



2020 Annual Report

Revised January 27, 2021

For the 137th Annual Meeting
of the Congregation
January 31, 2021

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137TH ANNUAL MEETING AGENDA

January 31, 2021

“Welcoming All, Growing in Faith, Living God’s Love, Justice, Compassion...”

Welcome and Land Acknowledgement

Opening Prayer

The Business of the Church

Approval of Congregational Meeting minutes from September 2020

Treasurer’s Report for 2020

The State of the Church

Through COVID and Beyond

Celebrating our Staff, this year more than ever

The Mission of the Church

Ground Floor Capital Campaign

Building Maintenance Needs

Denomination, Conference, and “OCWM”

Visioning in 2021

Current Considerations:

Approval of 2021 Leadership Team

2021 Ministry Funding Plan

Recognition

Passing the Gavel

Closing Prayer

Adjournment

JANUARY 26, 2020 CONGREGATIONAL MEETING MINUTES

Welcoming All, Growing in Faith, Living God's Love, Justice, Compassion...

The 136th annual meeting was called to order by Scout Mitchell, Moderator. A hand count indicated that 107 members were present. Scout opened with prayer, then reviewed the touchstones: speak to not about; stand shoulder to shoulder; and believe the best.

Approval of previous minutes

A motion was made to approve the minutes from the June 2019 midyear meeting with one correction. The motion was seconded and approved.

A motion was made to approve the minutes from the November 2019 meeting. The motion was seconded and approved.

Treasurer's report

Laurie Hoyt presented the financial summary for 2019. Highlights include that the total income was 104% of the proposed budget. Total expenses were 98% of the proposed budget. Pledge income was 102% of the proposed budget. At the end of the year, there was balance of \$43,546.

A motion was made to approve the report. It was seconded and approved.

Updates

Ground Floor – Dick Cathell referred to Emerson McGuin's report on page 32 of the Annual Report. Statistics related to one year of Ground Floor operation are tremendous. 370 youth have been served, about 400 loads of laundry done, and about 1,000 showers taken. The overnight winter shelter is hosting between 15 and 20 youth each night. Concerns about youth hanging around the area have not been a problem. NWYS staff are high quality and good at what they do.

Ground Floor Finances – Heather Shepherd presented slides identifying fixed costs of the Ground Floor and Identified Funds. Identified funds are \$375 more than costs. Congregation members made 140 pledges to the capital campaign. Of those pledges, \$550,000 have been received and \$185,000 remain to be collected. 85 pledges have been paid in full. A line of credit (LOC) was taken out at SaviBank for \$500,000 at 4.25% interest rate. The LOC will roll over for another year. As of January 2020, the credit is \$190,000, so we are on target to pay off the \$1,052,000 project in three years. We have until June 2021 to pay off the loan. No one has reneged on their pledge.

Memorial Garden – Larry Menninga described the groundwork for establishing the memorial garden. An ad hoc committee of Trustees investigated the possibility and took the item to Council where it was approved. The space is between the office wing and the main steps of the church, it will be used to spread ashes of deceased members. A plaque will be placed in the

hallway to identify people interested. More details of the memorial garden policy can be obtained in the office. Contact Larry or Jill York if you want to serve on the garden committee.

Cheryl Blair was acknowledged as the parliamentarian.

Current Considerations

Approval of Three-Way Covenant for Greg Brekke – Sharon explained that ordained UCC clergy who serve in capacities other than congregational leaders must have a home church. Cheryl Smith, working at Whatcom Hospice, is in covenant with FCCB in this capacity. The 3-way covenant provides mutual accountability between the pastor, the congregation, and the conference. Greg was ordained in 2006, in 2008 he began work in the national UCC office as a journalism director. He works with the Associated Church Press, World Council of Churches, and works with 100 faith-based publications. He also does field work collecting stories of the church at work in the world. Greg is a member of FCCB. A vote for this covenant means we uphold only the FCCB part of the covenant which was outlined by Sharon and there is no financial responsibility on our part. There was a motion to approve the 3-way covenant for Greg Brekke. It was seconded and approved.

Approval of 2020 Leadership Team – Nominations for the 2020 leadership team include:

- Moderator-Caryl Dunavan
- Vice Moderator-Bill Henkel
- Past Moderator- Scout Mitchell
- Treasurer-Laurie Hoyt
- Clerk-Dorothy Shimer

A motion was made to approve the nominated leadership team members. It was seconded and approved.

2020 Ministry Funding Plan

Scout recognized the members of the Funding Committee. Bert Miller described the process for today's funding discussion with church council proposing a balanced funding plan to the congregation.

One piece of the plan- transitioning from a Pastoral Care Associate to a Care Coordinator was described by Jen Green. Jen explained that the associate position was created by the interim pastor. It was not really an additional position, but a shift in focus of what used to be the youth director position. The Care Associate position has two components, visitation and administration. Creating the Care Coordinator position is a way to reduce the funding request for these duties, but not overlook congregational needs. It is expected that the Coordinator will work 5-6 hours/week on administrative duties, pastoral staff will do the visitation. It will be used on a trial basis for the remainder of this year. After Deanna retires, about \$6,000 would be spent for a Care Coordinator for the remainder of the year.

Laurie Hoyt described details of the 2020 funding plan. There was a \$44,000 carry over from 2019. The endowments did very well and contribute to the funds. Pledges totaled \$510,000 as compared to \$577,000 last year. The full budget is \$655,000. Most program requests are included in the plan, but all large trustee requests were denied. Also, OCWM is reduced.

Linda Crawford, Personnel, stated that all personnel decisions were made with great discernment. Employees will receive a 2.0% COLA and the custodian has a wage adjustment to bring him up to community standards. The Care Coordinator is a new position.

Larry Menninga spoke about the major maintenance reserve. By setting aside money each year to this reserve fund, we can have a balanced budget but cover major facility costs that occur infrequently. A 2010 study estimate lifetimes of certain building components and costs to replace them. Examples are boilers, sound system, roof, carpet, etc. Three or four years from today, needs will far exceed our funds. We want to avoid a capital campaign for maintenance. In past years we have aimed to put \$20,000 a year into the fund. In 2019 exterior painting used more than the amount we funded. In 2019 the insurance deductible for the flood exceeded the amount we funded.

Scout presented Council's proposal that any new pledges from today forward be split between major maintenance reserves (75%) and OCWM (25%).

There was a motion to accept the Ministry Funding Plan as submitted by Council. It was seconded and approved.

A motion was made that any additional pledges received this year be split 50/50 between the major maintenance reserve and OCWM. It was seconded.

Discussion points included:

- We don't have funding for major upcoming work.
- The Larry Green endowment fund can be used for major maintenance.
- Generally, one individual favors people projects, but we need the building.
- Trustees asked that 100% of additional pledges go to maintenance. If we continue funding \$20,000/ year, we will be \$250,000 behind our projected expenses in 10 years.
- Over the last 10 years, building operation costs have increased \$30,000/year.
- Can people make additional extra gifts to a line item? Yes
- OCWM supports the structure of the denomination, national justice issues, chaplains, outreach, camps, conference centers, regional offices, disaster relief, and is a progressive voice in the nation and world.
- Both Maintenance and OCWM are priorities, but the total dollars under discussion are relatively small.

A motion was made to call the question. It was seconded and approved.

A vote was held on the motion that any additional pledges received this year be split 50/50 between the major maintenance reserve and OCWM. It was not approved with about 5 people voting for it.

A motion was made that additional pledges received this year be split with 75% going to major maintenance reserves and 25% going to OCWM. It was seconded and approved. 4 opposed, 1 abstention.

Recognitions

Staff were recognized and publicly thanked for all they do.

Jen Green was thanked for 3 years of service, dedication, clarity, and leadership. She received a gift card to the Pickford.

Scout passed the gavel to Caryl.

Sharon closed the meeting with prayer.

Meeting adjourned at 1:20 p.m.

Respectfully submitted,
Dorothy Shimer, clerk

SEPTEMBER 13, 2020 CONGREGATIONAL MEETING MINUTES

Welcoming All, Growing in Faith, Living God's Love, Justice, Compassion...

At 11:00 am, after on-line worship, Caryl Dunavan, Moderator, called the Congregational Meeting to order with remote attendance by Zoom. A screen count indicated that 95 members and friends were present.

Land Acknowledgement, provided by Laurie Hoyt, is a way of showing respect and honor for Indigenous people's history and culture. She acknowledged the local Nation's rights and privileges as well as UCC's tradition of welcoming all, and that God is still speaking. We have a shared responsibility for the land on which we worship.

Caryl reviewed the touchstones; speak to not about; stand shoulder to shoulder; and believe the best.

Sharon Benton led prayers of the people acknowledging both sorrows and celebrations.

David Weasley explained that voting will be done by a show of hand.

Approval of previous minutes

A motion was made to approve the minutes from the January 2020 meeting. It was seconded and approved.

Our faith community in the time of COVID 19

Caryl reviewed decisions to conduct on-line worship since March 2020; at that time, the decision was made by pastors and moderators, and approved by Council. Based on what we currently know, and all that is still unknown about COVID-19, council recommends that we prepare to hold large group worship on an on-line only basis through the rest of 2020. There were several statements to support this decision. A question was raised about small group gatherings. Gratitude was expressed for the leadership in guiding us safely through the pandemic.

Bill Henkel reported that in July 2020 Council created a new committee to advise Council regarding ongoing decisions for in-person gatherings and building use. The following people have agreed to be on this committee:

Stacy Malone-Miller, Dr. Michael Massanari, Heather Shepherd (Trustees),
Cydne Cochran (staff), Sharon Benton (Lead Pastor), Bill Henkel (Vice Moderator), Caryl Dunavan (Moderator)

The committee will review health information and guidance as it is updated and will provide recommendations and support to Leadership Team and to Council to inform our ongoing decisions about options for in-person gatherings and use of our building. They will develop both short term and long term frameworks for decisions regarding in-person gatherings. We each have different comfort levels and risk factors, so it is hoped that if in-person worship resumes, there will also be an opportunity for on-line attendance.

Our ongoing work together

Slate of board members

Scout Mitchell acknowledged the service of 8 board members and 1 Ministry Area Coordinator who have completed their terms of service. The Nominating Committee was reinstated as an ad hoc committee of council to recruit new board members. The committee had positive, uplifting experiences contacting prospective board members. They were successful in that all boards have at least 6 members, and 2 boards are full. There was a motion to approve the recommended slate of board members. It was seconded and approved.

Amend Bylaws to create standing Nominating Committee

Scout described that in the past, the Nominating Committee was part of our governance. During restructure the boards were to recruit their own members. This method lacked recruitment coordination and board membership dwindled. Council recommends a motion that a standing Nominating Committee be established with bylaw amendments as follows:

Section 1, part D, #5

The Nominating Committee is a committee of five members appointed by the Church Council. The Nominating Committee shall:

- a) Work with the boards to determine the number of new members needed and skills the boards are looking for
- b) Work with the staff to generate a list of names of potential board members.
- c) Contact and invite members to join boards.
- d) Present the list of board members for the following year to the council and then to the congregation for approval at the semi-annual meeting.

The motion was seconded and approved.

Amend Bylaws to create the Faith Formation Board

Christian Education and Adult Ministry boards have been meeting and working together for over a year. Council recently approved the joining of these boards to create a Faith Formation Board. Council recommends a motion that these boards be joined and the bylaws be changed as follows:

- 1.) **DELETE** Article VII, Sec. 2: Church Boards, d. 1. **Adult Ministries**
- 2.) **DELETE** Article VII, Sec. 2: Church Boards, d. 3. **Christian Education**
- 3.) Renumber boards to keep them in alphabetical order
- 4.) **ADD** Article VII, Sec. 2: Church Boards, d. 4. **Faith Formation**
- 5.) In all other sections of the Bylaws, **replace** “Adult Ministries” and/or “Christian Education” with “Faith Formation”

Description of Faith Formation Board:

Rooted in the UCC’s progressive Christian tradition, the Faith Formation Board (FFB) recognizes Christian Education as a lifelong process of growing in relationship with God, self and others. We support people of all ages, wherever they are on life’s journey, with resources and opportunities for developing a deeper understanding of the Bible, a lifelong transforming relationship with God, and a multi-generational community that inspires action towards peace and justice for ALL of creation.

