

Regular Meeting of the Congregation The First Church in Oberlin, UCC February 11, 2024

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AGENDA

| | |
|------------------------------------------------------------------|--------------------|
| Call to Order | Anne Sprague |
| Opening Prayer | Rev. David T. Hill |
| Membership Report | Rev. David T. Hill |
| Report of the 2023 Stewardship Committee | Ralph Thompson |
| Report of the Motions from the Executive Council | |
| Presentation and Election of the Nominating Committee candidates | Anne Sprague |
| Renewing for 2-year term: Linda Gates | |
| Renewing for 2-year term: Mike Schmid | |
| New member for 2-year term: Nancy Garver | |
| Presentation and Review of the 2024 Budget | Anne Schaum |
| Review of the 2023 Financial Report | Mike Schmid |
| Report of the Visioning Task Group | Anne Conway |
| Closing Song - <i>Shalom</i> | Congregation |

*Shalom, my friends, shalom, my friends. Shalom, shalom!
May peace be with you, may peace be with you. Shalom, shalom!*

*Note: The continuing members of the Nominating Committee are Erik Andrews, Ardith Hayes, and Robin Jindra.

MEMBERSHIP STATISTICS 2023

| | | |
|--------------------------------------------------|------------------------|------------|
| <i>Membership on January 1, 2023:</i> | Total | 342 |
| | Regular | 313 |
| | Associate | 29 |
| Summary of Membership Changes during 2023 | | |
| | Additions | 11 |
| | Removals | 8 |
| <i>Total Membership as of December 31, 2023</i> | | 345 |
| Detail of Membership Changes during 2023 | | |
| <i>Regular Member Additions</i> | Baptism (adult) | 1 |
| | Reaffirmation of Faith | 7 |
| | Letter of Transfer | 2 |
| | Change in Status | 0 |
| <i>Regular Member Removals</i> | | |
| | Death | 8 |
| | Request | 0 |
| | Letter of Transfer | 0 |
| <i>Associate Member:</i> | | |
| | Additions | 1 |
| | Removals | 0 |
| Total Net Change in Membership | | 3 |

| year -- | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|------------------------------------------|------|------|------|------|------|------|------|------|------|-------|
| Weddings, ceremonies | 2 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Baptisms | 1 | 1 | 1 | 3 | 0 | 2 | 2 | 1 | 0 | 1 |
| Deaths | 15 | 8 | 7 | 11 | 9 | 3 | 8 | 7 | 6 | 7 |
| Jiann Lin | | | | | | | | | | 2/24 |
| Ralph Hayes | | | | | | | | | | 3/17 |
| Thelma Morris | | | | | | | | | | 5/11 |
| Edward Long, Jr. | | | | | | | | | | 7/21 |
| Marsha Darcy | | | | | | | | | | 7/26 |
| Nancy Cummins | | | | | | | | | | 9/28 |
| Joanne Norenberg | | | | | | | | | | 10/27 |
| Janet Ferguson | | | | | | | | | | 12/16 |
| Removed by letter of transfer or request | 2 | 1 | 3 | 3 | 2 | 0 | 5 | 6 | 1 | 0 |
| New Members | 4 | 11 | 3 | 15 | 1 | 6 | 11 | 6 | 2 | 11 |
| Avg. Sunday Worship Attendance | 114 | 113 | 110 | 111 | 113 | 117 | 145* | 69* | 80* | 86* |

*Estimated numbers based on a mixture of online and in-person attendance. We presently do not have a way to accurately count online viewership.

New Members—received on January 12, 2023: Alana and David Kelley

New Members - received on July 2, 2023: Liz and Adam Eck, Tom Konkoly, Mark Parish, Carla and Bob VanDale, James Young

New Members - received on November 19, 2023: Joanne and Jean Bennett

STEWARDSHIP REPORT

Stewardship Committee Report of the 2023 Campaign for 2024 Pledges

Members of the Stewardship Committee for 2023-2024 include: Ralph Thompson, Chairperson, Bob Longworth, Secretary and Kristin Peterson. Linda Gates is the liaison from the Executive Council. Financial Secretary is Miranda Schaum and Treasurer is Mike Schmid.

