Santa's CUCC elves. Many hands make light work was the motto for this lunch.

Fellowship and Hospitality strives to encourage Christian fellowship and fun with good food served in the mix. Val and I could not accomplish this without the help of many willing UCC volunteers and cooks. We're delighted to spend kitchen time with our friends, but even happier when YOU show up to the event and have a good time!

Yours in Christ,

Val and Jolene

## FINANCE & STEWARDSHIP MINISTRY TEAM \_\_\_\_\_

**PURPOSE:** In very general terms, this Ministry Team is responsible for oversight of CUCC's finances. These duties include oversight of the Congregation's investments and reporting these to the Congregation and Church Council through the Council Treasurer. This Team compiles and prepares the annual budget for the Council and Congregational review, amending and adoption, and promotes Congregational support of the annual budget among other fiscal responsibilities.

**Members of this ministry team include:** Christine Staelens, Barry Kirchoff, Charlie Marcks, Paula Wilson, Chris Bach, Keith Birkes, Sue Ann Schaefer, and George Zimny. With a special thanks to Pastor Rick for his great ideas, heavy involvement, and ongoing support.

2018 was a year of vision, focus, and progress for the Finance and Stewardship Ministry Team.

**The Vision:** To bring a new understanding and energy to the very important element of Stewardship within CUCC.

**The Focus:** Aligning with the general duties and responsibilities as directed by the By-Laws.

**The Progress:** The following items were accomplished (in addition to the By-Law duties and responsibilities).

- Created a set of definitions to “what it is” that the Finance and Stewardship Ministry Team should do to be most effective (above and beyond the By-Laws).
- Created and executed a format of Stewardship Sunday where education on Stewardship was provided across various platforms (website, directory, social media, brief presentation during service). This took place in September, October, November, and December.
- Started the process of automating and simplifying giving – researched different automated giving options to determine the best fit for CUCC.
- Began the review process of church fund definitions to give the congregation more clarity of the funds available for charitable contributions.

**In 2019 this ministry team is excited to work on the following:**

- Offer an automated giving platform that will streamline financial giving, help track giving for better forecasting, and provide clear options for giving to the various church funds; all from a mobile device or CUCC website.
- Stewardship Month (February 24 thru March 17): educational and action oriented with a special guest speaker, pot luck dinner, and lots of positive energy around the topic of Stewardship @ CUCC.
- Further define the various financial funds.
- Follow the general duties and responsibilities of the By-Laws.

This ministry team is extremely excited to make 2019 the best year ever @ CUCC!

Respectfully Submitted,

George Zimny

## MEMBERSHIP & CARE MINISTRY TEAM

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**PURPOSE:** To develop and implement a program to welcome, support, and integrate our guests and members. To keep the membership records of the church current. To plan and implement new signs and marketing techniques.

The membership and Care Ministry Team has been very active this year meeting once a month. We've had four new member welcome services and welcomed over twenty-three new members. We also worked hard outside of planned meetings to assure new members are welcomed; postcards are delivered and life circumstances are recognized. In addition, we added two new members on our committee and sadly lost three to other priorities within the church.

With Pastor Rick Oberle's help the Membership and Care Ministry Team worked hard to assure all new members were met, sponsored, and communicated with. We started a "muffins with new members" meet and greet on the Sundays that new members are welcomed. This gave a chance for each new member to give us more info about themselves and meet their sponsors. We finalized the new member directory that was published and distributed. We worked hard to pick a logo that we felt fit our church community and created and welcome/visitor station at the entrance of the sanctuary.

Our biggest accomplishment has been the greeter program we've implemented to couple with our new welcome/visitor station. Any visitor and member now will be greeted with purpose and intention. When a visitor is recognized, they are greeted and welcomed with a smile and a bag filled with info about our church and how they can get involved.

The Membership and Care Team is excited about several additional projects in the works for 2019. Discussions and work have begun on:

- ◆ Continue correcting and repairing church membership records, including those in the computer system in the church office and the record book of CUCC, and transfer all the info to our new church data management program. (Thank you Helen for keeping us on our toes with this!!!)
- ◆ New signage in early 2019.
- ◆ Development of a "marketing" team or subcommittee to review and potentially improve our branding and marketing efforts via traditional methods and social media.
- ◆ Re-establish a support system within our church family using neighborhood networks or some similar system.
- ◆ Continue to work on our visitor follow-up.

I want to thank the terrific CUCC members who worked so hard to get all this accomplished. Sue Beckman, Carol Duermeyer, Jolene Hackman, Audrey Lasley, Diane Maxwell, Lena Meunch, Helen Schultz, Stefanie Zimny, John Meunch, Bryan Crousore, and Brenda Meunch have helped in so many ways and I am grateful for their efforts and support!

Respectfully submitted,  
Stefanie Zimny

## NURTURE & EDUCATION MINISTRY TEAM

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**Team Members:** Pat Forward, Ministry Team Leader

Mark Duncan, Brad Boyd-Kennedy, Lauren Helmreich, Jamy Preul, Kurt Heine, Josh Wedemeyer, Isaiah Jackson-Post, Cindy Deegan, Pete Jaberg, Lena Muench, Marcy Wedemeyer, Tracy Evans, Jessica Lucas, Judi Privitt, Paula Wilson, Val Schoeneberg, Lisa Jaberg, Linda Neale, Kristy Odneal, Tricia Price, Marianne Bullard, Gina Pierson, Kim Oberle, Audrey Lasley

**PURPOSE:** To provide Sunday morning forums to nurture families through Christian faith, to challenge faith through learning opportunities, and to build Christian fellowship as we share with one another. To provide quality nursery coverage on Sunday mornings to enable parents to attend classes, help with classes, and attend worship services. To prepare young adults and early teens to be confirmed into the faith and to provide extended learning and fellowship opportunities, as well as a vehicle for outreach into our surrounding community.

### **Adult Education Opportunities on Sunday Mornings:**

Faith Exploration: Mark Duncan

Adult Bible Study: Offered in the Fall, 2018, with John Bracke and Bryan Crousore leading.

### **Youth and Children's Education Opportunities on Sunday Mornings, 9:00-10:00 a.m.,**

#### **September-May:**

**Senior High Youth Group (9-12<sup>th</sup> grade):** Leaders: Lauren Helmreich, Kurt Heine, Jamy Preul, Josh Wedemeyer

**Middle High Youth Group (6-8<sup>th</sup> grade):** Teachers: Lena Muench, Jessica Lucas, Tracy Evans

**3-5<sup>th</sup> Grade Class:** Teachers: Kristy Odneal, Linda Neale, Marianne Bullard, Tricia Price

**K-1-2 Grade Class:** Teachers: Kim Oberle, Gina Pierson, Val Schoeneberg

**Preschool:** Teachers: Audrey Lasley, Paula Wilson, Pat Forward

"Shine" curriculum from Brethren Press is purchased and used for the Youth and Children's classes.

**Nursery Care:** Provided 10:00 a.m. – 12:00 p.m. during the school year; 9:00 – 11:00 a.m. during the summer, during worship.

Amanda Dwyer is the hired supervisor for the nursery. Church members volunteer when more than ten children are present in the nursery, to stay in compliance with recommended adult to child ratios. Nursery Coverage was provided during Lent on Wednesday nights, 5:30-8:30 p.m., for Lent activities being held.

### **Children and Youth Activities in 2018:**

- ◆ Bake Sales held for Valentine's Day, Easter, Pentecost, and Halloween; Root Beer Float Fundraiser in July; Pumpkin Sales & Applebutter Sales in October; Cookies By the Pound Fundraiser in December, with funds raised going to the Camp Scholarship Fund, to provide ½ of cost of camp per camper for Summer Camp.
- ◆ Camp Sunday held January 28 with games, snacks, crafts & songs during Sunday School.

- ◆ Safe Church Training was held on March 18, following worship, for all volunteers who work with children and youth.
- ◆ Children carried in Palm leaves at beginning of worship on Palm Sunday.
- ◆ An Advisory Team for the Middle High Youth and High School Youth was formed and meets regularly to plan for youth activities and fellowship.
- ◆ For Lent, Fill the Ark kits were ordered from Heifer International, and distributed to families during Sunday School. The ark banks were collected on Easter Sunday, with donations sent to Heifer International.
- ◆ Easter Sunday had three rotating sessions with story, crafts and games, ending with an all school egg hunt at 9:45 a.m. The traditional balloon release was held during worship.
- ◆ Passed out Carnations to all the women in worship on Mother's Day.
- ◆ VBS Kick Off Sunday was held June 3, and VBS was held Sunday, July 29-Thursday, August 2, 2018, 5:45-8:00 p.m. "Rolling River Rampage" was the theme. 39 kids attended VBS and there were 39 volunteers. Heifer International received the offering that was collected.
- ◆ The Crafts Closet in the Sunday School Hallway was cleaned and organized and the Nursery was tidied up over the summer by Lena Muench.
- ◆ New Bibles were ordered for the Sunday School classrooms, Preschool – Youth, to provide continuity. They are the same Bibles that are given to the 3<sup>rd</sup> Graders, and the same Bibles the youth use in Confirmation.
- ◆ Rally Day, on September 9, opened with Sunday School beginning with Pastor Rick in the Sanctuary, then moving to their classrooms for a Get To Know You Game, and then outside for tattoos, a card making station, running games, and a Bounce House.
- ◆ A new Confirmation Class began in October, 2018 with Pastor Rick leading. Five students participated.
- ◆ The 2018 Confirmation class of 6 confirmands were confirmed on December 2, 2018 with corsages provided by Lena Muench and Gina Pierson. Cupcakes were served at a reception for the confirmands during Fellowship Time on November 25.
- ◆ Blessing Boxes were mailed to 24 college students and members in the military after Halloween; filled with treats and snacks donated by the generous CUCC members.
- ◆ Linda Neale coordinated the Children's Christmas Program this year, "A Christmas To Believe In," on December 9.
- ◆ Pastor Rick and Lauren provided the youth with opportunities for social events and outreach during the Fall, including events at Pastor Rick's home and attending the Festival of Sharing.
- ◆ Sunday School offering for 2018 was designated to Heifer International.

Ministry Team Representative on Vision Committee: Lena Muench

Ministry Team Night at the Food Bank: October 9, 2018

Respectfully Submitted,  
Pat Forward

## OUTREACH & ADVOCACY MINISTRY TEAM ---

**PURPOSE:** To coordinate and encourage participation in local outreach activities; promote organizations included in the annual Outreach budget; promote support for Our Church's Wider Mission and the special offerings of the United Church of Christ; identify non-partisan issues for which advocacy may be appropriate.

Many CUCC members and friends contributed their time, talents, and treasure to support outreach efforts in 2018. Some highlights:

### **Special Offerings and Contributions**

CUCC was again a "Five for Five" congregation, supporting all 5 UCC campaigns—Our Church's Wider Mission, One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Offering (Veterans of the Cross). In addition, we collected special offerings for the Food Bank of Central and NE Missouri (5<sup>th</sup> Sundays); Church World Service Tools and Blankets Sunday; and a special Christmas Eve offering for Camp Mo-Val cabin renovations. Several members also promoted and participated in the CROP Walk.