Activities of the FFB include:

- a) Supporting and overseeing faith formation programs for children, youth and adults.
- b) Working closely with the Minister for Christian Formation and Pastor for Youth, Young Adults and Mission.
- c) Creating and supporting additional educational and community building/serving opportunities.
 - a. For children and youth these could include leading worship service, confirmation, mission trips, Journey Together, Our Whole Lives and milestone celebrations.
 - b. For adults these could include adult forums, Bible Study, Jesus Seminar, covenant groups, all church reads, and breaking bread dinners.
 - c. For all these could include seasonal programs such as Trunk or Treat and Christmas Presence and service projects.
- d) Appoints a representative to the Personnel Committee.

The motion was seconded and approved to adopt this change in bylaws.

Barb Storms commented on how wonderful it is to have working bylaws that are less cumbersome to amend than the previous constitution.

Ministry Funding

Laurie Hoyt summarized our financial status. COVID-19 has presented financial challenges such as no rental income for building use, no loose offering, and decreased identified gifts. Thanks to Renee, our accountant, we received a PPP loan for \$40,500, which should be forgiven. Income from endowments is solid, receiving about \$11,700 each quarter. Our cash position is stronger than last year. We are within our current budget thanks to ongoing and consistent pledge income.

Creative Financial Team

Janet Ott extends a huge thank you to all for maintaining pledges and offerings. The Creative Financial Team and MACs will be making phone calls to personally thank all pledge donors.

The team is working on the fall campaign:

- Innovating Church, Sustaining Community
- Giving to reimagine what we know and grow what we love.

Ground Floor Updates

Update by David Weasley -The Ground Floor program is operating from 10 – 4 on weekdays. Clients and staff wear masks. They are in a safe mode of operation with social distance, simple meals, and somewhat reduced showers and laundry opportunities. Service providers such as mental health, housing, and others are working remotely rather than on location. Emmerson McCuin is back as the Ground Floor coordinator. The winter shelter will not be held at our location this coming winter. It was greatly appreciated, but the capacity and proximity to the Ground Floor created some complications. In response to questions, the program is doing less with clothing donations, and turning to prepackaged food rather than home cooked food.

Heather Shepherd provided an update on the capital campaign. The total fixed project cost was \$1,052,025. Due to projected increased interest expense, that figure may increase by about \$4,000, thus creating a \$4,000 shortfall in income. Pledges totaled \$735,000 and \$590,000 has been collected with a remaining \$145,000 to be received. 140 households pledged to the campaign. We are on target with pledge collection. The original line of credit was for \$500,000-18 months ago. That line of credit was rolled over in January 2020, with a new balance of about \$150,000. Early pledge income can help reduce interest costs. There has been no indication that people can't make their payments.

Caryl closed the meeting at 12:20 pm.

Respectfully submitted,
Dorothy Shimer, clerk

MODERATOR

Oh, Church. How to even begin to write about the year that was 2020? When Scout was Moderator in 2019, her star word was “Power.” I was so curious to see what mine might be, as I hoped for “Vision” or “Discernment” or “Wisdom.” But no, I got one that seemed kind of weird: TOUCH. At the time, last January, I thought “hmmm ... maybe it’s my year to really get in touch with my body. To dig my hands into the earth and learn about gardening. To get a massage ...” Never did I dream we would be entering a year when we would be cut off from that most basic connection with each other, unable to see each other in person, unable even to shake hands, hold hands, or hug each other. That we would endure the loss of family and community members without coming together in person, unable to be present with one another in our most human ways.

It has been impossible, and yet here we are, nearly a year into this pandemic. There are vaccines, we have hope, we have learned a lot and somehow managed all kinds of amazing things. And we know it will be some time yet before enough of us are vaccinated, and the case counts go down enough that we can safely gather together again.

I know I speak for all of us in saying how intensely I miss seeing each one of you. Smiles and handshakes of greeting, familiar and beloved faces in the pews next to me, in front of me, behind me, across the sanctuary, and up in the balcony. Our shared rituals of worship, of communion, of grief, and of celebration.

Thank heavens for Zoom. If this had happened ten years ago, we would not have had the technology that has helped us to stay connected this year. We’ve been able to share meetings, Bible study, faith formation groups, and social connection on our screens and phones. We have come together in worship services that make me cry, even through a computer screen. My heart has been broken open in communion at home alone, with cornbread and coffee. In the privacy of my own space, I may even find myself singing more loudly (and even more off-key), moving more freely, raising my arms in prayer. Or worshipping outdoors, with mud and muck and birdsong.

Our staff has gone to unimagined efforts to learn new technology, to invite us into their homes for worship, to be available for pastoral care in new and creative ways, to take care of our building, to share music, to connect with us through screens and phones, and to figure out how to do all that we do in ways we never dreamed of. And to put our names on footprints walking through our sanctuary, reminding us we still share this holy space.

So many people have stepped up to share gifts in countless ways. Boards reimaged their work and found new ways to keep cherished traditions. New groups emerged to sustain us. Friendly Callers reached out to everyone in our directory in the early weeks of the stay-at-home orders. Rachael Weasley led us in prayer and song for so many Wednesday evenings of Renewal for

Radicals. Our Past Moderator and Ministry Area Coordinators formed a Nominating Committee to recruit new members for Boards and committees. The Creative Finance team (Janet Ott, Allison Thomas, Larry Menninga, Gary Forster, Steve Lerigny, Jen Sandoval, Bob Schmidt, Steve Sible, and Sharon Benton) kept us informed about our financial status and managed our fall pledge drive. Larry Menninga became our worship tech guru, making all manner of magic possible. Videos of individuals and families sharing music, reading, and messages are woven together for worship. Our facilities team boarded up broken windows, artists painted the plywood, and the Mission and Justice Board organized an auction to support local mental health resources. Deep thanks to each and every one of you who has volunteered, persevered, learned, tried, shared, and given of yourself to support our ministries and community.

The Ground Floor has stayed open, expanding hours so youth still find a safe and supportive welcome for respite and basic needs, with fewer people in the space at any given time. Our congregation continues our commitment to Family Promise; volunteers deliver food with minimal contact during “our” weeks of service. We know that needs have only increased with the closure of so many safe public spaces, and isolation and job losses have made so many people more fragile and vulnerable.

We’ve found unexpected gifts, as new people have joined us online, and people outside of Whatcom County have been able to participate more deeply in our life together. Our church stretches into Canada even while the border is closed! As we envision a post-pandemic future, we will hold onto what we have learned about access and connection, so that our community continues to include those who cannot easily get to our building.

And as someone without access to Wifi, I am so acutely aware that these high-tech spaces do not work for all of us. We must continue to find ways to stay connected with all of our members, especially those of us who may be most isolated right now.

We started 2020 ready to create a new Vision together, and to celebrate and review the first five years of our Lead Pastor’s ministry. Neither project was possible in 2020, but both will happen. And when we do get to review Sharon’s ministry, we will have a whole new collection of stories to share, and a whole new level of awareness of the phenomenal gifts she brings to her work.

This year held not only a pandemic but an awakening to the depth of systemic racism in the United States and profound divisions within our country. Our pastors have responded with courage and honesty, wisdom, love, and prophetic preaching. Church has been a space for so many of us to be challenged and inspired to join in movements for justice.

I am delighted to ask our Congregation to approve our new Leadership Team, with Bill Henkel as Moderator and Beth Tyne as Vice Moderator. They will help us find our way through this

new year together, with all the hope and the challenge it holds. Huge thanks to Dorothy Shimer for five years as our Clerk, recording excellent minutes for Council and Congregational Meetings and bringing the gift of her honest thoughtfulness to Leadership Team discussions. Finally, it is simply impossible to name all the ways that Scout Mitchell's wisdom and grace have sustained us all this year, including chairing the Nominating Committee, ongoing work on Personnel, and guidance in Leadership Team and Council.

As we move into 2021, I invite you to think back over this past year together. Where did you find connection and community? What stirred your heart? What gave you respite? Who are you missing? How might we more fully live our purpose of "Welcoming all, growing in faith, living God's love, justice, compassion ... "?

Let's come together – wherever, however, and whenever we can – and make it so.

With love,

Caryl Dunavan

LEAD PASTOR

Duties: Responsible for preaching, worship, institutional leadership, pastoral support, spiritual guidance, and supervision as head of staff.

If you haven't in the past, this is a year that you might consider reading the entirety of the Annual Report. Boards, committees, ministries, and staff have shifted and stretched and reinvented so much as we've responded to the coronavirus pandemic; some parts of our ministry will never be the same—for the better, in many instances.

There was nothing ordinary about this past year, and as I reflect back there are parts that I think, "that happened this year?" Much has taken back seat to responding to pandemic and social turmoil in our country. What was true throughout 2020 and remains true are these:

- Grief and trauma are real, and they take a toll on our bodies, minds, and spirits.
- We've needed to hold much grace for one another as we acknowledge the strain of this year, and thus we've needed to shift the ways we do things, let go of some projects/traditions/events, and support one another more than ever—and we've done this, overall.
- Our congregation has shown resourcefulness, creativity, and willingness to try new things (some that worked and some that didn't).
- Our members take the well-being of the broader community seriously by following pandemic guidelines—this is just and caring of those who *cannot* "stay home" (healthcare workers, bus drivers, grocery store staff, and so on).
- We have held to our purpose statement of *welcoming all, growing in faith, living God's love, justice, compassion...* amidst challenging times and in vibrant ways.
- The Divine has held us in strong yet gentle embrace!

Individuals could not visit loved ones as they died, nor could we gather to support folk in their grieving. Families had to decide between work or parenting—and sometimes the only choice was to do both less well than they wish (leaving mental and emotional health at risk). National tensions leading up to and following the presidential election made some folk physically ill and widened rifts among families/friends. White U.S. Americans became less able to ignore the reality of racism in our country and embarked on deep learning. This is the milieu in which we ministered this year: my heart breaks alongside yours, and my spirit rejoices with you, too.

Some specific notes for us to remember.

In January we celebrated the first anniversary of The Ground Floor opening. On Ash Wednesday, February 26, staff began naming, "if you don't feel well, please don't come to worship." In March Council made the hard decision to move all gatherings online so we could honor Washington's "stay home, stay safe" mandate. Also in March we honored Deanna Murray's retirement from the position of Pastoral Care Associate from a distance—that was very hard—and Laura Norton joined the staff in the new Administrative Assistant for Care

Coordination role to build and maintain a database of our care visitations (as of this writing, she still hasn't met some of the staff in person). The spring and summer focus was mostly about shifting our ministries to work online and finding new ways to communicate with the congregation. It took us a little while to realize that we were trying to recreate in-person activities via technology, and what worked in person did not translate well to Zoom, Facebook, etc. We needed to reshape them—meetings, small groups, visits, and worship—for the new medium. Our June Congregational Meeting was postponed to September in the hope that we'd be able to meet in person; we convened that meeting by Zoom. September also marked Minister of Music Lucy Bledig's first anniversary with us. December was both uplifting and heartrending as we marked Advent and Christmas physically distant but with new possibilities for connection. The Christ was born anew in our spirits—God-with-Us is never distant, no matter what—and Spirit continues to guide us in this new year.