The annual financial campaign began in August 2023 announcing a theme of, **“Promises Made – Promises Kept”**. There were several elements of the campaign; announcement of the theme in First Things First, articles related to the theme presented weekly in the church e newsletter, a formal pledge letter sent to congregants and friends of First Church, announcements made at worship services, a white board exhibit encouraging individual expressions of “heart felt” words of love for our church, a reception on Consecration Sunday with “heart shaped” cookies (hosted by the Fellowship Committee), sending “Thank You” and “Reminder” letters to donors and past donors, personal follow-up contacts with previous donors and a formal report given to the congregation of the campaign’s results.

To quote Rollin Conway, previous Chair of Stewardship, “As always, our faithful financial support for the...operating budget will enable the success of our most important ministries. Every gift...helps preserve the First Church endowment by minimizing the amount withdrawn to close the gap between income and expenses.”

At the time of this report a total of pledging units have responded with pledges totaling \$259,244.00.

Ralph Thompson, Chairperson for Stewardship Committee

| Year | Amount Pledged | # of Pledges | # of New Pledges | # of Increased Pledges | # of Same as Previous Year pledges | # of Decreased Pledges |
|-------------|------------------|--------------|------------------|------------------------|------------------------------------|------------------------|
| 2024 | \$259,244 | 81 | 5 | 31 | 39 | 6 |
| 2023 | \$296,944 | 98 | 10 | 26 | 49 | 13 |
| 2022 | \$306,700 | 93 | 10 | 39 | 23 | 21 |
| 2021 | \$272,441 | 95 | 17 | 24 | 41 | 13 |
| 2020 | \$279,776 | 91 | 8 | 36 | 39 | 8 |
| 2019 | \$303,671 | 100 | 14 | 53 | 25 | 8 |
| 2018 | \$294,122 | 100 | 14 | 53 | 25 | 8 |
| 2017 | \$303,859 | 103 | 6 | 50 | 35 | 12 |
| 2016 | \$299,165 | 103 | 5 | 37 | 40 | 21 |



PHOTO: First Church celebrating World Communion Sunday on October 1st, 2023.

The First Church in Oberlin, U.C.C. - Oberlin OH
Balance Sheet as of December 31, 2023