### **Budgeted Support for Service Agencies**

Through the congregation's generous support, \$16,500 from the general fund was disbursed to eleven local service agencies and five state, national, and international organizations to assist their work in feeding the hungry, ministering to refugees, serving disaster victims, housing the homeless, and providing spiritual support for people in their times of need. A \$10,000 special donation was made to Camp Mo-Val to help renovate a cabin and thus house more campers.

### **Gathering Supplies and Gifts**

CUCC donated generously to several collection drives, including eight bags of school supplies for local low-income children; twelve bags of warm coats, hats, gloves, and scarves for Warm Up Columbia; school supplies for 95 children and dental kits for 25 families to the Festival of Sharing; and Christmas gifts and food money for 35 local people in 10 families for the Voluntary Action Center Christmas Campaign. Volunteers took responsibility for collecting and delivering all these items.

### **Faithful Service**

Many CUCC groups and individuals worked at the Food Bank on the second Tuesday of each month to package a total of over nine tons of food. Crews of church members and friends helped Audrey Lasley serve over 100 portions to an average of 65 homeless and low-income people each third Monday at Loaves and Fishes (Wilkes Blvd. Methodist Church). A hardy crew picked up thirty-five bags of trash and recycling on I-70 Drive NW near the church during Clean Up Columbia Day in April.

Respectfully Submitted,  
Mahree Skala



## OUR CHURCH'S WIDER MISSION

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### CUCC Remittances to Our Church's Wider Mission 2010-2019

*(according to data in CUCC yearly annual reports)*

2019	\$12,600 (Budgeted)
2018	\$12,000
2017	\$10,000
2016	\$10,000
2015	\$9844
2014	\$9844
2013	\$10,431
2011	\$9300
2010	\$8550

What is Our Church's Wider Mission? It is *not* an Outreach program, it *is* about identity. Our Church's Wider Mission (OCWM) is who we are as Christians, acting out love in God's World. OCWM is who we are as God's Children!

Where does the money go? When we remit our OCWM contributions each month, 80% of the funds stay here in the Missouri Mid-South Conference to undergird and support Camps MoVal and Shannondale, to support the ministries of the Conference, to support churches in need, to provide pastoral assistance for churches in the search process, to provide revitalization resources for churches seeking new growth and vitality.

20% of the funds we send in are remitted to the National Setting of the United Church of Christ where they are used to fund our missionary work overseas (such as the work being done in Chiapas); to provide resources for clergy and churches seeking growth and revitalization, to help churches who are struggling, to advocate for those who are disenfranchised and in need of God's healing love, to enable youth programming throughout the denomination, to change lives and transform the world into an image more reflective of God's passion for shalom.

Columbia United Church of Christ has committed to supporting God's work through our increased support of Our Church's Wider Mission each year. This is not outreach, this is who we are; God's Children making a difference in God's World.

Respectfully Submitted,  
Rev. Rick Oberle

## CHIPAS MISSION REPORT

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This past year the congregation of Columbia United Church of Christ began studying the work that is being done by our mission partners in Chiapas, Mexico. This was an exciting year for me because this is a mission that has been dear to my heart for some time.

I first started working with the people of Chiapas in 2013 when a friend of mine at the time was working for Global Ministries (the shared mission agency of the UCC in partnership with the Disciples of Christ) and was sent to San Cristobal, Chiapas to work for two years with the Institute for Intercultural Studies and Research. The Institute is a United Church of Christ Mission Partner and she was representing the UCC as a Global Missions Intern. We assembled a group of twelve who participated in a Mission Immersion Experience, and it was a life-changing experience. We learned about the culture of Chiapas, the context in which ministry is practiced, and the practical application of that ministry by our mission partners.

I have now participated in four Mission Immersion Experience with our partners in Chiapas. This year, seven CUCC members and four from other UCC churches participated in the first trip originating out of this church. I hope this is the first trip of many! We spent eight days immersing ourselves in the culture of Chiapas, learning from the people of San Cristobal and other towns and cities in Chiapas, and educating ourselves on the important work that the United Church of Christ is doing in Chiapas through Global Ministries and our mission partners. Our eyes were opened up to many possibilities of service.

We not only participated in missions hosted by The Institute, the mission partner that first drew our delegation to San Cristobal, we also visited and learned more about Melil Xojobal (“The True Light” in the Indigenous Tzotzil language), another Global Missions agency that focuses its work solely on children and the issues that impact them.

We will begin talking about future possibilities for mission work with Chiapas in a few weeks, as I will be leading the discussion at the CUCC Lunch Bunch on January 24. Another trip is in the works- I hope you will be part of it!

Respectfully Submitted,  
Rev. Rick Oberle

## MUSIC & WORSHIP MINISTRY TEAM

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**PURPOSE:** To assist and support the pastor's and the music director's coordination of praise, thanksgiving, confession, and faith response that connects worshippers to God.

Sunday mornings we like to come into the sanctuary and find everything working smoothly. The greeters make us feel welcome, the ushers pass out bulletins, flowers are on the altar and banners are hanging. The acolyte brings in the light of God and the organ music makes us feel spiritual. The sound booth volunteer has info on the screens, just when we need it, as the minister starts the service. The choir or bell choir presents a special anthem. Sometimes communion is served and children come for a blessing. There is more coordination during the service.

**The Worship and Music Ministry Team has dedicated members who work well together. They are:** Audrey Lasley, Paula Wilson, JoEllen Grace, Jolene Hackman, Connie Loveless, Jolene Kirchhoff, Lloyd Viehland, Lea Marienfeld, Kristin Veteto, Amy Crousore, Melba Shaffer, and Pastor Rick.

We meet once a month (often at 6:30p.m. on the second Tues.). We would be happy to have you join us.

A special gift to the church this year was a new organ. We now have a reliable instrument that presents special sounds, etc.

The Worship and Music team has worked on items in the Strategic Plan for CUCC and discussed Vision team ideas.

We are trying to get a working banner committee going. The first job is a small banner for the back of the new organ. There are all kinds of good ideas that could be put on a banner and shared with all. Let us know if you would be interested.

Have you seen the beautiful wood carving by Mike Van Hove? You can see it as you enter the sanctuary.

Our music director, Kristin Veteto, took a maternity leave in mid-November. She lined up people to take her place and everything has gone smoothly.

We bought a new camera and tripod to record the weekly sermons. They will be put on the church website for all to see and hear, especially those who are not able to attend Sunday services.

We will be working on plans for special anniversary celebrations in the next few years.

We put up a new Christmas tree on Dec. 1<sup>st</sup>. The Men's Fellowship served pancakes and sausage to start the decorating. Those who worked did a great job to make our sanctuary and gathering area beautiful and inspiring.

The Worship and Music team continues to strive for better attendance and more involvement in activities by the members.

Respectfully submitted,  
Melba Shaffer

## OPEN AND AFFIRMING CORE TEAM ---

**Purpose:** The Open and Affirming Core Team was formed by the Council after the congregation voted on May 21, 2017 to embark on a formal process of education, spiritual discernment, and congregational input on becoming an officially recognized Open and Affirming Church of the United Church of Christ. Through this process the core team has helped guide the development of a potential covenant to be voted on by members of the congregation on January 27th, 2019. The Core Team consists of Katrina Boogerd, Bryan Crousore, Mark Duncan, Peter Jaberg, James Melton (co-chair), Tricia Price (secretary), Elaine Trout, Llona Weiss, Steve Keithahn (co-chair), and Pastor Rick Oberle. After moving mid-year to St. Louis, Katrina Boogerd met with chairs James Melton and Steve Keithahn and resigned from the committee as Katrina was no longer able to regularly attend and participate in meetings and events.

**Report:** The Core Team has met several times throughout the year to plan various congregation and small group events. During our meetings we have considered and discussed feedback from congregation members and have prayerfully sought methods to engage every member of the congregation in this work. In preparation for congregational consideration of an Open and Affirming Covenant the following events were held:

February	Discussion about why we are embarking on this process; “ONA 101” and Discussion on how to gracefully engage in difficult conversations
March	Exploration on what the Bible says about Homosexuality with Dr. John Bracke
April	Discussion on the Science of Gender led by Dr. Steve Keithahn
May	Panel discussion with four guests speaking on gender minorities
June	Discussions on Inequality and Privilege led by CPS Equity Team
August	Discussions on why Celebrations Matter led by Rev. Rick Oberle
September	Exercise on Inclusion led by guest from CPS Equity Team
October	What it means to be Open and Affirming led by Rev. Josh Privitt
November	Constructing the CUCC Open and Affirming/Inclusion Covenant
December	Revising the CUCC Open and Affirming/Inclusion Covenant

We have continued to use the term “Inclusion Initiative.” This term is most representative of the journey we are on and reflects the sentiments of not only the committee, but by many in the congregation who want the work of the Open and Affirming Committee to focus on the needs of many and truly create an environment where all are welcome.

On January 27, 2019, our congregation will vote on a potential covenant that has been created by the Congregation and has been routinely edited and modified. These edits and modifications were reached through congregational discussion, individual input, committee meetings, council meetings, and an online forum. The purpose of all edits and revisions is to reach a potential covenant that reflects the desire of the congregation and discernment of the Holy Spirit. It has been an honor to serve the congregation in this capacity and we continue to pray that we may all be one.

Respectfully Submitted,  
James Melton and Steve Keithahn, co-chairs

# LITTLE ONE'S DAY OUT

## REPORTS

## LODO BOARD

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**PURPOSE:** The purpose of the LODO board is to guide and direct LODO utilizing best business practices and values, to ensure safety, efficiency, and outreach that consistently reflects the core beliefs/principles of CUCC.

Little One's Day Out continues to operate a high quality preschool program with experienced teachers and aides under the direction of Erika Maltzbarger. LODO has been a part of CUCC since summer of 2002; and since 2015, has been under Erika's direction.

### 2018 Highlights

Playground – Approved by church council in February and, through memorials and fundraisers, became a reality in August.

LODO By-Laws – Updated per the by-laws in even-numbered years to reflect current council liaison duties.

LODO's presence keeps the atmosphere in our building vibrant and "hopping!" Erika and her staff coordinate everything from vision screenings to "Mom Proms." Keeping the little ones safe, thriving, and happy during their LODO experience is no simple task, but Erika and her staff do a wonderful job.

### Current board members:

Marcy Wedemeyer, President  
Jolene Kirchhoff, Council Liaison/Secretary  
Kristin Veteto  
Kim Oberle (replaced Lorry Dreier)  
Corrine Remeika (replaced Katrina Boogerd)  
Carol Duermeyer  
Emmalee Leicht Heine

Average Enrollment for 2018 was at 97.5% with a total of four CUCC families participating.

The LODO board members are honored to be involved with this vital program for young children.