I wish I could name every person who has helped to make this past year a little bit smoother. You know who you are, I pray, and if you don't I hope the Divine nudges you to acknowledge it. I do need to note that your staff team has excelled beyond what you will ever know this year. All the ways they have stepped up and stepped into uncomfortable learning all the while loving this congregation and the ministry we serve cannot be named in a report. Please pray for them and offer them words of gratitude.

Even though this may have been the hardest year of ministry I've ever served, I am grateful to be in it with you, Beloved of First Congregational. I give thanks to God for each of you, and I look forward to the day when I will see your faces again.

In faith, in hope, in love,



MINISTER OF CHRISTIAN FORMATION

Last January, when I received my star word *Gathering Community*, I was a little disappointed as I thought to myself but that's what I do all the time and to be clear what I love: working with others to provide sacred space to connect and experience Spirit. But I love to be challenged by the word I am gifted with each year. I also do believe in sacred-nicity and we receive exactly the words we are called to! Little did I know how our world and the way we live in it was about to change.

The year began with the wonderful energy of angels, wise one and shepherds collecting food on Epiphany, a retreat of women of all ages gathering for our annual mother / daughter retreat.

On the World Day of Prayer many gathered with Artist Lisa Thorpe for a day of reflection, Church School continued to explore what is meant to Be the Church as a faith community and the Adult Forums gathered on Sunday mornings to explore the scripture, themed faith conversations and a book read, a Lenten devotional was created, covenant groups met, and we gathered as a faith community in many ways throughout the week and on Sunday mornings.

And then COVID ... our new reality as we began to learn about this virus and as we were able stayed home to care for each other.

Programs I had been working with the Faith Formation Board were cancelled: a retreat with Jan Phillips, our very first OWL class for Kindergarten-First graders, Confirmation for Middle Schoolers, Lenten Spirituality Saturdays, a labyrinth retreat at Semiahmoo and Church School, Adult Forums, Worship and all the ways we were used to gathering needed to look different.

Leadership, boards, and staff, without missing a beat (and truthfully for me at some times there was some tech frustration learning new things!), we began to create opportunities to gather in new ways, thinking it would only be a few weeks. In all the challenges and disappointments there have been blessings, as we learned to gather for worship on Facebook live, meeting to do the work of the church and in small groups to stay connected on zoom. Thank you for the grace you have given us as we have tried new things!

Adult Ministries and Christian Education boards continued meeting together, having intentional prayerful conversations evaluating and discerning our faith formation offerings for children, youth, adults and multi generations. With the approval of the congregation at the June congregational meeting the two board have joined together as the Faith Formation Board. Thank you to all the board members for the gifts you share!

Please read the report on the following pages.

Each Tuesday evening those of all ages gather as a story is told! A wonderful time as we share not only stories but connection and time getting to know each other across the generations!

On Wednesday evenings adults gather for the Adult Forums and children and youth gather for Faith Formation at the same time on different zoom gatherings. A dream of the board for some

time to provide a faith formation hour for all ages. There have been amazing faith conversations each week.

In 2020, we have been called to stretch and grow in our faith as we were no longer able to gather in person. We know the church is not our building (that we love) but an amazing, resilient, community of faith, showing up bringing all of who we are (yes even some of us who may feel screen weary, missing hugs and disconnected) We are the First Congregational Church of Bellingham, United Church of Christ: *Welcoming All, Growing in Faith, Living God's Love, Justice, Compassion*

We have worshipped together, broke bread and shared communion, with joy and tears grieved and remembered those who have died, welcomed new babies and members to join us who have never been in our building, attended meetings of all kinds, there were times of creativity, books reads and new friends made, zoom coffee and happy hours, creative Saturday mornings to check in , bible study, service week (vacation church school happened virtually and we shared all we learned in worship, gathered for camp on screen, created and shared our gingerbread house creations from our homes, the nativity story was told each week with a readers theater during Advent and so much more...

This year I was grateful for the opportunity to connect with others within our Pacific Northwest Conference. I served on the Board of Directors through April and participated in a Communities of Practice with colleagues in our conference who challenge, support, and encourage each other in our roles.

As Minister of Christian Formation, I have the privilege to journey with each of you as together we grow, question, and explore our faith. Holding sacred space, walking along side each other without judgement, opening our hearts, listening, being fully present and offering unconditional support as part of this faith community. I continue to be filled with gratitude for the opportunity to work with an awesome staff (with a CAN-DO attitude as we support each other !!), leadership team, council, boards, committees, and this amazing community of faith who thoughtfully and prayerfully discern who God is calling the First Congregational Church of Bellingham to be in this community and the world.

If you are reading this and yearning for ways to be connected or have ideas for a new small group, I would love to have a conversation.

As I write this from what has now become my office on my front porch and reflect: this year brought many emotions, blessings, challenges and so much to be filled with gratitude for!

In 2021, may we feel God's presence and love as we listen to where the Holy Spirit is calling.

With gratitude for each of you!

Sharry

MINISTER OF MUSIC

Responsibilities: The Minister of Music is responsible for planning, coordinating, and administering the music ministry of the church, including choirs and instrumental music for all ages. This position coordinates music efforts of other musical staff and volunteers; plans and develops the music program, strengthening established practices and introducing new music styles and opportunities.

The year 2020 started off with much hope, promise, and possibility for our music program. I was just four months into my new position at **First Congregational Church**, and the congregation and I were still getting to know each other. We were seeing what things were staying familiar and what things were changing, and we were starting to settle into our new music program.

The membership of the **Chancel Choir** was growing, and we were preparing a Lenten program of beloved classical choral pieces. Our *a cappella* group **One Accord** was going strong, and our new bluegrass group **Unbroken Circle** was finding its stride. We enjoyed hearing our **Handbell Choir** and many talented **Soloists** as well. Terrific volunteers helped with the huge job of moving the entire music library to a bigger, more functional space. There had been quite a lot of change. Who knew the biggest change was yet to come in March, and that it would be exponential in size?

Now, you might expect me to plunge (and maybe wallow?) into details of how the pandemic crashed into us and changed almost everything about the music programs at **FCCB**. It did cause a lot of change. I will not underplay how challenging, and frankly devastating, it has been for our musicians. We miss each other and yearn to make music together in-person and we miss the beauty and sacredness of live music. We also know that singing, in particular, will be one of the last things able to return to our church building. We need to be patient as we wait to sing together. That sounds like a recipe for silence...doesn't it?

But we were not silent in 2020! The start of the move to video services was difficult, and it was mostly our rock-solid organist/pianist **Judy Widrig** who provided recorded music for our services. After the initial weeks of getting our bearings, more of us started learning how to make music recordings. At first, we didn't make anything too fancy. As time went on, more and more of our musicians began recording themselves and contributing to the new format. Some played instruments, some sang and recorded hymns, some as soloists, some as families. Eventually we even recorded virtual choir pieces. And **Unbroken Circle** must have recorded an album worth of songs! All of this was a lot of work. So much work. Much more work than when our music is live in our building. But look how far we've come!

I am in *awe* of how **FCCB's musicians** have evolved and grown in these past months. I am in awe of the time and effort that so many of our musicians have made, from small children all the

way up to members in their 80s and 90s. I am in awe of how people have taken themselves out of their musical comfort zones at a time when there are not a lot of comfort zones to be had. And while I am in this awe, I also hold in my heart our musicians who have not yet been able to make music with us for all these months. Those who just haven't had it in them to make music, or to find the energy or interest to learn all these new skills. They remain an integral part of our cherished group of musicians.

I am so grateful for all the people who helped make a difficult year a remarkable year—thank you, thank you, thank you! I am looking forward to the wonderful things to come at **FCCB** as we continue to grow and to care for each other!

Lucy

ADMINISTRATIVE ASSISTANT FOR CARE COORDINATION

Hello, First Congregational Church Friends:

How I long to meet you in person! A longtime resident of Bellingham, I was delighted to be hired in March to work 6-7 hours per week in this newly created position which was meant to be a temporary (one-year) position with your beautiful congregation, one I've long admired. The job would complement my graduate studies in theology at Seattle University, to have begun Spring Quarter. Of course, March is when everything changed. With the arrival of the pandemic, plans of all kinds have been upended or postponed, and we must meet online or by phone rather than in person for the foreseeable future. And still, I am so grateful for Zoom technology and the ability to work and worship safely, remotely from home!

My job as Administrative Assistant for Care Coordination involves supporting the care ministries of FCCB and working with the Called to Care team (C2C).

Called to Care (C2C) is about the ongoing healing ministry for the people of First Congregational Church. I gather and lead C2C in a monthly online team meeting where we coordinate the care of our church members and friends. To this end, I created a new database of all church members and friends (I began my work life long ago as an audit CPA for an international accounting firm, so databases and spreadsheets are a familiar language!) The database is where care needs can be noted and updated, significant dates listed, and information about each person can be confidentially accessed in one place. Input for the continually evolving database is received from the ministers, members of C2C, and our Office Manager.

During monthly online team meetings, C2C confidentially reviews updated information about those who have physical, emotional, and spiritual health needs. We share about those in need of a phone call, a virtual (online) visit, a Parish Visitor, or Stephen Minister. This C2C team includes a Stephen Ministry leader, **Kathleen McGuinness**, Faith Community Nurse, **Alanna Steele**, our Health Minister, **Carol Nicolay**, and Parish Visitors leader, **Shelley Ritchie**. **Barbara Storms** serves as Diaconate Rep on C2C.

Although communication has been almost exclusively by electronic means, the staff and members of First Congregational Church with whom I have had the privilege to work these past many months have been warm and helpful, adapting grace-fully to the uncertainties that continually confront us all. Their genuine care and concern for each person associated with the congregation is inspiring, and I am honored to play a small part on this team.

I trust that one day, perhaps maybe even sometime in 2021, we will be able to meet or gather in person.

May you be blessed, safe, and healthy in the new year!

Peace,

Laura Norton

ARTS IN WORSHIP ANNUAL REPORT

Mission Statement: To encourage, enhance and inspire creativity in worship.

The Arts in Worship Board has worked to enhance the worship online this year by adapting our traditional Sanctuary decorations for use in smaller ways for the Bigger Balcony services.

We greatly appreciate of all the music offerings of all the wonderful volunteer musicians who play and sing during worship. We especially thank our talented staff musicians, Minister of Music Lucy Bledig and organist Judy Widrig.

Submitted by Mary Chaney and Jennifer Newell(co-chairs)

Board Members: Mary Chaney, Jennifer Newell, Kay Marsh, Lucy Bledig- Minister of Music, Jeff Bell, Janet Malley, Phyllis Rice, Bud Swarens and Matti Malone- Miller.

COMMUNICATION BOARD

As Communication Board moved through 2020, we discovered new ways of reaching out to church - out of necessity. The Board welcomed Leslee Probasco, Jen Sandoval and David Fayram. KJ Hayes and Emily Wagnitz continue to share their artistry and institutional knowledge. And we express our gratitude to Laura Johanson for nearly a decade of service.

Among the projects taken by the Board were the following:

- Communications and **community building** were developed with pastors and staff when we all became distanced.
- A **Zoom-based potluck** to celebrate Pentecost (when Zoom was still new to many).
- The **website** (including the Full Circle Forum and Blog), a **Midweek Message, Facebook and YouTube** communications replaced paper for most information, especially for keeping the congregation informed about pandemic protocols. This helps with the need for immediate information when things change so rapidly.
- **Ministry funding messaging** was coordinated with the Creative Finance Team.
- The **Full Circle Forum** helped substitute for coffee hour chats and augmented news previously printed in the Full Circle.
- The **FCCB Blog** continues to be updated.
- **Lenten artwork** (which remained up after the building was shut down for the pandemic) blessed the building.
- A call went to Western Washington University to recruit a **student graphic artist** to help with future projects as needed.
- Provided website and publicity support for the **Broken for Beauty Auction** in coordination with the Mission and Justice Board, helped bring in money to donate to agencies assisting folks with mental illness.
- Designing for **Advent publicity** brought in many voices.