Thursday, January 4, 2024

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| Account # | Account Name | Beginning Balance | Previous Period Balance | Period Activity | YTD Balance |
|-----------------------|-------------------------------------------------|--------------------|-------------------------|------------------|--------------------|
| Assets | | | | | |
| Fixed Income | | | | | |
| 1.00.013 | UCC Cornerstone Church Builders Fund 1 | 11,191 | 11,327 | 0 | 11,327 |
| 1.00.014 | UCC Cornerstone Church Builders Fund 2 | 70,192 | 71,314 | 0 | 71,314 |
| 1.00.080 | Vanguard GNMA Asset (VFIJX) | 108,783 | 107,004 | 7,569 | 114,574 |
| 1.00.112 | U.C.F. Fixed Income Fund | 19,295 | 5,461 | (729) | 4,732 |
| 1.00.114 | Vanguard Cash Reserves Fed Money Market (VMRXX) | 0 | 20,000 | 201 | 20,201 |
| | Fixed Income | \$209,463 | \$215,108 | \$7,041 | \$222,150 |
| Cash Accounts | | | | | |
| 1.00.008 | Northwest Checking Account | 108,775 | 92,911 | 4,451 | 97,362 |
| | Cash Accounts | \$108,775 | \$92,911 | \$4,451 | \$97,362 |
| Balanced Funds | | | | | |
| 1.00.110 | U.C.F. Moderate Balanced | 243,067 | 27,702 | 2,431 | 30,134 |
| | Balanced Funds | \$243,067 | \$27,702 | \$2,431 | \$30,134 |
| Equity Funds | | | | | |
| 1.00.035 | Parnassus Core Equity Fund (PRBLX) | 448,661 | 503,362 | 59,604 | 562,966 |
| 1.00.060 | Vanguard Index Trust (VFIAX) | 617,187 | 699,474 | 81,702 | 781,177 |
| 1.00.111 | U.C.F. Equity Fund | 79,609 | 36,287 | 3,921 | 40,208 |
| 1.00.113 | U.C.F. Beyond Fossil Fuels Fund | 70,735 | 76,938 | 8,163 | 85,102 |
| | Equity Funds | \$1,216,194 | \$1,316,062 | \$153,392 | \$1,469,455 |
| | Total Assets | \$1,777,500 | \$1,651,785 | \$167,317 | \$1,819,102 |
| Liabilities | | | | | |
| 2.00.000 | Accounts Payable/Vendors | 0 | (0) | 0 | 0 |
| 2.00.015 | UCC Cornerstone Fund Bridge (Mortgage) Loan | 220,401 | 0 | 18,093 | 18,093 |
| | Total Liabilities | \$220,401 | (\$0) | \$18,093 | \$18,093 |
| Fund Balance | | | | | |
| | Total Restricted Endowment Fund | \$123,421 | \$129,262 | \$13,458 | \$142,720 |
| | Total Unrestricted Endowment Fund | \$1,473,580 | \$1,435,045 | \$149,407 | \$1,584,453 |
| | Total Endowment Fund | \$1,597,002 | \$1,564,307 | \$162,865 | \$1,727,173 |
| | Total Restricted Expendable Funds | \$63,490 | \$55,086 | \$5,250 | \$60,336 |
| | Total Unrestricted Expendable Funds | \$8,047 | \$15,303 | \$1,000 | \$16,303 |
| 3.00.001 | Church Operations Balance | 2,047 | 16,989 | (19,838) | (2,848) |
| 3.00.002 | Prepaid Pledges | 22,100 | 1,550 | 7,650 | 9,200 |
| 3.00.035 | Clearing Account Fund Balance | 242 | 0 | 0 | 0 |
| 3.00.043 | Awaiting Destination Fund | 10 | 1,068 | 210 | 1,278 |
| 3.20.000 | Campaign for the Future Balance | (131,107) | 12,160 | (12,160) | 0 |
| 3.20.091 | CFF Supplemental Balance | (4,734) | 5,000 | (5,000) | 0 |
| 3.20.100 | HVAC/Boiler Replacement Balance | 0 | (19,679) | 9,246 | (10,432) |
| | Total Fund Balance | \$1,557,098 | \$1,651,785 | \$149,224 | \$1,801,009 |
| | Total Liabilities and Fund Balance | \$1,777,500 | \$1,651,785 | \$167,317 | \$1,819,102 |



PHOTO: First Church's float in the 2023 Big Parade!

| Fund | Market Value as of: | 2022-12-31 | 2023-03-31 | 2023-06-30 | 2023-09-30 | 2023-12-31 |
|----------------------------------------|----------------------------|-------------------|---------------------|---------------------|---------------------|---------------------|
| Vanguard GNMA (VFIJX) | \$ | 108,852 | \$ 111,763 | \$ 110,883 | \$107,004 | \$114,574 |
| Vanguard Fed Money Fund (VMRXX) | | | | | | \$20,201 |
| UCF Fixed | \$ | 19,279 | \$ 19,976 | \$ 19,865 | \$5,462 | \$4,732 |
| Cornerstone 1 | \$ | 11,192 | \$ 11,192 | \$ 11,328 | \$11,328 | \$11,328 |
| Cornerstone 2 | \$ | 70,192 | \$ 70,192 | \$ 71,315 | \$71,315 | \$71,315 |
| UCF Balanced | \$ | 241,711 | \$ 255,539 | \$ 262,405 | \$27,703 | \$30,134 |
| Parnassus Index Trust (PRBLX) | \$ | 449,631 | \$ 483,797 | \$ 520,227 | \$503,363 | \$562,966 |
| Vanguard S&P 500 Index (VFIAX) | \$ | 618,808 | \$ 665,134 | \$ 723,204 | \$699,474 | \$781,177 |
| UCF Equity | \$ | 79,042 | \$ 84,319 | \$ 88,620 | \$36,287 | \$40,208 |
| UCF Beyond Fossil Fuels Fund | \$ | 70,018 | \$ 74,422 | \$ 78,946 | \$76,939 | \$85,102 |
| Total | \$ | 1,668,725 | \$ 1,776,335 | \$ 1,886,793 | \$ 1,538,874 | \$ 1,721,736 |
| 4.5% Withdrawal | | | | | \$ (80,000) | |
| Sale to Payoff Cornerstone Loan | | | | | \$ (215,000) | |
| <i>Net Market Quarterly Change</i> | | | \$ 107,610 | \$ 110,458 | \$ (52,919) | \$ 182,862 |
| <i>Gross YTD Change</i> | | | | \$ 218,068 | \$ (129,851) | \$ 53,011 |