Respectfully submitted,  
Marcy Wedemeyer

## LODO MINISTRY

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**PURPOSE:** Little One’s Day Out (est. July 2002) is designed to support families in the education and nurturing of children in a Christian setting. (LODO Policies & Procedures Manual). This outreach ministry of CUCC continues to serve families of Columbia and the surrounding area. Hours of operation are Monday through Friday from 9:00 am to 1:00 pm during the academic year. “LODO Plus” hours are 8:30 am to 4:30 pm Monday through Friday during the academic year. LODO Plus is available to children enrolled in the Lambs, Lions, or Leap Frogs regular program. We strive to provide a loving environment, nutritious snacks, developmentally appropriate activities, positive family interactions, and fun for all children ages 1-5 years.

### Vital statistics (January 2018 – May 2018)

#### 97.5% Average Enrollment

Class	Age	Average # of Children					# of Teachers/Day
		Mon	Tue	Wed	Thu	Fri	
Lightning Bugs	1-2 yr	4	4	4	4	4	1
Lambs	2-3 yr	7.6	8	8	8	8	1
Lions	3-4 yr	8	7	8	8	8	1
Leap Frogs	4-5 yr	8.6	10	9	10	10	1
LODO + AM Only	2-5 yr	4	7	7	5	5	3
LODO + AM/PM	2-5 yr	8.2	8.2	7.8	8.6	7	1

### Vital statistics (September 2018 – December 2018)

#### 86.8% Average Enrollment

Class	Age	# of Children					# of Teachers/Day
		Mon	Tue	Wed	Thu	Fri	
Lightning Bugs	1-2 yr	2.75	3	4	3	3	1
Lambs	2-3 yr	7.75	4	6.5	6.25	5	1
Lions	3-4 yr	8	8	8	8	8	1
Leap Frogs	4-5 yr	9.25	8.5	9.5	8.75	10	1
LODO + AM Only	2-5 yr	6	7	6.25	7	7	2-3
LODO + AM/PM	2-5 yr	6.5	6	4	6.5	7	1

Additional on-site supervision/instruction provided by three School Aides.

**Enrollment statistics ( January 2018 – December 2018)**

Months	Average Total Enrolled Children	Average Total Enrolled Families	Average Daily Enrollment
January - May	58.8	48.8	29.24
September- December	49	41.75	26.25

*January 2018 – May 2018: 3 CUCC Families Served*

*September 2018 – December 2018: 4 CUCC Families Served*

**Notable Program Activities of 2018**

January	KidSight Vision Screenings
February	Literacy Night: “Pete the Cat” Theme Scholastic Book Fair: “Paws for Reading” Valentine’s Day Classroom Parties Enrollment for Fall 2018
March	Parent/Teacher Conferences (Feb 26 <sup>th</sup> -Mar 2 <sup>nd</sup> ) Dad’s Night: “Western” Theme Staff Training at Conference on the Young Years Easter Classroom Celebrations/Egg Hunt
April	Week of the Young Child St. Jude Trike-a-Thon
May	Teacher Appreciation Week Mom Prom: “Sock Hop” Theme Spring Picnic at Smith Park Pre-K Graduation
June	Closed
July	Closed
August	Teacher Workdays Back to School Night
September	Fall Family Picnic at Smith Park
October	LODO Pumpkin Patch at CUCC Johnson Photography School Pictures Halloween Classroom Celebrations
November	Parent Teacher Conferences Ronald McDonald House Charities Service Project Thanksgiving Feast
December	Christmas Program

Respectfully Submitted,

Erika Maltsbarger, Director



# STAFF REPORTS

## PASTOR'S REPORT

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What follows is an excerpt of a letter the Apostle Paul wrote to his friends in Corinth upon hearing of anxiety brewing in the church that challenged the unity for which Christ prayed:

*“Now I appeal to you, brothers and sisters, by the name of our Lord Jesus Christ, that all of you be in agreement and that there be no divisions among you, but that you be united in the same mind and the same purpose. For it has been reported to me by Chloe’s people that there are quarrels among you, my brothers and sisters. What I mean is that each of you says, “I belong to Paul,” or “I belong to Apollos,” or “I belong to Cephas,” or “I belong to Christ.”*

*Has Christ been divided? Was Paul crucified for you? Or were you baptized in the name of Paul?*

*-1 Corinthians 1:10-15*

Okay, here is what I want you to do. Read the above scripture; really read it, and meditate for a moment about what it means to you. Close your eyes. Think for a few minutes about what you read. What words or phrases jumped out at you? What images come to mind when you read this? What wisdom does this verse have for Columbia United Church of Christ? How is God speaking through this Wisdom?

Now read it again; and ponder what new Wisdom may have been opened to you upon your second reading of this passage. How is God calling you to embody this Wisdom in your life?

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The Apostle Paul, writing these words to the newly formed Christian Church in Corinth, was concerned about Christ’s dream of unity being realized among Christ’ people. He was worried that seeds of anxiety and fear were growing in this new community, and he was attempting to quell those challenges by articulating an understanding of comm-*unity* that Christ would advocate.

This was a tough crowd. Ancient Corinth during the Roman era was one of the largest cities in Greece, with a population of around 90,000 people from many areas of the world. It was a very diverse community. The city was home to people with conflicting political, social, and procedural views. By referring to “Apollos, Cephas (Peter), Paul (himself), and Christ” Paul was not just talking about the people who followed those individuals; Paul was talking about schools of thought, ecclesial philosophies that had been constructed by the followers of those individuals who believed that their way was the only way, and anything diverse was wrong. They did not trust one another.

Paul encourages them not to agree with one another, but be united in their diligence towards Christ's ministry. Though they may have diverse opinions on what it means to be church, Paul encouraged them to put aside their divisions and focus on what matters- being Christ's mission agency in that time, in that place. And what is Christ's mission? This was expressed when Jesus gives them "a new commandment:"

*"...love one another. Just as I have loved you, you also should love one another." John 13:34*

Later on in this same letter, Paul tells them the importance of LOVE-

*Love is patient; love is kind; love is not envious or boastful or arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice in wrongdoing but rejoices in the truth. It bears all things, believes all things, hopes all things, endures all things... And now faith, hope, and love abide, these three; and the greatest of these is love.  
-1 Corinthians 13:4-13*

This is more than just a pretty verse for weddings. This is a verse about what is important in times of challenge. Love is greater than any external factors of division such as the schools of thought that developed around Apollos, Cephas, and Paul, and even the school of thought that developed around the early followers of Christ. Dissent surrounding the ways to regulate and limit communally expressed love can be divisive; actively and extravagantly expressing God's love to the best of our ability can be unifying.

As a community of faith similar to the Corinthian community, at Columbia United Church of Christ we are called to express God's love to the best of our ability, and then to exceed that benchmark so we can grow as a unified people, even closer to God.

We are at a critical point as a congregation. We have challenged ourselves, over the past 3+ years, to explore how we can challenge and exceed the benchmarks we, as humans, continually place on God's love in order to grow even closer to what Jesus commands:

*"...love one another. Just as I have loved you, you also should love one another."*

The fruits of that many-years long journey are coming to expression this month as our congregation considers a **"Love Contract"** (our Open and Affirming/Inclusion Covenant) constructed by over 100 members and friends of Columbia UCC over the past several months. While it may not be perfect and is certainly not permanent (like our Vision/Mission Statements, By-Laws, Policies and other guiding documents, this Covenant will evolve, being revisited, reworded and reimagined as the years go by to reflect who we are as a Congregation), it is a very wholistic expression of how we can live out God's loving command as God's people in this time, in this place.

It is not about Apollos. It is not about Cephas. It is not about Paul. It is about love.

Like the church of Corinth, there will be those in our family who disagree about how to best express love in this place. We must always remember that we are one church family who expresses love to the best of our abilities. Apollos, Cephas, and Pauline schools of thought may disagree at times, but our unity is through Christ who teaches us to love. No matter what the vote count is on January 27, we are all one united family.

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When I began my ministry with CUCC in September 2017, I had four goals:

- Intentionally visit with Congregation members, making pastoral connections
- Work with the youth of CUCC and empower their ministry
- Develop transformative worship in an intentional way
- Establish an effective administrative team and set of administrative resources

Four months into my ministry here, last January I set four more goals for 2018:

- Develop a Senior High/Middle High Ministry Team
- Develop a Young Adult Ministry Team
- Develop rubrics for our Christian Education Program
- Develop parameters for welcoming and inviting guests to CUCC
- Encourage our mission work and develop a ministry with Chiapas, Mexico
- Support our CUCC Inclusion Initiative (part of the Open and Affirming process)

I continue to work on and develop all of these goals. Each of these ten ministry items is in some degree of implementation at CUCC and will continue to be developed well into 2019. To this list, I am articulating six more goals for us to work on together in 2019:

- Live into the challenges presented by our ONA/Inclusion Covenant vote
- Review and Revise the CUCC By-Laws and Procedures Manual
- Construct and adopt descriptive documents for each Ministry Team and for each of our Historic Fund Accounts (what they are to be used for and how to document)
- Develop Fellowship/Family Groups for our Younger Children (pre-youth groups); our 25-40 year-old members (not so “young” young adults); and our Seniors
- Develop a team of people to visit our homebound members
- Develop a team to work on archiving our historical records and begin planning activities for our CUCC Centennial Celebration (2023).

These are all ambitious goals. The ten items listed for 2017 and 2018 are continuing, they are not completed; and I have just articulated six more for 2019. Living into all these ministry items will require dedication from all of our members, but together, based in love and our comm-unity at CUCC, we will have great joy reaching for these goals.

.....

Hiring Amy Crousore this past year has been a wonderful advancement for this congregation. Her music expertise and unique outlook on the world and ministry has proven beneficial in many ways. We are blessed to benefit from her presence on our staff; joining April Rothweiler, Kristin Veteto, Lloyd Viehland, Raj Tolani and Erika Maltsbarger as some of the most gifted people I have ever worked with. April has our office running smoothly, Kristin brings incredible skills to our music ministry, Lloyd always has all the behind the scenes details taken care of, Raj keeps us on track financially, and Erika is an amazing teacher, leader, public relations guru, and all-around administrator for LODO. I do not think most of our congregation realizes the blessings these six people bring to our church and the many ministries they enable in this place. We are extremely indebted to each of them for all that they do.

We have also been blessed this year with an incredible Church Council. They are a dynamic group of ministry-minded, forward-thinking, out of the box disciples; diligently serving the ministry of Christ so faithfully. The great thing is, they/we have fun doing it! As a Council, over the past year we have laughed together often, cried together at times, and deeply investigated faith, finance, mission, and ministry possibilities. I know that many are apprehensive about serving on Council, but it is truly the hardest job you will ever LOVE.

We have also constructed a new website this past year; purchased a new (much better, much more efficient) copier; upgraded our computers, network, wireless router and carrier and data storage system (now with offsite backup); and transferred all our membership data to a much better, new data management system (thank you, Doug!). We have taken many great strides forward this past year in our ministry tools; to make ministry at CUCC even more effective and open us to great new possibilities.