We have brought the project of re-imagining the Narthex forward to 2021. In addition, we will be working on the format of the Friday announcements and continue to maintain the website and other social media.

My deep gratitude to the members of the Board for the talents, skills, and dedication to help us all stay in touch.

David Fayram, chair.

DIACONATE BOARD

Diaconate Board members included Gail Dunavan, Kelly Lerigny, Meril Davenport, Heather Anderson, Stacy Malone-Miller, Joyce Moseley-Sweeney, Barb Storms, Tim Shepherd and Lyz Staman. Tim and Lyz served as Co-Chairs. Janet Ott was our Ministry Area Coordinator (MAC).

Diaconate Representation

Barb Storms /Personnel Committee

Barb Storms, Joyce Moseley-Sweeney / Called to Care (C2C)

Tim Shepherd/ Church Council

Our February Board minutes reflect that we did not meet in January due to the snowstorm. Accordingly, we did not meet physically after March in keeping with the Governor's orders. Diaconate conducted all meetings via Zoom or email exchange from April to December.

2020 Highlights Included:

1. Supporting Pastors in their live video Sunday services and providing feedback,
2. Recruiting Sunday Liturgists and developing tech ideas on recording and uploading speaking parts,
3. Supporting Pastors and C2C in keeping the Congregation connected through Friendly Callers,
4. Updating Liturgist Calendar and creating a survey for Liturgist availability and tech experience,
5. Creating a list of members without internet access to the Sunday service.
6. Supporting Pastors and relevant Boards to maintain traditional events, including Good Friday, Advent services.

Church Sub Committee Volunteers

OBS tech group: Heather Anderson, Gail Dunavan

Church Usage Advisory Committee: Stacy Malone-Miller

Respectfully submitted,

Lyz Staman and Tim Shepherd,

2020 Diaconate Co-chairs

CREATIVE FINANCE TEAM

The Creative Finance Team was formed in June 2020 to monitor the finances during the pandemic and identify strategies to keep us “in the black” during these challenging times. In 2020 our expenses stayed about the same, while we lost the loose offerings and rental income.

The team has met weekly via zoom for the first several months.

We wrote letters to the congregation where we did financial “state of the unions.” We created videos and “asks” to use during Facebook services where we passed the virtual offering plates.

The team called everyone who pledged last year and thanked them for supporting us financially.

The CFT was tasked with implementing the pledge campaign this year, as Ministry Resources Board had very few members. Our theme for the campaign was “Innovating Church, Sustaining Community”. We re-designed the pledge form on-line, making it easier for people to pledge. Yes, there are more renovations we will recommend for next year! We did two mailings of pledge forms.

Jen Sandoval, in collaboration with an artist friend of hers, created a laser cut tree to help us see our progress weekly. Every new leaf inserted in the tree represented another percentage of our goal of \$550,000. Fortunately, the tree will be reusable for future years.

The team has handwritten thank you notes to everyone who has pledged so far this year and are now calling people who pledged last year and haven’t done so yet for this year. As of December 27, we are ahead of last year at this time and are optimistic we will reach our goal.

The CFT was conceived of as a temporary task force, ending in January 2021. Obviously, the pandemic is not over, and we are hopeful that the Ministry Resources Board will attract new members and take over the stewardship of the finances.

A thank you to everyone who worked so hard on this committee. Many thanks to Sharon, who staffed our committee, and Laurie Hoyt, Renee Relin and Cydne Cochran for your valuable support and expertise.

Janet Ott, Larry Menninga, Steve Lerigney, Bob Schmidt, Allison Thomas, Gary Forster, Steve Sible, Jen Sandoval

FAITH FORMATION BOARD

The Faith Formation board was officially voted in as a new board at the September 14, 2020 annual meeting. The Faith Formation Board (FFB) combined the Adult Ministries and Christian Education boards, who had been jointly meeting since fall 2019.

As stated in FCCB's by-laws, the FFB, rooted in the UCC's progressive Christian tradition, recognizes Christian Education as a lifelong process of growing in relationship with God, self and others. We support people of all ages, wherever they are on life's journey, with resources and opportunities for developing a deeper understanding of the Bible, a lifelong transforming relationship with God, and a multi-generational community that inspires action towards peace and justice for ALL of creation.

The FFB's activities and work was much different in 2020 than we had anticipated due to COVID-19. We sadly had to cancel many planned activities including Our Whole Life (OWL) trainings for kindergarten/1st graders and high schoolers, confirmation for middle schoolers, and our annual campership breakfast fundraiser.

Before the spring shutdown, we were able to publish the "Activists and Troublemakers" Lenten Devotional, thanks to the thoughtful submissions of so many people. We organized and hosted a Wednesday evening Adult Forum during Lent, quickly pivoting our in-person gatherings to virtual meetings on zoom. The Adult Forums have continued on Wednesday evenings since April, where we have read a number of books and hosted congregational members to share on a variety of topics that inform our faith and our responses to current events. We have formed and found community, despite, or because of, our virtual gatherings.

Children, youth, and young adult programming has changed in creative ways. Since April 14, we have hosted Story Time at 6:30 PM, which has become a special event for both our youngest members and their families and many others in our community. We are grateful for the support of many wonderful guest readers, including some of our congregation's own published authors! On Wednesday evenings, Sharry Nyberg, with support from members of FCCB and local organizations, has hosted faith formation for those in kindergarten to 6th grade. During the summer, we hosted a virtual vacation church school where children learned about the work of different programs in our community and had the opportunity to make donations to Kids Need Books, Foster Closet, Sea-Mar, and Treehouse.

David Weasley also adapted quickly to the change in modalities, hosting two opportunities for youth to gather during the spring and summer - Wednesdays for mid-day interviews with church staff, members and local non-profit leaders, and Sunday mornings for youth group. Youth group continued meetings on Sundays during the fall. Young adults are connecting with each other and David during these days on the Discord platform.

We did not get to have Trunk or Treat, Christmas Presence or the pageant this year, but children, families and other members engaged or were blessed in other ways. The FFB gave Halloween treats to all families in the church, and many people participated in the virtual Christmas Presence gingerbread making activity with supplies provided by the FFB. And finally, several children and youth shared their gifts of music and reading for readers theater during Advent and for the Christmas Eve service.

While this year ended up being different than we could have anticipated at the start of 2020, we continued to fulfill our board's vision of supporting our congregation with resources and opportunities for developing a deeper understanding of the Bible, of God and our faith community.

Our board said goodbye to several long-standing board members in September and welcomed a number of new board members. We are grateful for the dedication of all who have or are serving on the board.

We are grateful for our church family's support. Thank you for coming alongside us, participating in our events, and nurturing opportunities for children, young people and adults to grow in their Christian faith and community through prayer and just being there.

In Fellowship,

Tammi Laninga, for the Faith Formation Board

THE GROUND FLOOR

2020 marked the second year of the Ground Floor, a year full of challenges yet consistent examples of resilience in the youth that we serve. We began 2020 with the success of the Winter Shelter, which provided overnight shelter to 62 unduplicated youth in January and February alone. At this time, we also expanded our hours of operation to 9-4 to allow time for youth from rural parts of the county to travel here for services.

In early spring the COVID-19 pandemic arrived in Washington and our operations had to adapt to protect both our core mission of providing daytime shelter to homeless youth while still protecting each other from the virus. In addition to implementing updated COVID cleaning and PPE protocols for youth and staff we also implemented a youth census to ensure that the space never became too crowded for social distancing. Through these changes the youth have remained adaptable and understanding. Though COVID-19 has caused many challenges for our operations we managed to remain open through the entire pandemic providing a place for youth to shelter when so many other resources are closed.

Even with the reduced capacity for social distancing we still saw significant use of the Ground Floor in 2020. We saw 305 unduplicated youth and a total of 4,259 unique interactions. 1,763 showers were provided, 2,005 health/hygiene items were distributed, quiet rooms were utilized 1,136 times, and 1,029 loads of laundry were completed showing a significant increase from our numbers from 2019.

Additionally, the Ground Floor operated throughout the pandemic as a hub for much of Northwest Youth Services programming. Our housing program saw 128 housing applications, many from youth who frequented the Ground Floor, and with the encouragement from staff, felt comfortable asking for assistance in housing. This resulted in 95 youth being supported in our housing programs in 2020.

Further, this year we saw some new and unique programs arrive to NWYS that were rooted at the Ground Floor or were otherwise facilitated by GF staff. The Critical Transitions program made vital interventions with 9 youth who were being exited from funded systems, like jail or foster care, into homelessness. These youth are now receiving support in housing, job searching and retention, and education. The Whatcom Eviction Rental Assistance Program (ERAP) served 58 young people at risk of losing their housing due to inability to pay rent. Lastly, the Diversion Program served 39 youth with financial assistance in seeking jobs and housing in the four months it was available in 2020.

While 2020 brought many challenges our staff and clientele have remained adaptable and strong. The Ground Floor could not provide the vital services it does without the support of First Congregational Church, and we are looking optimistically towards 2021 and the opportunities it may bring to the homeless youth in our community.

Rowan Salton
Ground Floor Manager

MEMBERSHIP

In this unusual year we've adapted and expanded the way we do our work. We have tried to virtually fulfill the specific tasks listed for the Membership Board in the bylaws. We also felt it was important to reframe our bylaw duties during this Season of COVID. **We see our mission during COVID as a need to create and sustain connections for members and friends of First Congregational Church.** To that goal, in 2020 the Membership Board has:

- Added **7 new small group opportunities** for people to meet virtually for conversation and connection.

In the Spring we emailed a survey to the congregation asking several questions about their general wellbeing during this Season of COVID, and then solicited their ideas for and interest in having more small group or special event offerings. In June we added four weekly or bi-monthly small group opportunities—a weekly bible study, an afternoon coffee hour, a weekly book study, and a poetry writing group. In November we added three more small groups—a mystery book group, a morning coffee hour, and an evening happy hour. The Membership Board is very grateful to the members of the congregation that are hosting these small groups and to the Pastors for leading the bible study.

- Planned **two special events.**

In November, the talented Dorothy Shimer offered a mandala rock painting workshop. In November planning began for the annual Variety Show which will be a zoom event in February 2021. Thanks to John Green, Meg Best, and Pete Bemment our organizers and hosts for the Zoom Variety Show.

- Created a **Monthly Connections Calendar**

To make it easy for the congregation to know when things are happening, the Membership Board worked with staff to create an interactive monthly calendar. The calendar is sent out in a mass-distribution email at the beginning of each month and is linked each week to the Friday announcements.

On one page ALL the groups, events, and activities for the month are listed, along with contact information. The best part is the JOIN NOW button, that with one-click on the keyboard, takes you directly to the zoom meeting. A special shout-out to Cydne Cochran, office manager extraordinaire, for her help in making this project a reality.

- Supported the development and implementation of the **Worship Connect Form**

On Sunday mornings in the sanctuary, during the welcome, the ushers come down the aisles handing out the Ritual of Fellowship red folders. We enter our information on the page in the folder and pass it down the pew. This long-standing ritual is an extremely useful communication tool. It provides us with prayer requests, attendance information, contact information, requests to receive church emails, requests for information on membership, and an open comment section for whatever else we may need to know.

As services moved online to #thebiggerbalcony, it was important to develop a virtual version of the red folders. The result is the Worship Connect Form. The link to the form is in the Friday email, the Sunday bulletin, and is posted several times during the live Facebook service in the comments section. An invitation to complete the form is also on one of slides shown prior to the start of worship. Again, thanks to the staff for their help in completing this project.