| Average Annual Returns as of 12/31/2023 | YTD | 1 Year | 3 Years | 5 Years |
|------------------------------------------------|------------|--------------------------------------------|----------------|----------------|
| Vanguard GNMA (VFIJX) | 5.3% | 5.3% | -2.4% | 0.5% |
| Vanguard Fed Money Fund (VMRXX) | 5.2% | 5.2% | 2.3% | 1.9% |
| UCF Fixed | 5.7% | 5.7% | -3.3% | 1.0% |
| Cornerstone 1 (60 month Term Note) | 2.45% | Semi-Annual Interest Pay; Maturity 03/2025 | | |
| Cornerstone 2 (Builder Bonus) | 3.335% | Semi-Annual Interest Pay; Maturity 01/2027 | | |
| UCF Balanced | 14.5% | 14.5% | 1.6% | 7.1% |
| Parnassus Core Equity (PRBLX) | 24.9% | 24.9% | 9.1% | 15.5% |
| Vanguard S&P 500 Index (VFIAX) | 26.2% | 26.2% | 10.0% | 15.7% |
| UCF Total Equity | 20.4% | 20.4% | 4.1% | 10.7% |
| UCF Beyond Fossil Fuels Fund | 24.1% | 24.1% | 7.6% | 12.0% |

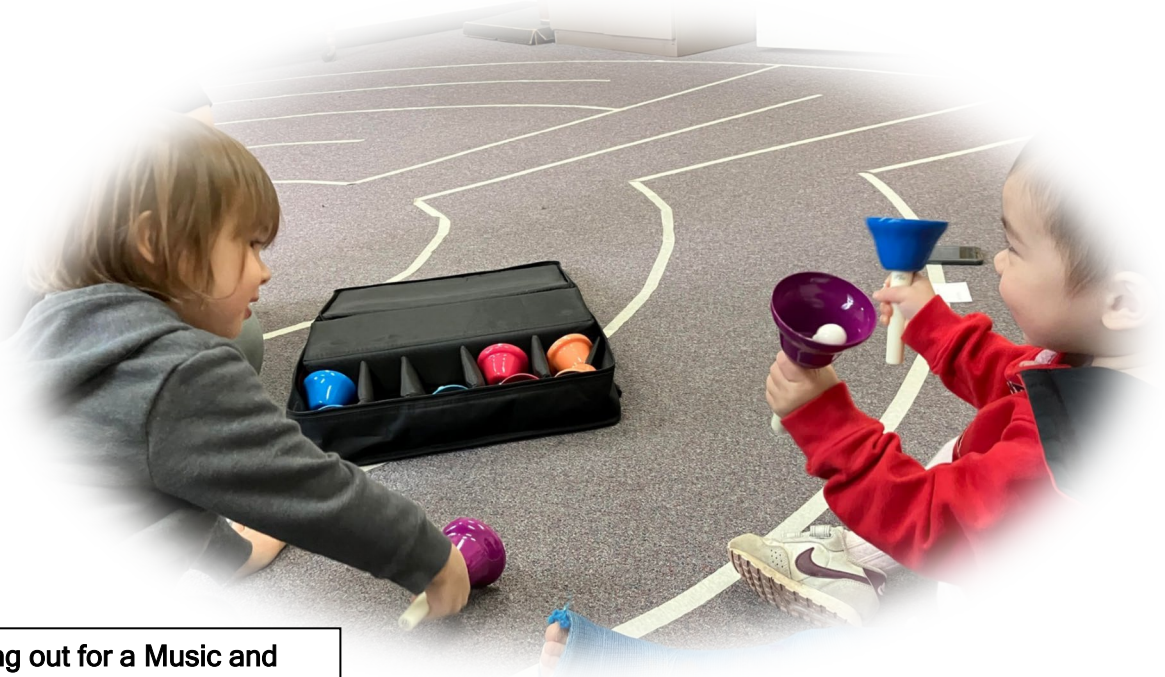


PHOTO: Hanging out for a Music and Movement Class with Ms. Jen!