Look around the church. There are many places to get involved. Music, Youth, Worship, Sunday School, Adult Education (we have 2 Adult classes every Sunday morning now!), caring for our members, volunteering in the church office, helping with our LODO program (there is always an opportunity to read to the kids), financial review teams, reaching out to homebound members and friends, helping with our website, fellowship events and dinners, helping with the physical aspects of the building, caring for our gardens, working in mission with the agencies we support, and empowering mission work through our church; all of these and more are examples of how each one of us can be involved in the Kingdom work that happens here. As part of our community, enabling the ministries of the church is each person's privilege. What will you do in 2019 to make God's Kingdom a reality in this place?

Shalom! -Pastor Rick

## CLERGY PERSONNEL COMMITTEE REPORT \_\_\_\_\_

**PURPOSE:** The Clergy Personnel Committee meets quarterly to support Pastor Rick and discuss developments within the congregation (including celebrations and appreciations as well as concerns and disappointments). We discuss Pastor Rick's goals and progress toward them, and we are charged with completing an annual review process for the pastor. Our goal is to have open communication and address concerns before they grow and to engage in support for and reflection with the pastor.

**Our committee consists of:** 3 members who serve varying terms:

- 1) a member selected by the pastor
- 2) a member selected by the council moderator
- 3) a member selected by the congregation

Jessica Lucas and Pete Jaberg will continue to serve for the next year; Anita Sanderson has completed her term and will be replaced by Judi Privitt.

**Account of 2018:** We developed a process and completed our first annual review for the pastor's position. We asked for a volunteer from each Ministry Team as well as a representative from the youth and from Men's and Women's Fellowship committees to give feedback on the pastor's strengths and needs according to the "8 Elements of Faithful and Effective Authorized Ministers of the United Church of Christ." This process worked fairly well, but we would like to start earlier in the fall next year and will consider if Google Forms is the best technology to collect responses.

The next Clergy Personnel Committee meeting will be in March. Please feel free to contact Jessica Lucas, Pete Jaberg, or Judi Privitt if you have concerns, questions, or celebrations.

Respectfully Submitted,  
Jessica Lucas

## ADMINISTRATIVE ASSISTANT

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**PURPOSE:** To perform daily activities that assist the Pastor, Church Council, church family, LODO, and outside organizations that utilize our space. Office duties include: e-mail, phone, mail, weekly bulletins and PowerPoints for announcements and worship, the monthly Communicator, organization, purchasing and restocking of supplies, maintenance of accounts, and general office skills.

**Account of 2018:** Upon completing my first year at CUCC in October, I looked back with a grateful heart. This first year as the Administrative Assistant has been a truly blessed one. I have thoroughly enjoyed working with Pastor Rick and the LODO staff on a daily basis, as well as our other staff and many volunteers.

This year we have:

- ◆ Replaced our internet provider, going from CenturyLink to Socket (fiber cables)
- ◆ Replaced our outdated copier/printer with an updated and much more efficient one, going from Marco to GFI
- ◆ Replaced our Church Software Program, going from CDM+ to Power Church

It has been a good year in the Church Office and we are thankful to have the opportunity to address and update the above issues. The combination of our new internet, copier/printer/ and software has us zooming into 2019 with optimal efficiency.

In addition to these changes, the CUCC records have been updated and organized, allowing us the ability to keep better track of all that happens here at CUCC with our members, non-members, friends, and family. A big thank you for the many hours of diligent work put in by the Membership & Care Team and our volunteers, listed below.

**In 2018, we had some amazing volunteers. *I want to thank:***

Helen Schultz, Carol and Glenn Duermeyer, Cliff and Sue Beckman, Ginny Van Hove, Linda Evans, Judi Privitt, the Women's Fellowship Group, Charlie Marcks, Llona Weiss, Mariann and John Bullerd, Tracy Bach, Lena Muench, Jessica Jenks, Evelyn Marcks, Hayley Dennis, Danielle Dreier, Kristin Veteto, Brian Crousore, Marcia Crousore, Shirley Lawler, Neal Sprick, and Shari Schubert.

Respectfully Submitted,  
April Rothweiler, Administrative Assistant

## BUILDING MONITOR

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**PURPOSE:** The basic responsibilities for Building Monitor over 2018 has been to perform custodial duties of CUCC as well as maintain “general” maintenance duties. Any major building concerns are brought to the council representative.

**This year several major projects were completed, along with my regular daily/weekly duties:**  
*I assisted, when called upon.*

- Renovation of Fellowship Hall
- Renovation of Gathering Area
- Renovation of Youth Room
- Maintain storage area
- Emergency maintenance for; water leaks, plumbing issues, equipment malfunctions, and other issues as they arose

**Thank you** to all of those who assisted throughout the year, and to all who have supported me over the last 25 + years. This a part of a ministry that I feel that God has given me the ability and opportunity to do.

Respectfully Submitted,  
Lloyd Viehland, Building Monitor



## MUSIC COORDINATOR

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**PURPOSE:** The purpose of this position is to meet the needs of our congregation through music by coordinating the music and directing the choir on a weekly basis. Music is chosen that correlates with the lectionary and themes put forth by Pastor Rick Oberle for each Sunday. This position seeks to include church members and provide diverse music offerings to meet the needs of the CUCC congregation.

**Year Overview:** The Celebration Singers provided a mini cantata for Easter and the Lenten season in addition to their monthly music offerings on Sundays and a full Christmas Cantata with other special guests. Special music was provided during the summer months (June-August). Celebration Singers, Chapel Ringers, Rainbow Bells, children’s choir, youth bells, and various other solos, duets, and trios both vocal and instrumental were part of the musical offerings in 2018.

This year’s Christmas Cantata includes a wide variety of musical selections from A Capella to instrumental and utilized a number of CUCC congregants both youth and adults. Special guests for the cantata included: flute, violin, cello, guitar, mixed percussion, and both female and male solos; as well as; a female duet. This year we also sought to be more inclusive in welcoming new members to the worship music at CUCC by experimenting with a special music ensemble that will play four times this fall and includes a wide variety of music and participants.

**Finances:** A total of nineteen new songs and one Easter cantata were purchased this year for all ensembles (choir, bells, youth bells, youth choir, and special music).

Description	Date	Quantity	Cost	Total
JW Pepper (Today We Celebrate Our Faith) - Choir	1/3/18	20	\$2.50	\$52.11
JW Pepper (Here I Am, Lord) - Duet - EPRINT	1/6/18	1	\$5.95	\$6.20
JWPepper (One Voice) - Women’s Choir	2/1/18	10	\$2.65	\$36.99
JW Pepper (Cantata: At His Name)	2/7/18	30	\$8.95	\$300.67
JW Pepper (One Voice) - Women’s Choir extra - copies	2/16/18	15	\$2.65	\$50.80
JW Pepper (Just As I Am, I Come) - Duet - EPRINT	2/22/18	3	\$5.95	\$18.60
JW Pepper (I Want Jesus to Walk with Me) - solo	2/23/18	2	\$5.95	\$12.40
FedEx (Cut and Binding for Easter Cantata)	3/24/18	12	\$6.48	\$84.35
JW Pepper (Hymn of Promise) - EPRINT	4/5/18	2	\$5.95	\$12.40
Hal Leonard Corp. (Lord’s Prayer) - Men’s Choir	4/5/18	13	\$1.95	\$22.76
JWPepper (We Are Called) - EPRINT	5/15/18	1	\$7.50	\$7.820
Malmark (Bell Supplies) - cloths & polish cream	6/4/18	12	80.16	80.16
JWPepper (6 songs)- choir	8/22/18	6	412.50	450.76
JWPepper (Heaven Crowned Him) - choir	8/22/18	30	2.20	68.79

Description	Date	Quantity	Cost	Total
JWPepper (3 songs - <i>one returned (\$91.30)</i> - Chapel Ringers	9/5/18	16	4.95	91.91
JWPepper (With Carols Ringing) - Chapel Ringers	9/6/18	6	10.95	79.93
JWPepper (From Singing to Ringing) - Youth Bells	9/19/18	6	5.50	43.76
JWPepper (A Weary Couple)	10/17/18	30	2.45	76.61
JWPepper (4 songs+instrumental) - choir & bells	10/17/18	5	267.00	299.10
JWPepper (4 Advent for flute/organ) - special music	10/17/18	1	10.00	10.42
JWPepper (Christmas Is Coming - more copies) - choir	10/30/18	20	2.25	56.27
JWPepper (2 songs) - choir & youth bells	11/5/18	2	103.70	123.70
GIA Pub (1 instrumental for A Weary Couple) - inst.	11/12/18	1	8.00	8.00
GIA Pub (2 instrumental for A Weary Couple) - string/guitar	11/12/18	2		15.50
JWPepper (1 bell part for Christmas is Coming ) - bells	11/12/18	1	4.95	13.49
<b>Total Budget Used</b>				<b>2023.5</b>
<b>Budget</b>				<b>2200</b>
<b>Budget NOT Used</b>				<b>176.5</b>

I have enjoyed serving CUCC as Music Coordinator over the past year and look forward to continuing to serve CUCC in this manner in 2019.

Respectfully Submitted,  
 Kristin N. Veteto , Music Coordinator

REPORTS OF:  
FELLOWSHIP  
AND  
SERVICE GROUP

## MEN'S FELLOWSHIP

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**PURPOSE:** To provide an organized program for men of the church for fellowship, education, service, and outreach.

### **Activities/Highlights:**

Men's Fellowship met monthly during 2018, except during the summer months, enjoying wonderful fellowship, meaningful conversation, and the occasional pancake and sausage.

Men's Fellowship, led by Cliff Beckman, helped coordinate the Annual Chili Cook-off on January 28, 2018, held in conjunction with the annual meeting. \$300 was donated to Voluntary Action Center from gray bowl contributions.

Men's Fellowship organized a pancake breakfast on February 24, 2018 with \$1,600.00 raised for Habitat for Humanity. It was again decided the benefit would be named Uel Blank Memorial Breakfast. Again, special placemats were incorporated to help honor his years of dedicated service to Habitat for Humanity.

Men's Fellowship packaged food at The Food Bank for Central and NE MO on March 13, 2018 with eight in attendance.

Men's Fellowship prepared and served a meal for Loaves And Fishes on March 19, 2018 serving about 100 plates of wonderful pulled pork.

Men's Fellowship prepared and served breakfast on Easter morning for the congregation.

Men's Fellowship assembled Christmas treat bags on December 9, 2018 for about 70 children in the congregation following the Christmas program.

Donations were made to Heifer International and The Food Bank of Central and NE MO based on gray bowl collections made throughout the year.

Respectfully Submitted,

Don Helmreich, President of Men's Fellowship

## WOMEN'S FELLOWSHIP

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**PURPOSE:** Women's Fellowship provides an opportunity for women to become acquainted, express caring and concern, grow in spirituality, and contribute to Christian service.

**Activities:** This year's Bible study describes God's promises to us throughout the centuries in the Old and New Testament. We study the Bible, hear the interpretation provided in the study book, and discuss the applications to our lives. We pray for members in need and send cards. We conduct many fundraising activities. We provide lunch for the MO Mid-South Conference committee meetings held at our church. We made pumpkin butter and sold this at the Halloween party and at our Holiday Bazaar. We sold hand-made towels, blankets, and potholders, Amish jelly and preserves, and donated jewelry at our bazaar held before church services. We contributed to service projects. This year we donated two blessing baskets for foster children for emergency needs. We provided refreshments and/or meals for three funerals. We purchased and delivered thirteen poinsettias to church members who cannot attend services.