- Supported the development of the **BEING OUTSIDE—REFLECTING INWARD, Finding God Outdoors series.**

Every Saturday an article highlighting a unique outdoor spot for spiritual reflection is posted on the church Facebook page and blog. This amazing series is the work of long-time church members Herb and Marion Brown. We offer this series as a support for our faith practice during this most unusual time.

In this turbulent year of 2020, we've been challenged and rewarded as a board. We give thanks for the support of our church community.

Submitted by Paula McGrath

On behalf of the Membership Board

Membership Report

January 1, 2018

439 members

Members Received			Members Removed	
Transferred			Deceased	8
Affirmations	7		Inactive	
Reaffirmations of Faith			Transferred	2
Confirmation			Removed by Request	8
Associate Members			Removed by Church	5
Reactivated	2		Duplicate Records	1
Membership Audit Adjustment	2		Membership Audit Adjustment	
Total Received	11		Total Removed	24

December 31, 2020

426

In Memory of

Earline Bradley
Lynn Dager
Dotty Dale
Lorraine Friend

Dominic Garguile
Helen McLeod
Nettie Raber
Hanna Smith

New Members

Mariam Barnes
Bryce Fegley
Carla Mullins
CJ Mullins

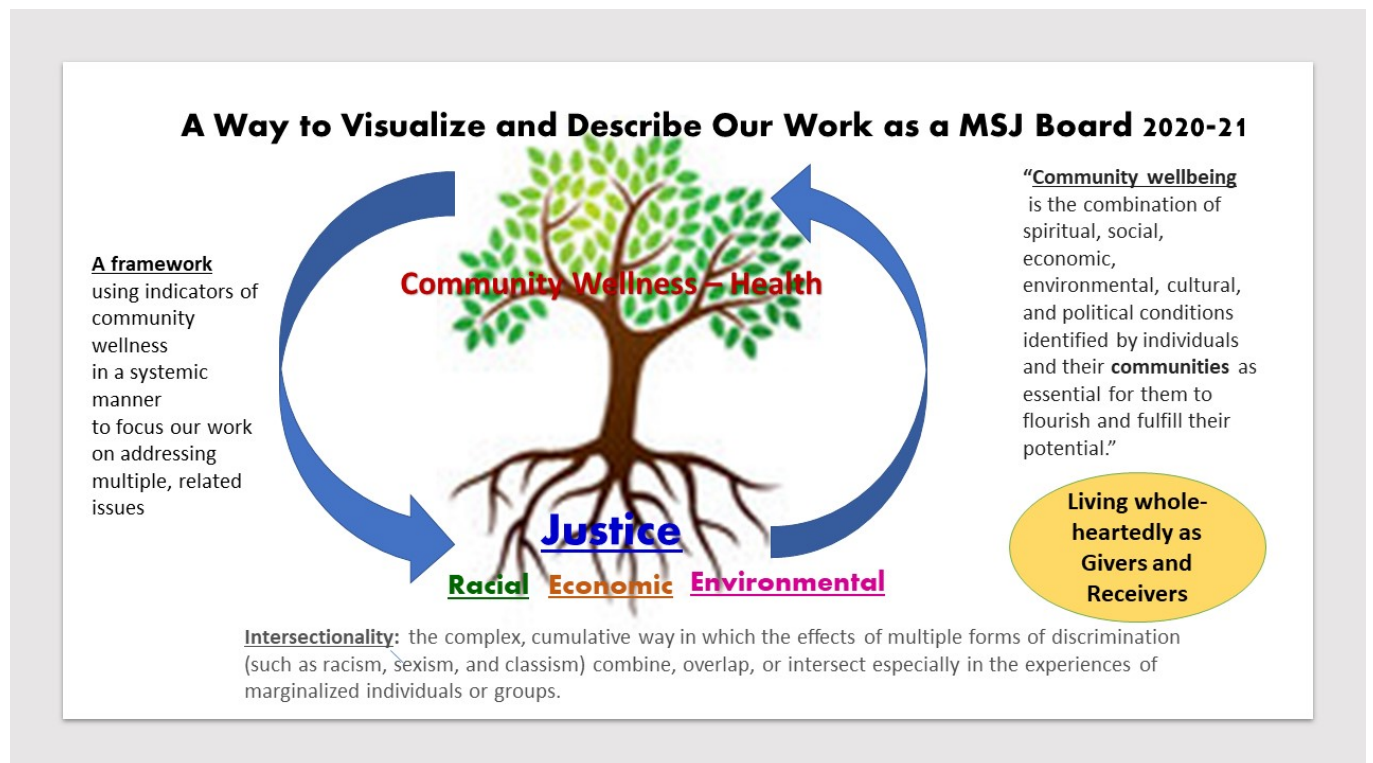
Rafael Remis
Monique Stefens
Krisiti Warnekros

MISSION & JUSTICE

This past year was a year of reflection and centering for the Mission and Social Justice Board as the board membership expanded rapidly with new and returning members. Special offerings were a prominent part of the work of the Board with offerings taken up in worship for Neighbors In Need, Strengthen the Church, One Great Hour of Sharing and the Christmas Fund for retired staff support.

Broken for Beauty auction was sponsored by the Mission and Social Justice Board as a way to bring attention to those in our community who struggle with mental illness often interacting with the legal system in a negative manner. The artwork that covered our broken windows was an expression of social justice and beauty that was shared with the community and provided support for those in need. We want to give special thanks to the three artists who made the auction possible and all of the donors that gave so generously to raise \$1,100. The proceeds from the auction was shared by two agencies serving those with mental illness.

The Mission and Social Justice Board respectfully shares a graphic look at our work ahead and a summary of our planning for the 2020-2021 church years.



Mission and Social Justice Board:

We are charged to act on behalf of the whole congregation as a catalyst for its collective ministry; charged with imagining, planning, and overseeing activities that help the congregation live into their vision of and values as a faith community

We are different from other social justice agencies because we seek to create a spiritual home of renewal and nurture for all those who do peace and social justice work in the world, at their jobs or as volunteers, sharing each others' joys and burdens.

We are charged to **Provide Support** –

- Promote within the church membership continuing interest in the national UCC Our Church's Wider Mission.
- Plan special offerings such as One Great Hour of Sharing, Neighbors in Need, the UCC Christmas Fund and Strengthen the Church.
- Administer mission funds allotted in the annual budget and manage church relationships with local and regional nonprofits.

We are charged to **Encourage Learning**-

- Involve the congregation in social issues by planning and coordinating programs that educate and inform; Perform service and mission work by sponsoring and hosting social justice events.

We are charged to **Seek Ways to Partner and Nurture:**

- Partner with religious and community groups who advocate for justice and peace.

We are charged to **Advocate for All:**

- Address social justice issues and evaluate their relevance to the church.
 - Root out the causes of injustice and violence within the social structures of our society to bring about systemic change and healing.
 - Stand with, and advocate for, all who experience injustice and violence: the hungry, sick, poor, elderly, homeless, neglected, exploited, marginalized and discouraged.

2020-2021 MSJ Board Goals

1. The congregation is knowledgeable about and involved in mission giving.
2. The congregation can indicate areas where they feel they know more and can do more.
3. We will have strengthened our present partnerships and added at least three new partnerships.
4. We will have organized at least one public advocacy forum.

STEPHEN MINISTRY

Our Ministry has been impacted greatly by the pandemic this year. The leaders and ministers have made a great effort to keep connected and still able to care for our congregation, albeit mostly on the phone. Our SM's try to "meet" by phone at least weekly with their Care Receiver for one-on-one listening. Rob Hoyt is our Zoom expert and we so appreciate his warm welcome and leadership when we gather together as a team. We have all become much more proficient with Zoom! We continue to meet in this way twice a month with one of our meetings followed by Continuing Education. We work closely with the Called To Care Team while maintaining confidentiality at all times. We have tried to make sure that we are caring for our SM's as well as our Care Receivers during this time of distancing and great stress and loneliness for many.

Potential Care Receivers are "referred" to our Referral Coordinator, Kathleen, by our Pastors or other church members who recognize a possible need.

We have served as many as 15 members of our congregation this year, and currently are serving seven members. We have had a number of deaths in our congregation that has greatly impacted our SM's and have felt honored to be able to be supportive to our CR's and families during such hard times.

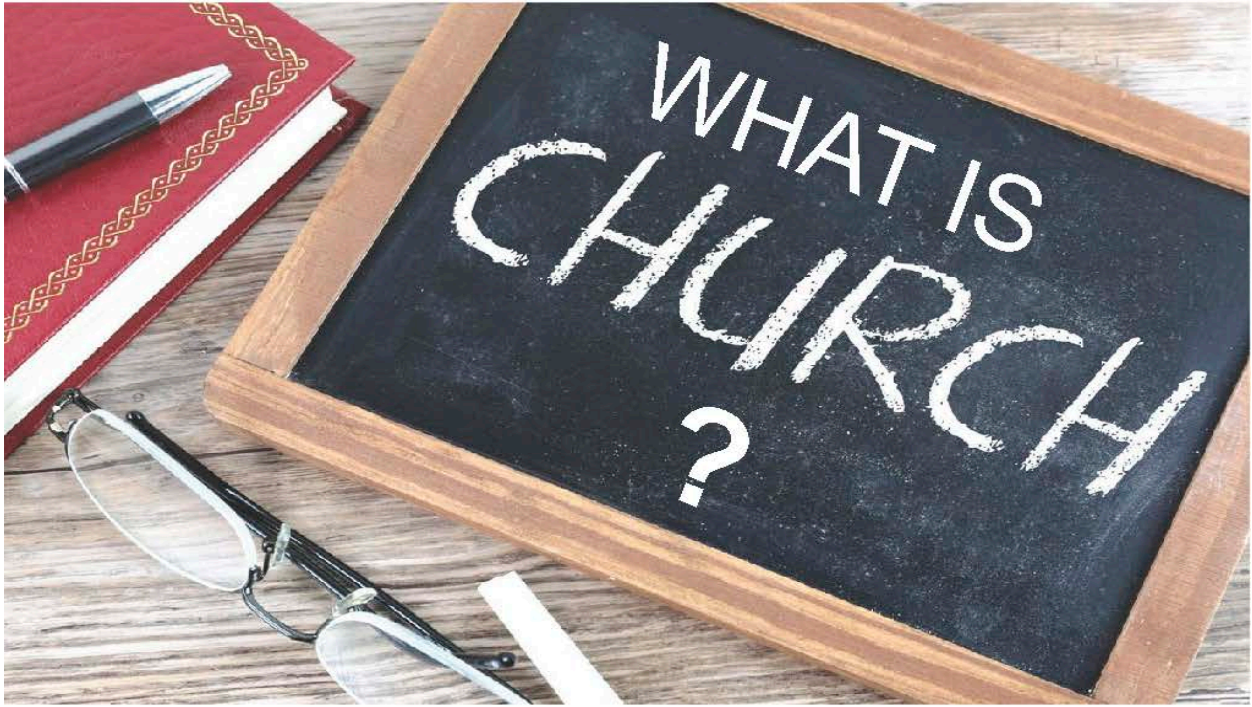
Besides coordinating our Continuing Education, Tim Shepherd continues to organize our very active Stephen Ministry Prayer List. Any of our church members can ask for prayers by notifying Tim directly, notifying one of our pastors, or by filling out the prayer request form that is available each week during our online worship service. A rotating group of volunteers (previously trained Stephen Ministers) prays each month for what averages to be about 20-30 prayer requests per month.

Julie Gorrell had been our Publicity person writing wonderful articles for the Full Circle until most of our FC went to a shortened format on the church website. She is a valued support person and will share teaching responsibilities when we have another training class.