**Highlights:** Our annual day out in June was a visit to the Chariton County Historical Museum in Salisbury, MO. Members and guests, including men, enjoyed a guided tour of three buildings containing farm equipment, tools, military uniforms, appliances, household items, clothing and quilts used by the generations before us. We shared memories and stories of our grandparents using many of these items.

**Officers are:** Linda Evans and Corrine Remeika, co-Chairs, Ginny Van Hove, Secretary, Jan Barry, Treasurer. Meetings are held on the second Thursday of each month September through May at 9:30 am in the gathering area. All women are invited to attend and are enthusiastically welcome. Come and join our group of women of faith!

Respectfully Submitted,

Linda Evans

The following are donations made in 2018 with money raised through fundraisers and monthly giving of Women’s Fellowship members.

Donation Made To:	Amount Given
Church World Service	\$150
Patch	\$100
Emmaus Homes	\$150
Every Child’s Hope	\$150
Meals on Wheels	\$100
Habitat for Humanity	\$100
Cedar Creek Riding Academy	\$100
Love Inc.	\$100
Boys and Girls Club	\$100
True North	\$100
Church Women United	\$150
St. Francis and Louis Bryant	\$200
PET (Mobility Worldwide)	\$100
CUCC Youth (Festival of Sharing)	\$100
Women’s Prison Ministry (Festival of Sharing)	\$120
The Least Coin (Church Women United)	\$80
Rainbow House	\$100
Turning Point	\$100
Middle & Senior High Mission Trips	\$200
Poinsettias	\$56
<b>Total</b>	<b>\$2065.41</b>

Respectfully Submitted,

Jan Barry, Treasurer

## SENIOR GROUP MINISTRY/CUCC LUNCH BUNCH \_\_\_\_\_

**PURPOSE:** The purpose of this ministry is for enrichment and fellowship together. Most of the monthly sessions consist of lunch, socializing, and a program/activity at the Church with an occasional outing. The Senior Group is open to anyone, but the primary target group is for those moving through retirement years. The group is intentionally relaxed and flexible organizationally with no stated structure, no elected officers, and no treasury.

### **Activities/Highlights:**

We gathered in Fellowship Hall monthly at noon, usually the third or fourth Thursday of the month. We opened each event by joining hands with prayer. We visited, shared stories, and conversed, while sharing delicious potluck dishes and desserts.

### **The programs, in order from January to December, ranged widely and included the following:**

- ◆ Marcus Reynolds gave a presentation about the morning program at Turning Point, located AT Wilkes Blvd. Methodist Church, for those experiencing homelessness.
- ◆ Pastor Rick shared about the mission in Chiapas, Mexico and upcoming trips.
- ◆ Suzi Naeger, from Central Bank, presented a very informative program about Senior fraud and precautions to stay safe and informed.
- ◆ Ronald McDonald House gave a presentation about their history and operation, as well as their needs, and thanked us for our volunteer hours and donations.
- ◆ Valerie Livingston gave a presentation about the Boys' and Girls' Club in Columbia.
- ◆ Over the summer, in June, we met for lunch at the Olive Garden and then took a tour of the Museum of Art and Architecture; viewing and learning about artifacts of the time period and locations that are familiar to us from the Bible.
- ◆ We took a month off in July and came back in August to learn about the Urban Garden's expansion (to be finished in early 2019) and the Crop Walk, which helps fund the Urban Garden.
- ◆ Our Administrative Assistant, April Rothweiler, along with Nanette Ward, of the Central Missouri STOP Human Trafficking Coalition (CMSHTC), spoke about the realities of Human Trafficking in our area.
- ◆ Mahree Skala represented the Women's League of Voters and offered valuable information about the Clean Missouri issue and the importance of voting in the upcoming election.
- ◆ Kate Watson, of the Columbia Foster and Adoption Project, shared their needs and accepted 10 assembled and donated iBelong Baskets from our church congregation.
- ◆ LODO presented their Christmas Program in December to finish out the year.

An informal committee consisting of Elaine Trout, Alice Moon, Lloyd Viehland, Rev. Rick Oberle, and April Rothweiler have led the group and assembled the speakers this year. **Thank you to all of the presenters and facilitators.** In December, it was decided to open the group up to anyone who is able to come, and the group was re-named the CUCC Lunch Bunch. Remember, you are welcome to join us to share your life experiences as well as food and programs. It's really all about warmth; facilities, food, and friendship. We hope to see new faces and continue this wonderful group through 2019.

Respectfully Submitted,

Elaine Trout

## YOUTH GROUPS

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Our Youth Ministries blossomed this year with the expansions of our programs and the number of youth served. An advisory team was formed to oversee and plan for events for both the Middle School and High School Youth Groups: Pastor Rick, Josh Wedemeyer, Tracy Bach, Lauren Helmreich, Shelby Oberle, Isaiah Jackson-Post, and Lena Muench. The team met several times throughout the year.

We cannot thank Pastor Rick enough for lighting the fire and inspiring the growth of these programs. He continues to push us to do “even more” which is exactly what our church needs.

Attendance varied at events throughout the year; below is a summary beginning Summer 2018:

**June-** Middle School lunch at Shakespeare’s (all sales that day from our church benefitted the Summer Mission Trips) and trip to Midway for miniature golf.

**July-** Vacation Bible School. Our Middle and High School youth were well-represented as helpers and leaders at Vacation Bible School.

**August-** Outdoor movie night by the shelter house. Dinner, games, and a “get-to-know-each other” kickoff event for both youth groups.

**September-** Assembly of Festival of Sharing academic and dental kits with donations received from VBS, Camp Mo-Val, and items supplemented by the church.  
Festival of Sharing in Tipton, MO  
Lunch at Shakespeare’s and CROP Walk

**October-** Apple-butter making/lunch together. Also decorated pumpkins. Apple butter and pumpkins (both decorated and un-decorated) were sold to raise funds for camp scholarships.  
Festival of Sharing in St. Louis  
Makeover of youth lounge. Many thanks to Lauren Helmreich for her diligence in selecting/ordering items for the room and inspiring the project. The youth and families made-over the lounge as a surprise for Lauren, and purchased additional artwork for the room in honor and memory of her brother, Andrew.  
Halloween party at church. Youth were tasked with setup, running games, and helping wherever needed (and having fun too!). So much spirit and energy put to great use!

**November-** Fall parties at Lena Muench’s (Middle School) and Pastor Rick’s (High School) houses. We enjoyed each other’s’ company and made our entries for the Ronald McDonald House’s “Build a House for the House” Gingerbread House Fundraiser. The entries were taken to and displayed at Columbia Mall throughout the Christmas season. The High School entry won “Best Display of Christmas Spirit”.

Youth collaborated with CUCC Veterans (many of them family members) to share their experiences of service at the all-church brunch, organized by the Fellowship and Hospitality Ministry Team (huge thanks to Jolene Kirchoff for inspiring this project, and for Jolene, Val, and the FHMT crew for an amazing brunch full of honor, love, and tasty food!).



Night of service at the Food Bank.  
Conference Middle School Event at Camp MoVal.

**December-** Delivered cookies to homebound members of CUCC.  
Scavenger hunt at Columbia Mall.  
Trips to Sky Zone/lunch together (Middle and High School went on separate dates).

**Statistics:**

We have 17 High School Youth at CUCC and 18 Middle School Youth.  
Of these 35 total youth, 30 of them have participated in our youth program this year.

It's been a busy year, but we know how important our youth are here at CUCC which makes the effort so incredibly worth it. As this report is being submitted, we already have a great start to 2019 planned—we can't wait to share the excitement with you.

**Youth, if you've made it to this part of the report, congrats—it was lengthy! You are loved beyond belief, and we “older than you” folk (sigh) are proud to work with you and enjoy every step this journey together. You help us feel young at heart.**

With love,

Lena Muench  
On behalf of the Middle and High School Youth Groups

## CUCC YOUNG ADULTS

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Founded on the campus of Mizzou in 1923 as a ministry to college students, Columbia United Church of Christ has at its core an identity of ministry with Young Adults. In the era of The Chapel, this ministry was easy; we built a structure and they all poured in. This vital ministry shaped the first 40+ years of CUCC and molded the identity of this congregation. But after The Chapel burned and this congregation moved to our current location, that ministry was not as easy. Over the past 50+ years that ministry has waxed and waned; and entering 2018 the CUCC College Age Ministry was all but nonexistent.

But a new College Age Ministry (now called “Young Adult” Ministry) has emerged this year, working with UCC students from Mizzou, Moberly, Columbia College, and Stephens College; and our own CUCC students who may be attending schools farther away. Pastor Rick, Kristy Odneal, and Judi Privitt have been working with these students, developing a bond of fellowship and Christian Service that is uniting our Young Adults in some incredible ways.

This ministry has two components; a fellowship group that meets Wednesday evenings in downtown Columbia from 8:00-10:00 p.m. at Kaldi’s Coffee or The Heidelberg, and a Sunday Morning Faith Development group that meets in the back of the Sanctuary each morning at 9:00 a.m. There is also an online ministry with these Young Adults, as Pastor Rick communicates with them often using Facebook.

Our Facebook group currently has 39 Young Adults participating; and there are 15 Young Adults who communicate by means other than Facebook (text, email etc.). Each Young Adult gathering usually has 8-15 participants. Four of our Young Adults participated in the Young Adult Retreat at Camp MoVal January 4-6.

This is a new ministry endeavor; and it is growing slowly. The past semester was focused on building relationships and this coming semester we are going to focus on scheduling some intentional mission and educational opportunities, including; service work at the Food Bank, Loaves and Fishes, Ronald McDonald House, and a possible mission trip during Mizzou’s Spring Break.

Please keep this ministry in your prayers as we move forward into 2019!

Respectfully Submitted,  
Rev. Rick Oberle

## QUILTING

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**PURPOSE:** This is a fellowship and service group for anyone who wishes to quilt or learn to quilt. We meet in the fellowship hall on Tuesdays from 9:00 a.m. to 1:00 p.m. including a BYOB (bring your own bag) lunch. We welcome anyone who would like to join us and bring a project they are working on, such as knitting, cross-stitch, embroidery, etc.

**Current members:** At present, our group consists of Shirley Lawler, Alice Moon, Corinne Remeika, Mahree Skala, Jean Strothman, and Ginny Van Hove.

**Activities/Highlights:**

In 2018 we contributed \$500.00 to the CUCC General Fund and \$500.00 to the Festival of Sharing.

We completed the assembly and quilting of an extra large queen-size quilt for Jean Strothman, which featured cinnamon-colored cross-stitched blocks and lots of embellished quilting. We also quilted a twin-size top, which Ginny Van Hove had assembled for her granddaughter, Aurora. The various bright colors of this quilt top represented the colorful aurora borealis.