We have chosen to not pursue the possibility of starting another training class during this distancing time, as we felt the training would be diminished by not being able to meet as a group. Hopefully, we will be able to have another training class in early 2022! Please let one of us know if you are interested in participating in our next training class. We are so grateful to our many past and present Stephen Ministers for the many ways they care for us all!

Respectfully submitted by Kathleen McGuinness on behalf of the Stephen Ministry Leadership Team: Tim Shepherd, Julie Gorrell, Rob Hoyt and Kathleen McGuinness.

TRUSTEES





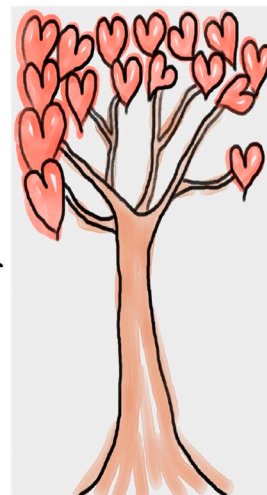
THE BOARD OF TRUSTEES
IS ON A



THIS YEAR.



OUR QUEST IS
TO GROW
THE MAJOR
MAINTENANCE
RESERVE.





Our Major Maintenance Reserve is an account set aside for *projected* major building expenses or repairs.

It is different from the Cost of Operations which is supported by your annual pledge.

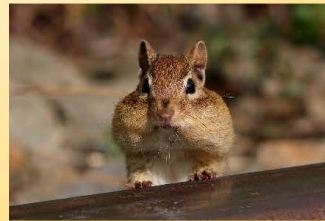


WE ARE PLANNING AHEAD,
AS MANY OF OUR
CHURCH'S SYSTEMS
ARE NEARING THE END
OF THEIR EXPECTED
SERVICE LIFE.



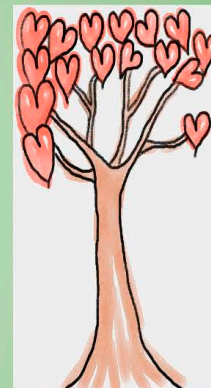
What Systems? BIG systems!

Roofing, HVAC Air Handling Units (we have 5!),
Boiler, Furnaces (4!), Water Heaters (2),
Elevator Hydraulics overhaul, Sound System,
Carpet, Paint, etc....



*Our projected need
over the next
12 years is*

\$770,000





Presently, we have
\$108,886 in our Major
Maintenance Reserve.



Our building is a sanctuary for us all...

The Ground Floor--Northwest Youth Services, Family Promise, Fresh Start, Interfaith Coalition



*Our building is home to our
Ministry...*



.....and our Mission.



NOMINATING COMMITTEE

Leadership Team 2021

- Moderator—Bill Henkel
- Vice Moderator—Beth Tyne*
- Past Moderator—Caryl Dunavan
- Treasurer—Laurie Hoyt
- Clerk—TBD*

**indicates new to leadership team*

2020-21 BOARD MEMBERS

2020-2021 Board Members

Moderator	Bill Henkel	Clerk	Open
Vice- Moderator	Beth Tyne	Treasurer	Laurie Hoyt
Past Moderator	Caryl Dunavan	Historian	Stacy Malone-Miller

Legend:			
<u>Board Chair</u>	<u>Secretary</u>	<u>Council Rep</u>	<u>Personnel Rep</u>

1 - Arts in Worship Staff Liaison: Sharon B. MAC:

Until June 2021	Until June 2022	Until June 2023
Kay Marsh	Phyllis Rice	Matti Malone-Miller
	<u>Janet Malley</u>	Jeff Bell
<u>Jennifer Newell</u>	Bud Swarens	

Member Emeritus: Mary Chaney
Julie Ritchie & Jennifer Newell co-chairs.

2- Communication Staff Liaison: Cydne C. & Sharon B. MAC:

Until June 2021	Until June 2022	Until June 2023
KJ Hayes	<u>Anna Lawson</u>	David Fayram
		Leslee Probasco
		Jen Sandoval

*Active, non-voting Board participant, Friend of Church: Laura Johanson
Member Emeritus: Emily Wagnitz-Tracy*

3- Diaconate Staff Liaison: Sharon B. MAC:

Until June 2021	Until June 2022	Until June 2023
<u>Barb Storms</u>	Meril Davenport	Kelly Lerigney
Joyce Mosely-Sweeney	Stacy Malone-Miller	Heather Anderson
<u>Lyz Staman</u>		Gail Dunavan
<u>Tim Shepherd</u>		

Tim Shepherd & Lyz Staman co-chairs & secretaries

4 – Faith Formation **Staff Liaison:** Sharry N. **MAC:**

Until June 2021	Until June 2022	Until June 2023
<u>Kate Destler</u>		Monique Stefens
<u>Tammi Laninga</u>		Nancy Fayram
Chrys Bemment	Jean Scribner	Lynda Baker (1 year)

5 – Membership **Staff Liaison:** Sharon B. **MAC:**

Until June 2021	Until June 2022	Until June 2023
<u>Diane Bateman</u>	<u>Linda Jennings</u>	<u>Peter Bemment</u>
Beth Hawthorne		
<u>Paula McGrath</u>	Tena Hilton	

6 –Ministry Resources **Staff Liaison:** Sharon B. **MAC:**

Until June 2021	Until June 2022	Until June 2023
<u>Allison Thomas</u>	Gregg Brekke	

8–Mission and Justice **Staff Liaison:** David W. **MAC:**

Until June 2021	Until June 2022	Until June 2023
	<u>Mark Gale</u>	John Slagle
<u>Sharon Camblin</u> (one year renewable commitment)		Mona Slagle
Heather McGuinness		Kate Eifrig

8 –Trustees **Staff Liaison:** Sharon B. **MAC:**

Until June 2021	Until June 2022	Until June 2023
John McGrath	Craig Jennings	Heather Shepherd
<u>Tom O’Leary</u>	<u>Jill York</u>	Amber Hackney
<u>Darlene Mathias</u>	Liz Hjelmseth	

Ministry Area Coordinators: (ministry areas tentative)

Three-year term, renewable once, with staggered term ends.

Ministry Area	Until June 2021	Until June 2022	Until June 2023
Worship		Janet Ott	
Community	Meg Best		
Social Justice			Carol Garguille
Spirituality	Bert Miller		
Operations			Scott Dawson

Creative Financial Team Staff Liaison: Sharon B.

All Serving until January 2021			
<u>Janet Ott</u>	Larry Menninga	Steve Lerigney	Bob Schmidt
Allison Thomas	Gary Forster	Steve Sible	Jen Sandoval

Pastoral Relations Committee, Lead Pastor:

Not voted by congregation, FYI only

Jen Green	Sarah Murphy-Kangas	Margie Kimberly
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Pastoral Relations Committee, Pastor for Youth, Young Adults, & Mission:

Not voted by congregation, FYI only

Robin Williams	Dick Cathell	Dave Knapp
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Personnel Committee

Terms of service end in January of:

2022	2023	2024	2025
Scout Mitchell	<u>Linda Crawford</u>	Dave Knapp	Stacy Malone-Miller+
Past Moderator	Past Moderator	Past Moderator	Past Moderator
Caryl Dunavan	Bill Henkel	Beth Tyne	TBD

Board Representatives to Personnel

Terms of Service end in June of:

2021	2022	2023	2024
Diaconate: Barb Storms	Trustees: Liz Hjelmseth	Diaconate	Trustees
Arts in Worship: Janet Malley*	Faith Formation: Kate Destler	Arts in Worship: Jeff Bell*	Faith Formation

*Janet Malley is scheduled to step down from the board in January of 2021 and be replaced by Jeff Bell.

Personnel Board Past Moderator, ex officio.

THREE WAY COVENANT

Rev. Gregg Brekke, Minister of Communications
First Congregation Church of Bellingham, UCC

As with many other ministries, much of what I did this year was online – either actually working with online content, creating online content, or reporting on churches and ministries working with the restrictions of the pandemic.

The year started with promising visits to Toronto and New York where several large-scale projects with faith-based organizations were solidified including work around the U.S. and in Nepal, Colombia, Mexico, Peru and West Africa. Act Alliance, the World Association for Christian Communication, the Primate's World Relief Development Fund (Canadian Anglicans), the United Church of Christ, the World Council of Churches, and others. It was to be a busy and rewarding year of travel, in addition to my ongoing work as Executive Director of the Associated Church Press.

The nearly-month-long trip to Nepal began in late February when inklings of the spread of COVID-19 were beginning to come to light. Upon landing in Nepal – at baggage claim – I received a message from Lutheran World Relief who had funded the trip, that they were not sending other team members and I was to turn around. Unfortunately, I'd already promised the Maryknoll Brothers that I'd spend 10 days with one of their missionaries in the country before beginning the work with Lutheran World Relief. They relented and I worked with Fr. Joe Thaler in southern Nepal to see his work providing technical training to underprivileged and vulnerable people. It was an amazing and all-too-short trip.

About 10 days after returning from Nepal, I developed Coronavirus symptoms. Though testing wasn't available at the time, an antibody test in May came back positive – signaling that I likely contracted the virus on the way home from Nepal. My symptoms were not severe, but I was incapacitated for a few days with aches, fatigue, shortness of breath, and a long-lasting cough.

At this same time, we cobbled together a way to broadcast FCCB services – first with some people in attendance, then with a few people in the sanctuary, then from our homes as restrictions tightened.

The planned Associated Church Press convention – a once-a-decade event with 95 other organizations – was cancelled and I produced a dozen of the workshops remotely from scheduled presenters.

Other assignments came along – covering churches as they adapted to the lockdown to answer the question, “How are we still doing ministry?” I then produced a series of remote video interviews for the Presbyterian Foundation for the PC(USA) General Assembly, which was held remotely.

In late April, the Episcopal Diocese of Oregon reached out to me to see if I could help fill their communications director position as an interim. Their director had left suddenly, and they wanted to do a thorough search. It wasn’t my ideal work, but it kept me busy through the summer and early fall.

I was also able to cover some of the protest and unrest through the summer, both locally in Bellingham and making a trip to Seattle to interview and explore the work of a group of [interfaith chaplains operating in the Capital Hill Organized Protest](#) (CHOP) for Sojourners magazine.

As late fall approached, Lutheran World Relief asked if I was ready for international assignments again. Saying “yes”, hurricanes Eta and Iota followed and I spent three weeks in Honduras covering the impact of these storms for them, Global Sisters Report, and the PC(USA).

As the year comes to an end, I’m happy to report that I’ve signed a contract with a photo agency called Zuma Press. They are a worldwide agency that distributes to editors from thousands of publications. I’m not sure how many photographers they have in their stable who focus almost exclusively on issues of faith and justice as I do. My hope is that the work I do, both independently and on assignments, will reach a broader audience of editors through this arrangement – offering the good news of people of faith in action.

As I write on December 29, 2020, I’m already headed back to Honduras for hurricane relief follow-up in mid-January, with likely excursions to Guatemala for similar coverage, and then to El Salvador to document faith communities who are assisting migrant caravans as they make their way north.

It has been an uncommon year and very few of the plans I had when the year started have come to fruition. Still, there have been important stories to tell and important ministries to accompany through the year with communications, and for that – and the support of the clergy, staff, and members of FCCB – I am grateful.

In Christ,
Rev. Gregg Brekke

FINANCIAL REPORTS

FIRST CONGREGATIONAL CHURCH - Bellingham WA
Balance Sheet as of December 31, 2020

Account #	Account Name	YTD Balance
Assets		
101.010	WECU Checking	84,474
101.015	WECU-Building Account	23,818
101.016	WECU Love & Justice Designated	5
101.017	WECU-Savings	5
101.018	Peoples Bank - Payroll	12,511
101.019	SaviBank checking	1,611
102.000	Petty Cash	105
110.030	Credit Card Deposits Holding Acct	(50)
125.000	UCF - Debra Kay Pehrson Memorial Fund	14,403
125.350	UCF - Elizabeth Diehl Memorial Fund	70,598
125.400	UCF - Carl Calhoun/Leqacy Endowment Fund	363,483
125.410	UCF - Arvilla Pehrson Memorial Fund	281,369
125.420	UCF - Eva Couchman Endowment Fund	48,178
125.425	UCF - Larry Green Major Maintenance Endowment Fund	131,519
125.430	UCF - Woldorf Music Endowment Fund	131,017
125.435	UCF-Major Maintenance Reserve	71,621
134.000	Accounts Receivable Asset	377
136.000	Prepaid Expenses	14,729
140.000	Orgn	200,000
142.000	Furniture & Fixtures	174,000
144.000	Church Buildings	697,000
145.000	Building Improvements/Renovati	3,129,705
149.000	Land	267,400
	Total Assets	<u>\$ 5,717,880</u>
Liabilities		
201.000	Accounts Payable	(1,035)
201.010	Special Event Deposits	375
201.103	SaviBank - Bridge Loan	136,511
201.107	Key Bank Credit Card	(0)
201.127	Bellingham Food Bank	100
201.286	Interfaith Coalition Pay.	1,775
201.388	Neighbors In Need	55
201.548	Christmas Fund	575
201.583	PNWC - UCC	530
201.900	Taxes Payable	19
202.000	PPP Loan	40,500
	Total Liabilities	<u>\$ 179,404</u>

Account #	Account Name	YTD Balance
Fund		
301.000	General Fund	50,090
305.000	Operating Reserve	987
314.000	Family Promise	780
315.000	Designated Fund	8,287
316.000	Fresh Start Ministry	186
317.000	Diaper Ministry	1,117
318.000	Ministry Start-Up	1,375
319.000	Faith Community Nursing Fund Balance	300
320.000	Nyberg New Orleans Fund	2
322.000	Search & Call	(248)
325.000	Campership Fund	1,463
335.000	Elizabeth Dieh Memorial Fund	70,598
336.000	Diehl Accumulation Fund	4,465
337.000	Eva Couchman Endowment Fund	48,178
338.000	Larry Green Major Maintenance Endowment Fund	131,519
339.000	Wolsdorf Music Endowment Fund	131,017
340.000	Carl Calhoun/Leqacy Endowment Fund	363,483
341.000	Arvilla Pehrson Memorial Fund	281,369
345.000	Family Emergency Fund	1,087
346.000	Special Events	3,766
347.000	Sabbatical/Medical Leave	13,015
350.000	High School Mission Fund	4,082
355.000	Organ/Piano Major Maintenance Fund	1,948
356.000	Music Fund	3,108
357.000	Melquist Piano Fund	3,341
364.000	Designated Memorial Fund	520
365.000	Memorials	1,404
365.010	Reiman (Flowers) Memorial Fund	1,535
368.000	Donel McClellan Scholarship Fund	176
370.000	Debra Kay Pehrson Memorial Fund	14,403
372.000	Lamb Leqacy Fund	38
375.000	Lecture Series-Jesus Seminar	764
376.000	Retreats Fund	58
377.000	Labyrinth Fund	56
384.000	Hospitality Committee Fund	348
392.000	The Ground Floor	(170,184)
393.000	Bldg Improvements/Renovation	3,129,705
394.000	Major Maintenance Reserve Fund	23,818
394.010	Major Main Reserve-United Church Foundation	71,621
396.000	Landscaping Fund	500
397.000	Fixed Asset Fund	1,338,400
	Total Fund balance	\$ 5,538,476
	Total Liabilities and Fund balance	\$ 5,717,880

FIRST CONGREGATIONAL CHURCH - Bellingham WA
Treasurer's Report as of December 2020 for General Fund

Account #	Account Name	Period Activity	YTD Balance	Previous YTD	% of Budget	Annual Budget	Budget Remaining	
Income								
400.005	Carryforward from 2019	-	43,546	2,436	-	43,546	-	
400.010	2020 Pledges	55,835	509,949	577,256	99%	515,941	5,992	
400.020	Prior Year Pledges	-	5,395	5,511	270%	2,000	(3,395)	
400.040	Identified Gifts	7,372	39,458	33,450	158%	25,000	(14,458)	
400.050	Offering- Loose from Worship	26	1,877	8,418	23%	8,000	6,123	
400.070	Special Offerings (Mission)	-	2,141	13,762	21%	10,000	7,859	
400.075	Gifts, Grants & Transfers	-	113	-	-	-	(113)	
400.080	Building Use Fees	-	5,081	10,323	51%	10,000	4,919	
400.100	Calhoun Fund Distribution	5,753	23,013	18,665	100%	23,013	(0)	
400.105	Wolsdorf Fund Distribution	1,521	6,082	-	-	-	(6,082)	
400.115	A. Pehrson Fund Distribution	4,447	17,786	14,423	100%	17,786	(0)	
400.120	Transfer to General Fund	-	248	203	-	-	(248)	
	Total Income		\$ 74,953	\$ 654,691	\$ 684,450	100%	\$ 655,286	\$ 595
Expense								
520.070	Lead Pastor Salary	3,608	47,307	56,859	101%	46,906	(401)	
520.075	Lead Pastor Housing	2,462	32,000	20,512	100%	32,000	-	
520.080	Lead Pastor Pension	921	11,029	10,830	100%	11,047	18	
520.090	Lead Pastor Health Insurance	1,996	24,133	23,486	101%	23,948	(185)	
520.095	Lead Pastor Social Security	464	6,027	5,946	100%	6,036	9	
520.110	Lead Pastor Cont Education	436	2,139	2,998	71%	3,000	861	
520.115	Lead Pastor Prof Expense	719	1,706	2,600	66%	2,600	894	
520.120	Lead Pastor Auto	-	200	200	100%	200	-	
520.130	Pastor for Youth & Mission	3,348	43,644	46,211	100%	43,527	(117)	
520.135	Pastor Housing	1,291	16,788	12,920	100%	16,788	-	
520.137	Pastor Social Security	355	4,607	4,524	100%	4,614	7	
520.140	Pastor Pension	704	8,430	8,278	100%	8,444	14	
520.145	Pastor Health Insurance	1,204	14,627	15,401	101%	14,444	(183)	
520.150	Pastor Cont. Education	-	136	1,006	14%	1,000	864	
520.155	Pastor Prof Expense	-	780	996	78%	1,000	220	
520.160	Pastor Auto	-	-	500	0%	500	500	
520.165	Pastor Data Support	-	-	199	0%	200	200	
520.170	Pastoral Care Associate	374	6,670	12,033	84%	7,930	1,260	
520.171	Pastoral Care Associate Social	-	571	920	107%	536	(35)	
520.172	Pastoral Care Associate Housing	-	4,036	15,300	108%	3,750	(286)	
520.175	Guest Pastors	-	-	-	0%	300	300	
520.180	Sabbatical/Medical Replacement	-	3,333	3,999	83%	4,000	667	
	Total Pastoral Staff		17,881	228,165	245,718	98%	232,770	4,605
520.200	Minister of Christian Formation	4,412	57,326	56,232	100%	57,357	31	
520.210	Minister of C.F. Annuity	574	6,883	6,733	100%	6,883	0	
520.220	Minister of C.F. Continuing	-	1,445	1,593	90%	1,600	155	
520.225	Minister of C.F. Prof. Exp	-	194	300	65%	300	106	
520.230	Minister of C.F. Auto Expense	415	415	414	100%	415	-	
520.260	Nursery Staff	83	856	1,135	37%	2,307	1,451	
520.265	Special Events Childcare	-	-	274	0%	500	500	
	Total Christian Ed Staff		5,484	67,119	66,681	97%	69,362	2,243
520.290	Minister of Music Salary	1,923	25,000	15,987	100%	25,000	(0)	
520.291	Chancel Choir Replacement	-	-	1,370	0%	450	450	
520.292	Minister of Music Cont. Ed	-	75	-	15%	500	425	
520.293	Minister of Music Auto	-	-	-	0%	100	100	
520.300	Organist Salary	1,084	14,087	13,810	100%	14,087	(0)	
520.310	Organist Replacement	-	300	1,000	38%	800	500	
	Total Music Staff		3,007	39,462	32,167	96%	40,937	1,475

Account #	Account Name	Period Activity	YTD Balance	Previous YTD	% of Budget	Annual Budget	Budget Remaining
520.400	Office Manager	3,023	38,007	44,033	85%	44,907	6,900
520.410	Office Manager Medical/Annuity	449	5,346	5,288	99%	5,389	43
520.420	Office Manager Auto	-	-	-	0%	50	50
520.440	Church Accountant	1,611	18,070	23,027	76%	23,629	5,559
520.455	Staff Expense/Cont Ed.	-	154	393	62%	250	96
520.480	Custodian Salary	3,264	30,614	39,510	72%	42,765	12,151
520.490	Custodian Medical/Annuity	-	5,032	4,742	104%	4,837	(195)
520.500	Custodian Auto Expense	-	-	-	0%	60	60
	Total Support Staff	8,347	97,223	116,993	80%	121,887	24,664
520.530	WA Labor & Industries	-	2,195	5,151	48%	4,562	2,367
520.540	Payroll Taxes	1,691	18,688	16,435	107%	17,512	(1,176)
	Total Employee Taxes	1,691	20,882	21,586	95%	22,074	1,192
520.050	Covid Hours	625	24,212	-			(24,212)
	Total Personnel Expenses	\$ 37,034	\$ 477,064	\$ 483,145	98%	\$ 487,030	\$ 9,966
525.010	Office Supplies	700	5,498	6,740	85%	6,500	1,002
525.020	Postage	157	2,846	2,368	109%	2,600	(246)
525.030	Telephone/Internet	565	4,501	2,479	141%	3,200	(1,301)
525.050	Utilities	1,966	20,468	21,512	102%	20,000	(468)
525.070	Custodian Supplies & Services	77	1,089	2,631	36%	3,000	1,911
525.080	Kitchen Supplies	37	422	2,085	21%	2,000	1,578
525.100	Insurance-Property & Liability	-	23,999	21,428	100%	23,999	-
525.130	Copier Lease/Maint.	436	5,506	5,449	100%	5,500	(6)
525.145	IT Expense	500	2,389	2,865	100%	2,400	11
525.150	Building Repair & Maint.	749	7,644	8,287	76%	10,000	2,356
525.155	Permits & Inspections	-	3,548	3,634	142%	2,500	(1,048)
525.160	Trans to Major Maint Fund	2,171	25,813	9,120	127%	20,250	(5,563)
525.165	Organ/Piano Maintenance	-	-	1,737	0%	1,200	1,200
525.170	New Office Equipment	351	2,446	1,800	136%	1,800	(646)
525.187	Processing & Payroll Fees	120	4,547	3,105	138%	3,300	(1,247)
525.190	Elevator Maintenance	-	4,769	6,066	129%	3,700	(1,069)
525.191	Monitoring Alarm	-	1,330	1,205	102%	1,300	(30)
525.193	Council Approved Expenses	-	3,025	2,681			(3,025)
	Total Operations	\$ 7,829	\$ 119,839	\$ 105,192	106%	\$ 113,249	\$ (6,590)
530.010	Worship Music	-	284	1,854	17%	1,700	1,416
530.011	One Accord Music	-	62	-	21%	300	238
530.045	Liturgical Arts	-	-	330	0%	500	500
530.056	Handbell Choir	-	-	-	0%	100	100
530.060	Music/Film License	-	655	625	105%	625	(30)
	Total Arts In Worship	-	1,001	2,809	31%	3,225	2,224
531.050	Curriculum	-	1,117	880	102%	1,100	(17)
531.060	Supplies Expense	-	153	1,050	15%	1,000	847
531.070	Third Grade Bibles	-	-	-	0%	250	250
531.080	Confirmation Class	-	-	-	0%	200	200
531.110	Middle School Group	-	47	135	12%	400	353
531.120	High School Group	-	61	231	15%	400	339
531.125	Youth Events	-	36	253	12%	300	264
531.130	Transfers to HS Mission Fund	-	1,000	1,000	100%	1,000	-
531.150	Teacher Recognition	-	-	210	0%	200	200
531.160	Family Programs	105	668	1,571	45%	1,500	832
531.170	Journey Together	22	137	709	14%	1,000	863
531.190	OWL	-	-	341	0%	200	200
	Total Christian Education	126	3,219	6,380	43%	7,550	4,331
532.010	Adult Ministries	-	458	-	92%	500	42
532.020	Retreats	-	45	-	15%	300	255
	Total Adult Ministries	-	503	-	63%	800	297