At present, we are quilting a vintage hand-pieced top which was donated by Corinne Remeika from her parents.

Respectfully submitted,  
Ginny Van Hove

# STATISTICAL REPORTS

## MEMBERSHIP RECORDS & REPORTS

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As of January 1, 2018, CUCC membership was 294 people. This year:

- ◆ 23 members were added
- ◆ 8 members died
- ◆ 2 members were removed from membership at their request

As of December 31, 2018, CUCC membership was 307 people.

<b>New Member</b>	
1/28/18	Keith Birkes; Carol Duermeyer; Isaiah Jackson-Post; John and Brenda Muench; Mike and Gina Pierson; George Zimny
5/06/18	John and Mariann Bullerd; Emmalee Heine
8/26/18	Amy Crousore; Alisa Lau-Sieckman
11/18/18	Harry and Jane Beckett; Shelby Oberle; Shari Schubert
12/02/18	Josie Arms; Claire Kespohl; Emmanuel Kibaro; Kaden Lucas; Morgan Lavelly; Samantha Schupp
<b>Membership Transfers/ Removals (at their request)</b>	
2018	Jeffrey Kies
2018	Scott Major
<b>Members that became U.S. Citizens</b>	
1/17/18	Christine Mseke
6/05/18	Kibaro Kakozi
<b>Births</b>	
9/14/18	Ace Devenney
11/11/18	August Heine
11/22/18	Vincent Veteto
<b>Baptisms</b>	
6/18/18	Elias James Walker
10/07/18	Lance Andreas Markway
<b>Marriages</b>	
9/15/18	Andrew McGinnis & Monica Heishman (officiated by Rev. Rick Oberle)

Deaths	
1/22/18	Nancy Davenport
2/11/18	Darlene Schroeder *
3/29/18	Olin Hatfield
6/24/18	Pauline Marienfeld *
7/09/18	James "Bill" Graves *
10/20/18	Andrew Helmreich *
12/03/18	Dave Schroer
12/08/18	Dorothy Kyger *

*\* funeral officiated by Rev. Rick Oberle*

Respectfully Submitted,  
Helen Schultz

## WORSHIP ATTENDANCE 2018

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Month	2017 Weekly Average	2018 Weekly Average
January	87	145
February	105	135
March	98	134
April	131	155
May	102	139
June	124	126
July	85	111
August	85	117
September	137	118
October	148	145
November	147	151
December	140	144
<b>Average for the Year</b>	<b>116</b>	<b>135</b>

Special Services	2017	2018
Pastor Rick's Installation		157
Ash Wednesday	35	42
Maundy Thursday		37
Good Friday		58
Easter Sunrise	40	24
Christmas Eve	209	235

Respectfully Submitted,  
Office Staff and Volunteers

# FINANCIAL REPORTS

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## BALANCE SHEET DECEMBER 31, 2018

### ASSETS

Current Assets	Current Assets	
Checking/Savings	Checking/Savings	
BCNB - Money Market	BCNB - Money Market	21,266.44
BCNB Checking Account	BCNB Checking Account	47,490.98
BCNB Payroll Account	BCNB Payroll Account	<u>177.62</u>
Total Checking/Savings	Total Checking/Savings	<u>68,935.04</u>
Total Current Assets	Total Current Assets	68,935.04
Other Assets		
Dodge-Cox Fund	Dodge-Cox Fund	75,659.13
Fidelity Balanced Fund	Fidelity Balanced Fund	74,809.00
Fidelity Utilities Fund	Fidelity Utilities Fund	56,541.59
United Church Foundation	United Church Foundation	<u>29,918.35</u>
Total Other Assets	Total Other Assets	<u>236,928.07</u>
<b>TOTAL ASSETS</b>		<b><u>305,863.11</u></b>

### LIABILITIES & EQUITY

Liabilities	LIABILITIES & EQUITY	
Current Liabilities	Current Liabilities	
Credit Cards	Credit Cards	
Mastercard Credit Card	Mastercard Credit Card	<u>2,624.98</u>
Total Credit Cards	Total Credit Cards	<u>2,624.98</u>
	Other Current Liabilities	
	Payroll Liabilities	
	FSA Payable	200.00
	Pension Annuity	117.86
	Total Payroll Liabilities	317.86
	Total Other Current Liabilities	317.86
Total Current Liabilities	Total Current Liabilities	<u>2,942.84</u>
Total Liabilities	Total Liabilities	<u>2,942.84</u>
	Investment Income/Loss	<u>10,757.95</u>
	Opening Bal Equity	<u>11,107.65</u>
	Retained Earnings	<u>367,112.57</u>
	Net Income	<u>-86,057.90</u>
		<u>302,920.27</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>305,863.11</u></b>

### Investment Market Value Change

Dodge-Cox Fund	-4.62%
Fidelity Balanced Fund	-4.02%
Fidelity Utilities Fund	3.32%
United Church Foundation	-8.23%



**INCOME AND EXPENSES**  
**JANUARY - DECEMBER 2018**

	<b>Jan - Dec 2018</b>	<b>YTD Budget</b>	<b>\$ Over Budget</b>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Fellowship Activities	0.00	4,000.00	(4,000.00)
Joyful Giving	305,108.73	292,000.00	13,108.73
LODO Overhead & Workmen's Comp	5,492.27	5,489.00	3.27
Money Market Interest	15.36	7.00	8.36
Other Income	813.79	300.00	513.79
Sunday School	0.00	0.00	0.00
<b>Total Income</b>	<b>311,430.15</b>	<b>301,796.00</b>	<b>9,634.15</b>
<b>Expense</b>			
<b>ADMINISTRATION</b>			
Background Check	0.00	100.00	(100.00)
Computer Equip/Software/Services	2,549.72	3,000.00	(450.28)
Computer Maintenance	5,589.82	1,500.00	4,089.82
Lay Travel-Registration	1,925.00	500.00	1,425.00
Mileage			
Mileage	2,775.63	2,300.00	475.63
Mileage - Other	136.25	0.00	136.25
Total Mileage	2,911.88	2,300.00	611.88
Office Equipment Maintenance	1,986.79	1,500.00	486.79
Office Supplies	3,668.46	3,700.00	(31.54)
Payroll Expenses	782.88	800.00	(17.12)
Postage	2,034.86	1,500.00	534.86
Telephone	3,622.76	3,600.00	22.76
<b>Total ADMINISTRATION</b>	<b>25,072.17</b>	<b>18,500.00</b>	<b>6,572.17</b>
<b>BUILDINGS and GROUNDS</b>			
Building Insurance	9,496.25	9,013.00	483.25
Elevator Maintenance	3,981.80	3,000.00	981.80
Maintenance			
Building	9,231.33	3,600.00	5,631.33
Cleaning Service	8,950.00	7,800.00	1,150.00
Grounds	2,952.55	3,000.00	(47.45)
Total Maintenance	21,133.88	14,400.00	6,733.88
Major Repairs	0.00	9,000.00	(9,000.00)
Utilities	25,811.85	20,000.00	5,811.85
<b>Total BUILDINGS and GROUNDS</b>	<b>60,423.78</b>	<b>55,413.00</b>	<b>5,010.78</b>

	<u>Jan - Dec 17</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>
<b>FELLOWSHIP &amp; HOSPITALITY</b>			
All Church Activities	1,997.40	4,000.00	(2,002.60)
<b>Total FELLOWSHIP &amp; HOSPITALITY</b>	1,997.40	4,000.00	(2,002.60)
<b>FINANCE AND STEWARDSHIP</b>			
Joyful Giving	230.90	210.00	20.90
<b>Total FINANCE AND STEWARDSHIP</b>	230.90	210.00	20.90
<b>MEMBERSHIP &amp; CARE</b>			
Member to Member Programs	54.79	100.00	(45.21)
Member To Visitor/Guest Programs	704.67	500.00	204.67
<b>Total MEMBERSHIP &amp; CARE</b>	759.46	600.00	159.46
<b>NURTURE &amp; EDUCATION</b>			
Adult Education	191.97	250.00	(58.03)
Bible School	169.49	750.00	(580.51)
Christmas Program	79.90	100.00	(20.10)
Confirmation Class	548.86	500.00	48.86
Nursery Worker	1,415.00	1,300.00	115.00
Other	36.75	0.00	36.75
Sunday School	3,415.31	2,000.00	1,415.31
UCC Student Fellowship	1,031.50	250.00	781.50
Youth Ministry	5,336.66	3,500.00	1,836.66
<b>Total NURTURE &amp; EDUCATION</b>	12,225.44	8,650.00	3,575.44
<b>OCWM</b>	12,000.00	12,000.00	0.00
<b>OUTREACH &amp; ADVOCACY</b>			
Local Missions	9,500.00	9,500.00	0.00
Other	516.77	0.00	516.77
Wider Mission	6,300.00	7,000.00	(700.00)
<b>Total OUTREACH &amp; ADVOCACY</b>	16,316.77	16,500.00	(183.23)
<b>PASTORAL LEADERSHIP</b>			
<b>ADDITIONAL LEADERSHIP</b>			
Accompanist	8,090.00	7,800.00	290.00
Music Program Coordinator	11,629.92	11,330.01	299.91
<b>Total ADDITIONAL LEADERSHIP</b>	19,719.92	19,130.01	589.91
<b>PASTOR</b>			
Continuing Education	140.31	750.00	(609.69)
Health/Dental Insurance	19,739.67	21,581.00	(1,841.33)
Housing	18,000.00	18,000.00	0.00
Pastor Expense	773.28	1,000.00	(226.72)
Pension	6,930.00	10,230.00	(3,300.00)
Salary	48,000.00	48,000.00	0.00
Social Security	5,049.12	5,049.00	0.12
<b>Total PASTOR</b>	98,632.38	104,610.00	(5,977.62)
<b>Total PASTORAL LEADERSHIP</b>	118,352.30	123,740.01	(5,387.71)

	<u>Jan - Dec 2018</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>
<b>STAFF SALARY</b>			
Administrative Assistant	22,643.00	24,882.00	(2,239.00)
Building Monitor	6,700.08	6,700.00	0.08
Church Pension Annuity	250.00	0.00	250.00
Financial Secretary	6,695.04	6,695.00	0.04
Pay Taxes-FICA	4,052.71	4,392.00	(339.29)
Workmen's Compensation Ins	3,601.66	1,064.00	2,537.66
Year End Bonuses Year End Bonuses	300.00	0.00	300.00
<b>Total STAFF SALARY</b>	<u>44,242.49</u>	<u>43,733.00</u>	<u>509.49</u>
<b>Strategic Planning</b>			
Open & Affirming Process	723.57	1,000.00	(276.43)
Special Mission Project	10,000.00	10,000.00	0.00
Vision Team Expenses	562.95	250.00	312.95
<b>Total Strategic Planning</b>	<u>11,286.52</u>	<u>11,250.00</u>	<u>36.52</u>
<b>Western Assn. Contribution</b>	1,000.00	1,000.00	0.00
<b>WORSHIP &amp; MUSIC</b>			
Christian Copyright License	362.14	400.00	(37.86)
Guest Ministers	1,100.00	1,200.00	(100.00)
Instrument Tuning	270.00	500.00	(230.00)
Music Program	2,813.09	2,250.00	563.09
Non-Music Programs	233.75	1,000.00	(766.25)
Other	260.32	0.00	260.32
Supplies	461.64	0.00	461.64
<b>Total WORSHIP &amp; MUSIC</b>	<u>5,500.94</u>	<u>5,350.00</u>	<u>150.94</u>
<b>Total Expense Total Expense Total Expense</b>	<u>309,408.17</u>	<u>300,946.01</u>	<u>8,462.16</u>
<b>Net Ordinary Income</b>	<u>2,021.98</u>	<u>849.99</u>	<u>1,171.99</u>
<b>Net Income Net</b>	<u>2,021.98</u>	<u>849.99</u>	<u>1,171.99</u>

LODO INCOME AND EXPENSES  
 JANUARY - DECEMBER 2017

	<u>Jan - Dec 2018</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
Fundraiser (Bookfair)	468.46	600.00	-131.54
Little Ones Day Out Tuition			
Summer Tuition	0.00	6,025.00	-6,025.00
Tuition Deposit	4,100.00	4,000.00	100.00
Little Ones Day Out Tuition - Other	116,157.77	117,000.00	-842.23
Total Little Ones Day Out Tuition	120,257.77	127,025.00	-6,767.23
LODO Enrollment Fees	1,160.00	800.00	360.00
Playground Fundraiser	0.00	500.00	-500.00
Total Income	121,886.23	128,925.00	-7,038.77
Expense			
Little Ones Day Out Expenses			
Advertising	0.00	150.00	-150.00
Fax	60.00	360.00	-300.00
Fundraiser Expenditures	772.98	600.00	172.98
Maintenance	0.00	250.00	-250.00
Playground Renovation	0.00	500.00	-500.00
Rent	4,764.00	4,764.00	0.00
Special Events	960.77	1,350.00	-389.23
Staff Expense			
Staff Appreciation	154.52	100.00	54.52
Staff Training	1,961.50	3,075.00	-1,113.50
Total Staff Expense	2,116.02	3,175.00	-1,058.98
Supplies			
Classroom Consumables	704.06	1,100.00	-395.94
Classroom Durables	586.52	700.00	-113.48
Cleaning Supplies	289.00	435.00	-146.00
Copier Lease	0.00	339.01	-339.01
Gross Motor Indoor	26.89	250.00	-223.11
Gross Motor Outdoor	0.00	50.00	-50.00
Kitchen Supplies	90.05	0.00	90.05
Office Materials	1,313.13	1,625.00	-311.87
Other	107.18	0.00	107.18
Paper Goods	396.02	700.00	-303.98
Snacks	1,268.24	2,270.00	-1,001.76
Technology	279.97	100.00	179.97
Total Supplies	5,061.06	7,569.01	-2,507.95
Total Little Ones Day Out Expenses	13,734.83	18,718.01	-4,983.18
Little Ones Day Out Payroll			
Director's Salary	28,535.48	27,843.79	691.69
LODO FICA	7,926.10	8,011.95	-85.85
LODO Year End Bonus	0.00	2,500.00	-2,500.00
Staff Salaries	75,501.43	72,795.18	2,706.25
Workmen's Compensation	728.27	711.93	16.34
Total Little Ones Day Out Payroll	112,691.28	111,862.85	828.43
Total Expense	126,426.11	130,580.86	-4,154.75
Net Ordinary Income	-4,539.88	-1,655.86	-2,884.02
Net Income	-4,539.88	-1,655.86	-2,884.02

**HISTORICAL FUNDS BALANCES  
DECEMBER 31, 2018**

	<u>Retained Earnings</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>TOTAL</u>
Bell Choir	2,509.01	0.00	0.00	2,509.01
Building & Maj Repair Fund	7,130.64	20,118.74	0.00	27,249.38
Building Fund II Multipurpose	79,936.38	-3,661.25	-59,488.44	16,786.69
Campus Ministry	1,923.80	40.00	0.00	1,963.80
Cardinals Game	-58.64	58.64	0.00	0.00
Chiapas Mission Trip	0.00	13,578.00	-11,637.49	1,940.51
<b>Christian Education Fund</b>				
Bake Sale/Camp Scholarships	4,068.00	1,585.05	-3,832.88	1,820.17
Confirmation	0.00	312.11	-312.11	0.00
VBS	2,306.66	1,142.00	-855.37	2,593.29
<b>Total Christian Education Fund</b>	<u>6,374.66</u>	<u>3,039.16</u>	<u>-5,000.36</u>	<u>4,413.46</u>
Eden Seminary Fund	0.00	100.00	0.00	100.00
<b>Fellowship Fund</b>				
Softball	-0.20	659.40	-659.20	0.00
<b>Total Fellowship Fund</b>	<u>-0.20</u>	<u>659.40</u>	<u>-659.20</u>	<u>0.00</u>
INESIN	0.00	800.00	-800.00	0.00
LODO	0.00	6,499.99	-6,499.99	0.00
Marilyn Martin Mem Youth Fund	1,223.54	0.00	0.00	1,223.54
Memorial Education Fund	80,945.65	-6,368.69	0.00	74,576.96
Memorial Fund	19,973.93	11,679.99	-12,844.27	18,809.65
<b>Music Fund</b>				
Organ Fund	42,925.00	1,450.00	-39,706.25	4,668.75
Music Fund - Other	2,961.88	0.00	0.00	2,961.88
<b>Total Music Fund</b>	<u>45,886.88</u>	<u>1,450.00</u>	<u>-39,706.25</u>	<u>7,630.63</u>
Oasis Hymnal Fund	0.00	1,006.25	-1,006.25	0.00
<b>Outreach Fund</b>				
Blankets	0.00	634.00	-634.00	0.00
Camp Mo Val	0.00	3,234.75	0.00	3,234.75
Christmas in July	0.00	686.50	-686.50	0.00
Crop Walk	0.00	250.00	-250.00	0.00
Emmaus Homes Inc.	1,064.20	100.00	-1,164.20	0.00
Festival of Sharing	792.00	120.00	-912.00	0.00
Food Bank of Central & NE MO	435.00	3,658.44	-3,452.00	641.44
Habitat for Humanity	0.00	50.00	0.00	50.00
Heifer Project	218.22	138.76	-300.00	56.98
Loaves and Fishes	633.46	0.00	-339.64	293.82
Neighbors in Need	784.00	700.00	-1,484.00	0.00
OGHS	0.00	1,913.00	-1,913.00	0.00
Refugee Resettlement	951.85	775.00	0.00	1,726.85
Strengthen the Church	0.00	702.00	-677.00	25.00
VAC Families	0.00	45.00	-45.00	0.00
<b>Total Outreach Fund</b>	<u>4,878.73</u>	<u>13,007.45</u>	<u>-11,857.34</u>	<u>6,028.84</u>
<b>Women's Fellowship</b>				
Beads	0.00	10.00	-10.00	0.00
<b>Total Women's Fellowship</b>	<u>0.00</u>	<u>10.00</u>	<u>-10.00</u>	<u>0.00</u>
Youth Ministry Fund	906.84	9,412.91	-5,461.00	4,858.75
<b>TOTAL</b>	<u><b>251,631.22</b></u>	<u><b>71,430.59</b></u>	<u><b>-154,970.59</b></u>	<u><b>168,091.22</b></u>

## FACILITIES USAGE

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**PURPOSE:** To give account of our facilities' usage for 2018, according to the church calendar. This is, in addition to regular Sunday morning activities, the special worship services, outside organization, and LODO usage. To ensure this is an accurate account, please be sure to write your event on the church calendar.

Event	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
Ministry Meetings	8	88	7	7	8	8	4	8	8	12	8	6	92
Music	10	8	8	8	5	4	3	2	4	8	8	6	74
Quilters	5	4	4	4	5	4	5	4	4	5	4	3	51
Special Events	5	9	17	6	9	3	5	9	6	8	3	13	93
Fellowship	3	3	3	3	3	1	1	2	3	3	3	2	30
Youth	4	3	4	3	5	0	0	2	3	4	3	3	34
Conference Meetings	0	2	5	1	0	1	0	1	0	3	1	0	14
Weddings	0	0	0	0	0	0	0	0	1	0	0	0	1
Funerals	0	1	0	0	0	1	1	0	0	1	0	1	5
Other	2	1	0	0	1	0	0	0	3	0	0	0	7

Grand total of facilities usage in 2017 = 347

**Grand total of facilities usage in 2018 = 401**

Respectfully Submitted,  
 April Rothweiler  
 Administrative Assistant

# 2019 BUSINESS:

## 2019 BUDGET

(APPROVED ON OCTOBER 28, 2018 )

## NOMINATING COMMITTEE

## OPEN AND AFFIRMING / INCLUSION COVENANT

## APPROVED 2019 BUDGET

	Actual through July 2018	2018 Annual Budget	2019 Proposed Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Fellowship Activities	0.00	4,000.00	0.00
Joyful Giving	170,836.04	292,000.00	313,624.00
LODO Overhead & Workmen's Comp	3,196.28	5,489.00	6,000.00
Camp Scholarship Fundraising	0.00	0.00	3,400.00
Money Market Interest	9.24	7.00	8.00
Other Income	406.77	300.00	500.00
Sunday School	0.00	0.00	0.00
<b>Total Income</b>	<b>174,448.33</b>	<b>301,796.00</b>	<b>323,532.00</b>
<b>Expense</b>			
<b>ADMINISTRATION</b>			
Background Check	0.00	100.00	100.00
Computer Equip/Software/Services	1,496.72	3,000.00	1,000.00
Computer Maintenance	5,040.57	1,500.00	1,000.00
Lay Travel-Registration	1,205.00	500.00	1,200.00
Mileage	1,447.93	2,300.00	2,300.00
Office Equipment Maintenance	1,469.51	1,500.00	1,500.00
Office Supplies	2,170.59	3,700.00	3,700.00
Payroll Expenses	454.93	800.00	800.00
Postage	1,084.31	1,500.00	1,500.00
Telephone	2,373.22	3,600.00	3,600.00
<b>ADMINISTRATION - Other</b>			
<b>Total ADMINISTRATION</b>	<b>16,742.78</b>	<b>18,500.00</b>	<b>16,700.00</b>
<b>BUILDINGS and GROUNDS</b>			
Building Insurance	4,678.00	9,013.00	9,240.00
Elevator Maintenance	2,068.40	3,000.00	3,500.00
<b>Maintenance</b>			
Building	5,807.67	3,600.00	4,000.00
Cleaning Service	3,900.00	7,800.00	7,800.00
Grounds	1,430.61	3,000.00	6,500.00
<b>Total Maintenance</b>	<b>11,138.28</b>	<b>14,400.00</b>	<b>18,300.00</b>
Major Repairs	0.00	9,000.00	9,000.00
Utilities	15,656.57	20,000.00	25,000.00
<b>Total BUILDINGS and GROUNDS</b>	<b>33,541.25</b>	<b>55,413.00</b>	<b>65,040.00</b>
<b>CHRISTIAN EDUCATION</b>			
Adult Education	134.00	250.00	250.00
Adult Bible Study	0.00	0.00	200.00
Bible School	169.49	750.00	500.00
Christmas Program	0.00	100.00	100.00
Confirmation Class	397.56	500.00	500.00
Other	36.75	0.00	0.00
Nursery Worker	885.00	1,300.00	2,160.00
Sunday School	1,254.59	2,000.00	2,450.00
Camp Scholarships	0.00	0.00	3,400.00
UCC Student Fellowship/Young Adult Ministry	24.90	250.00	2,500.00
Youth Ministry	2,970.08	3,500.00	3,500.00
<b>Total CHRISTIAN EDUCATION</b>	<b>5,872.37</b>	<b>8,650.00</b>	<b>15,560.00</b>
<b>FELLOWSHIP</b>			
All Church Activities	928.02	4,000.00	2,500.00
<b>Total FELLOWSHIP</b>	<b>928.02</b>	<b>4,000.00</b>	<b>2,500.00</b>