Account #	Account Name	Period Activity	YTD Balance	Previous YTD	% of Budget	Annual Budget	Budget Remaining
533.020	Stephen Ministry	-	-	26	0%	200	200
533.045	Worship Supplies	201	1,072	1,073	107%	1,000	(72)
533.050	Program Expenses	-	90	120	60%	150	60
533.070	Faith Community Nurse-Health	-	-	71	0%	100	100
	Total Diaconate	201	1,162	1,290	80%	1,450	288
534.010	Ministry Resources Campaign	452	849	318	94%	900	51
	Total Ministry Resources	452	849	318	94%	900	51
535.010	New Member Materials	-	50	167	14%	350	300
535.020	Social Hour	30	153	1,004	10%	1,500	1,347
	Total Membership	30	203	1,171	11%	1,850	1,647
535.037	Communication & Outreach	649	2,090	3,017	56%	3,700	1,610
	Total Communications	649	2,090	3,017	56%	3,700	1,610
	Total Program Expense	\$ 1,459	\$ 9,028	\$ 14,985	46%	\$ 19,475	\$ 10,447
536.010	Our Church's Wider Mission	1,174	13,987	12,000	116%	12,082	(1,905)
536.020	Conference Fellowship Dues	-	1,326	1,326	98%	1,350	24
536.040	Conference Delegate Expense	-	2,000	516	100%	2,000	-
	Total Denomination	1,174	17,313	13,842	112%	15,432	(1,881)
540.005	Interfaith Coalition Exp.	1,750	7,000	7,000	100%	7,000	-
540.010	Local Mission Support	742	3,072	3,110	99%	3,100	28
	Total Mission	2,492	10,072	10,110	100%	10,100	28
540.200	Special Offerings	-	2,141	13,687	21%	10,000	7,859
	Total Benevolences	\$ 3,666	\$ 29,526	\$ 37,639	83%	\$ 35,532	\$ 6,005
550.005	Expense Offset	-	(1,124)	(2)			1,124
	Total Expense	\$ 49,987	\$ 634,333	\$ 640,959	97%	\$ 655,286	\$ 20,952
	Difference	\$ 24,966	\$ 20,358	\$ 43,491			

PROPOSED 2020 MINISTRY FUNDING PLAN

FIRST CONGREGATIONAL CHURCH - Bellingham WA
2021 Funding Plan Proposal

<i>Account #</i>	<i>Account Name</i>	<i>6 mo. Live serv.</i>
Income		
400.005	Carryforward from 2020	\$ 20,358
	PPP Loan Forgiveness	40,500
400.010	Current Year Pledges	487,601
400.020	Prior Year Pledges	2,000
400.040	Identified Gifts	32,000
400.050	Offering- Loose from Worship	3,000
400.070	Special Offerings (Mission)	5,000
400.075	Gifts, Grants & Transfers	
400.080	Building Use Fees	4,000
400.100	Calhoun Fund Distribution	25,127
400.115	A. Pehrson Fund Distribution	19,420
400.116	Wolsdorf Endowment Distribution	6,603
	Total Income	\$ 645,609
Expense		
520.070	Lead Pastor Salary	80,011
520.080	Lead Pastor Pension	11,202
520.090	Lead Pastor Health Insurance	25,064
520.095	Lead Pastor Social Security	6,121
520.110	Lead Pastor Cont Education	3,860
520.115	Lead Pastor Prof Expense	2,600
520.120	Lead Pastor Auto	200
520.130	Pastor for Youth, Young Adults & Mission	61,159
520.137	Pastor Social Security	4,679
520.140	Pastor Pension	8,562
520.145	Pastor Health Insurance	15,083
520.150	Pastor Cont. Education	1,863
520.155	Pastor Prof Expense	1,000
520.160	Pastor Auto	500
520.165	Pastor Data Support	200
520.170	Care Coordination Assistant	6,012
520.175	Guest Pastors	150
520.180	Sabbatical/Medical Replacement	4,000
	<i>Total Pastoral Staff</i>	\$ 232,265
520.200	Minister of Christian Formation	58,160
520.210	Minister of C.F. Annuity	6,979
520.220	Minister of C.F. CE	1,755
520.225	Minister of C.F. Prof. Exp	300
520.230	Minister of C.F. Auto Expense	415
520.260	Nursery Staff	-
520.265	Special Events Childcare	500
	<i>Total Christian Ed Staff</i>	\$ 68,109

<i>Account #</i>	<i>Account Name</i>	<i>6 mo. Live serv.</i>
520.290	Minister of Music Salary	25,350
520.291	Chancel Choir Replacement	450
520.292	Minister of Music Cont. Ed	925
520.293	Minister of Music Auto	100
520.300	Organist Salary	14,284
520.310	Organist Replacement	400
	<i>Total Music Staff</i>	<u>\$ 41,509</u>
520.400	Office Manager	45,536
520.410	Office Manager Med/Annuity	5,464
520.420	Office Manager Auto	50
520.440	Church Accountant	23,960
520.455	Staff Expense/Cont Ed.	250
520.480	Custodian Salary	43,026
520.490	Custodian Medical/Annuity	4,905
520.500	Custodian Auto Expense	60
	<i>Total Support Staff</i>	<u>\$ 123,251</u>
520.530	WA Labor & Industries	4,545
520.535	WA PFMLA	1,439
520.540	Payroll Taxes	16,317
	<i>Total Employee Taxes</i>	<u>\$ 22,301</u>
	Total Personnel Expenses	\$ 487,435
525.010	Office Supplies	5,750
525.020	Postage	2,300
525.030	Telephone/Internet	4,000
525.050	Utilities	21,000
525.070	Custodian Supplies & Services	4,000
525.080	Kitchen Supplies	1,000
525.100	Insurance-Property & Liability	26,639
525.130	Copier Lease/Maint.	5,500
525.145	IT Expense	2,400
525.150	Building Repair & Maint.	7,000
525.155	Permits & Inspections	2,500
525.160	Trans to Major Maint Fund	20,080
525.165	Organ/Piano Maintenance	1,200
525.170	New Office Equipment	3,300
525.187	Processing & Payroll Fees	4,200
525.190	Elevator Maintenance	3,900
525.191	Monitoring Alarm System	2,050
505.010	Operating Reserve	-
	Total Operations	\$ 116,819
530.010	Worship Music	900
530.011	One Accord Music	100
530.045	Liturgical Arts	300
530.056	Handbell Choir	100
530.060	Music/Film License	929
	<i>Total Arts In Worship</i>	<u>\$ 2,329</u>

<i>Account #</i>	<i>Account Name</i>	<i>6 mo. Live serv.</i>
531.010	Teacher Training	50
531.050	Curriculum	1,000
531.060	Supplies Expense	500
531.070	Third Grade Bibles	150
531.080	Confirmation Class	200
531.110	Middle School Group	200
531.120	High School Group	200
531.125	Youth Events	150
531.130	Transfers to HS Mission Fund	1,000
531.150	Teacher Recognition	200
531.160	Family Programs	1,000
531.170	Journey Together	500
531.190	OWL	200
532.010	Adult Ministries	500
532.020	Retreats	200
	<i>Total Faith Formation</i>	<u>\$ 6,050</u>
533.020	Stephen Ministry	-
533.045	Worship Supplies	750
533.050	Program Expenses	150
533.070	Faith Community Nurse	100
	<i>Total Diaconate</i>	<u>\$ 1,000</u>
534.010	Ministry Resources Campaign	500
534.020	Offering Envelopes	-
534.030	Celebration Event	150
	<i>Total Ministry Resources</i>	<u>\$ 650</u>
535.010	New Member Materials	175
535.020	Social Hour	500
535.038	Member Celebration	-
	<i>Total Membership</i>	<u>\$ 675</u>
535.037	Communication & Outreach	3,700
	<i>Total Communications</i>	<u>\$ 3,700</u>
	Total Program Expense	\$ 14,404
536.010	Our Church's Wider Mission	10,000
536.020	Conference Fellowship Dues	1,350
536.040	Conference Delegate Expense	500
	<i>Total Denomination</i>	<u>\$ 11,850</u>
540.005	Interfaith Coalition Exp.	7,000
540.010	Local Mission Support	3,100
540.015	Program Expense - Mission	-
	<i>Total Mission</i>	<u>\$ 10,100</u>
540.200	Special Offerings	5,000
	<i>Total Benevolences</i>	<u>\$ 26,950</u>
	Total Expense	\$ 645,608
	Difference	\$ 0

Recommendation from Council for 2021 Ministry Funding Plan, passed 1/12/21

Below is our recommendation for a balanced funding plan and a proposal for possible future pledges.

Reductions recommended (Council approved the recommended reductions as presented by the Ministry Funding Plan Committee):

Decrease by \$10,000 (eliminates entire amount)	Operational Reserves 505.010	This line item has not existed in previous budgets, however, was requested by Trustees in budget requests. We recommend that further policies/procedures be established prior to inclusion.
Decrease by \$3,000	Building Repairs 525.150	\$10,000 was requested, however, only about \$7000 has been used in each of the past two years so we reduced that line item.
Decrease by \$2,307	Nursery Staffing 520.260	Our anticipation is that even if we are able to meet in person at some point this year, more than likely it will not be feasible to provide nursery care in a safe and effective way. We have left some funds in special events child care, which could be used if needed at some point in the year.
Decrease by: \$20,000	Our Church's Wider Mission (conf. support) 536.010	This initial request for this line item was \$30,000, currently funded at \$10,000. This past year we contributed \$13,000.
Decrease by: \$20,000	Transfer to Major Maintenance 525.160	The initial request for this line item was \$40,000, currently funded at \$20,000.

Recommendations for assignment of any additional pledges. Council modified the recommendation from the Ministry Funding Plan Committee to allocate a greater percentage of additional pledges to Our Church's Wider Mission, as follows:

1 st - \$20,000	1/2 up to \$10,000	To increase OCWM funding to \$20,000 total
	1/2 up to \$10,000	To transfer to Major Maintenance to increase 2021 funding to \$30,000
2 nd – remainder	If more than \$20,000 of additional pledges are received	Transfer to Major Maintenance (this has been an area that has often been cut in recent years and which we will need for some upcoming Major Maintenance Items) It should also be noted that, if needed, Trustees are able to pull from this fund for building repair items.



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 Renée Relin Accountant
 Kurt Aagard Custodian
 Lucy Bledig Minister of Music
 Judy Widrig Organist
 Allison Thomas Handbell Choir Director
 Lisa Vaughn Nursery Attendant
 Carol Nicolay Health Minister
 Alanna Steele Faith Community Nurse