<b>FINANCE AND STEWARDSHIP</b>			
Stewardship Expenses	0.00	0.00	600.00
Joyful Giving	230.90	210.00	265.00
<b>Total FINANCE AND STEWARDSHIP</b>	<b>230.90</b>	<b>210.00</b>	<b>865.00</b>
<b>MEMBERSHIP</b>			
Member to Member Programs	2.00	100.00	600.00
Member To Visitor/Guest Programs	0.00	500.00	500.00
<b>Total MEMBERSHIP</b>	<b>2.00</b>	<b>600.00</b>	<b>1,100.00</b>
<b>OUR GREATER MISSION</b>			
Western Assn. Contribution	0.00	1,000.00	1,000.00
OCWM	7,000.00	12,000.00	12,600.00
<b>Total OUR GREATER MISSION</b>	<b>7,000.00</b>	<b>13,000.00</b>	<b>13,600.00</b>
<b>OUTREACH</b>			
Local Missions	5,650.00	9,500.00	11,500.00
Other	155.41	0.00	0.00
Community Assistance	0.00	0.00	750.00
Wider Mission	1,300.00	7,000.00	8,500.00
<b>Total OUTREACH</b>	<b>7,105.41</b>	<b>16,500.00</b>	<b>20,750.00</b>
<b>PASTORAL LEADERSHIP</b>			
<b>ADDITIONAL LEADERSHIP</b>			
<b>Total ADDITIONAL LEADERSHIP Salaries</b>	<b>11,749.12</b>	<b>19,130.00</b>	<b>19,469.90</b>
<b>PASTOR</b>			
Continuing Education	140.31	750.00	750.00
Health/Dental Insurance	11,440.50	21,581.00	22,120.53
Housing	6,000.00	18,000.00	19,000.00
Salary	38,500.00	48,000.00	49,500.00
Pastor Expense	511.25	1,000.00	1,000.00
Pension	4,620.00	10,230.00	10,617.50
Social Security	2,945.32	5,049.00	5,240.25
<b>Total PASTOR</b>	<b>64,157.38</b>	<b>104,610.00</b>	<b>108,228.28</b>
Search Committee	0.00	0.00	0.00
<b>Total PASTORAL LEADERSHIP</b>	<b>75,906.50</b>	<b>123,740.00</b>	<b>127,698.18</b>
<b>STAFF SALARY</b>			
Staff Salaries	20,583.07	38,277.00	39,831.90
Pay Taxes-FICA	2,272.37	4,392.00	4,536.59
Church Pension Annuity	25.00	0.00	300.00
Workmen's Compensation Ins	1,562.00	1,064.00	1,500.00
Year End Bonuses	300.00	0.00	0.00
<b>Total STAFF SALARY</b>	<b>24,742.44</b>	<b>43,733.00</b>	<b>46,168.49</b>

<b>Strategic Planning</b>			
Open & Affirming Process	354.07	1,000.00	1,000.00
Special Mission Project	0.00	10,000.00	5,750.00
Vision Team Expenses	<u>562.95</u>	<u>250.00</u>	<u>250.00</u>
<b>Total Strategic Planning</b>	<b>917.02</b>	<b>11,250.00</b>	<b>7,000.00</b>
<b>WORSHIP</b>			
Christian Copyright License	0.00	400.00	400.00
Guest Ministers	900.00	1,200.00	1,200.00
Instrument Tuning	180.00	500.00	500.00
Music Program	64.26	2,250.00	2,250.00
Non-Music Programs	11.76	1,000.00	1,000.00
Other	0.00	0.00	0.00
Supplies	<u>311.38</u>	<u>0.00</u>	<u>1,200.00</u>
<b>Total WORSHIP</b>	<b><u>1,467.40</u></b>	<b><u>5,350.00</u></b>	<b><u>6,550.00</u></b>
<b>Total Expense</b>	<b><u>174,456.09</u></b>	<b><u>300,946.00</u></b>	<b><u>323,531.66</u></b>
<b>Net Ordinary Income</b>	<b>(7.76)</b>	<b>850.00</b>	<b>0.34</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
Unrealized gains	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Other In-</b>	<b><u>0.00</u></b>	<b><u>0.00</u></b>	<b><u>0.00</u></b>
<b>Net Other Income</b>	<b><u>0.00</u></b>	<b><u>0.00</u></b>	<b><u>0.00</u></b>
<b>Net Income</b>	<b><u>(7.76)</u></b>	<b><u>850.00</u></b>	<b><u>0.34</u></b>

## 2019 ANNUAL BUDGET

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At the annual budget meeting of 28 October, the 2019 budget, as approved by the Council for congregational consideration, was approved as submitted. Listed below are informational notes.

### 2019 BUDGET EXPLANTORY NOTES

- 1) Joyful Giving proposed increase is 5.3%
- 2) Building & Grounds expenses are higher due to expenses for cleaning service and lawn service. Utilities have recently been running higher than budget so increasing budget amount to reflect actual.
- 3) Staff salary increases average 3%
- 4) Pastoral compensation increase of 3%
- 5) Increased budget for Young Adult Ministry (formerly College Age Ministry)
- 6) New line item for Assistance Requests. There are times that people are referred to the church for assistance (food, rent, etc) so we wanted to establish a small fund that can be used to meet these requests. Council will establish reporting requirements so funds are properly accounted for while maintaining the confidentiality of the requester.
- 7) OCWM reflects a 5% increase.
- 8) New budget line item for Camp Scholarships since this is something we award each year. A new line item for Camp Scholarship Fundraising has been added since Nurture and Education plans to do fundraising as they have in the past.
- 9) Increase in Nurture & Education budget is due to increases curriculum costs with the addition of a 4th class. We have also increased the amount paid to the nursery worker since they are routinely staying at least 30 minutes longer than originally planned. Vacation Bible School budget has decreased as we anticipate a decrease in food costs.
- 10) Hospitality and Fellowship budget has decreased. Last year's budget anticipated we would have Fastnacht so we over budgeted for both income and expense. This year's budget does not include income or expense for Fastnacht and includes expenses for Sunday Fellowship time and Fellowship activities.
- 11) Outreach & Advocacy budget has increased. The Wider Missions budget has been increased to include support for Lydia's House, the UCC-run housing program for victims of domestic violence in St Louis. We are also increasing support for several organizations that we currently fund that have not received an increase from us in several years.
- 12) Due to increase in Outreach & Advocacy budget we have only budgeted \$5,750.00 for Special Mission Project.

Respectfully Submitted,  
George Zimny

## NOMINATING COMMITTEE REPORT

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**Members of the 2019 Nominating Committee, appointed by the Church Council, are:**

Steve Keithahn  
Jim Loveless  
Sue Ann Schaefer  
Audrey Lasley  
Josh Wedemeyer  
John Graves  
Rev. Rick Oberle (ex officio)

**Positions that we will be filling for 2019:**

Vice Moderator  
Secretary  
Nurture & Education (as of 12/31/18 position accepted by Pat Forward)  
Building & Grounds (as of 12/31/18 position accepted by John Bullerd)  
Music & Worship (as of 12/31/18 position accepted by Pete Jaberg)  
Outreach & Advocacy (as of 12/31/18 position accepted by Mahree Skala)

**Positions that will NOT be filled for 2019 (will serve another term):**

Moderator (filled by current Vice Moderator) - John Graves  
Treasurer - Christine Staelens  
Recording Treasurer - Doug Privitt  
Fellowship & Hospitality - Jolene Kirchhoff  
Membership & Care - Stefanie Zimny  
Finance & Stewardship - George Zimny

Respectfully Submitted,

John Graves

## **NEW BUSINESS – OPEN AND AFFIRMING/ INCLUSION COVENANT**

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On January 13, 2019 at 1:00pm The Columbia United Church of Christ Council met to consider the Open and Affirming/Inclusion Covenant submitted to them by the Open and Affirming Core Team.

This Covenant was created on November 12, 2018 after receiving input from the CUCC Congregation at the Inclusion Gathering on October 28, 2018. Since November 12 it went through several evolutions, based on feedback given by over 100 CUCC members at educational forums on November 18, November 25, December 2, 2018 and January 6, 2019; as well as input received from 19 CUCC members using bulletin inserts and an online electronic survey.

The CUCC Church Council unanimously voted to affirm this Covenant and forward it to the CUCC Congregation for consideration at the Annual Meeting, January 27, 2019.

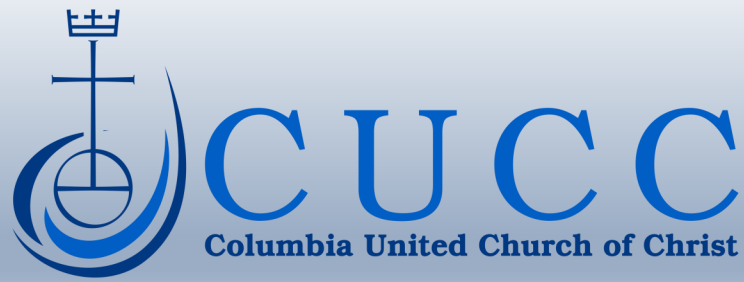
At that meeting, the Council will introduce a motion to the Congregation that the Congregation of Columbia United Church of Christ affirm the following Covenant:

**Columbia United Church of Christ celebrates God’s boundless and unconditional love by intentionally welcoming and affirming all God’s children.**

**No matter who you are or where you are on life’s journey;  
No matter where you are on your faith journey;  
No matter your sexual orientation, gender expression or identity;  
No matter your race, culture, ethnicity, nationality or politics;  
No matter your age, ability, health, relationship status or family structure;  
No matter your social, economic, educational, legal or life circumstances;  
You are welcome here!**

**Called by Jesus to be an Open and Affirming, inclusive faith community, Columbia United Church of Christ commits to welcoming everyone into the full life of our congregation. Our paths and voices may differ, but we journey in faith together.**

# NOTES:



**Columbia**  
**United Church of Christ**

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