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2023 for Church Operations

Thursday, January 4, 2024

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| Account # | Account Name | Annual Budget | Period Activity | YTD Balance | % of Annual Budget |
|----------------|-------------------------------------------------|------------------|-----------------|------------------|--------------------|
| Income | | | | | |
| 4.20.010 | Pledges--Current | 276,314 | 24,872 | 272,773 | 99 |
| 4.20.015 | Pledges--Current (Prepaid) | 22,100 | 0 | 22,100 | 100 |
| 4.20.020 | Pledges - Previous Year | | 0 | (194) | |
| 4.20.025 | Special Pledges 2023 | | 402 | 20,107 | |
| | Total Pledges | \$298,414 | \$25,274 | \$314,786 | 99 |
| 4.20.040 | Donations--Members | 1,500 | 200 | 3,330 | 222 |
| 4.20.050 | Donations--Non-members | 2,000 | 295 | 34,944 | 1,747 |
| 4.20.060 | Loose Offering | 750 | 118 | 881 | 118 |
| | Total Donations | \$4,250 | \$613 | \$39,155 | 921 |
| 4.21.000 | <i>Benevolence - Denominational</i> | | | | |
| 4.21.010 | Christmas Fund Inc. | | 2,424 | 3,044 | |
| 4.21.070 | Neighbors in Need Inc. | | 125 | 2,282 | |
| 4.21.090 | One Great Hour of Sharing Inc. | | 125 | 3,721 | |
| 4.21.110 | Strengthen the Church Inc. | | 125 | 1,136 | |
| | <i>Total Benevolence - Denominational</i> | | <i>\$2,799</i> | <i>\$10,183</i> | |
| | Total Benevolence - Denominational | | \$2,799 | \$10,183 | |
| 4.21.001 | <i>Benevolence - Non - Denominational</i> | | | | |
| 4.21.115 | Souper Bowl Income | | 0 | 296 | |
| | <i>Total Benevolence - Non - Denominational</i> | | <i>\$0</i> | <i>\$296</i> | |
| | Total Benevolence - Non-Denominational | | \$0 | \$296 | |
| | Total Special Offerings Income | 9,000 | \$2,799 | \$10,479 | 116 |
| | Total Contribution Income | \$311,664 | \$28,686 | \$364,421 | 111 |
| 4.25.020 | UCC Fund Income | 7,000 | 0 | 6,445 | 92 |
| 4.25.080 | Investment Inc from Endowment | 82,764 | 0 | 80,000 | 97 |
| | Total Investment Income | \$89,764 | \$0 | \$86,445 | 96 |
| 4.30.030 | Misc Room Rentals | 6,000 | 202 | 8,735 | 146 |
| 4.35.010 | Office | | 0 | 10 | |
| 4.45.010 | Fellowship Committee Income | | 0 | 131 | |
| 4.45.015 | Coffee Income | 250 | 6 | 99 | 40 |
| 4.45.070 | Worship-Flowers Income | | 0 | 50 | |
| | Total Miscellaneous Income | \$6,250 | \$208 | \$9,026 | 141 |
| 4.00.001 | Church Ops Misc Income | | 0 | 0 | |
| 4.42.590 | Winter Retreat Income | | 1,125 | 2,125 | |
| 4.42.592 | Summer Camp Income | | 0 | 310 | |
| | Total Income | \$407,678 | \$30,019 | \$462,328 | 108 |
| Expense | | | | | |
| 5.41.000 | <i>Minister's Salary and Benefits</i> | | | | |
| 5.41.010 | Minister Salary | 62,543 | 5,211 | 62,567 | 100 |
| 5.41.030 | Minister Pension | 12,116 | 2,019 | 12,124 | 100 |
| 5.41.035 | Minister Benefits | 17,441 | 2,973 | 17,346 | 99 |
| 5.41.040 | Minister Travel & Entertainmnt | 1,800 | 1,634 | 2,511 | 140 |
| 5.41.050 | Minister Study Allowance | 1,500 | 202 | 1,264 | 84 |
| 5.41.060 | Minister Housing Allowance | 24,000 | 2,000 | 24,000 | 100 |
| 5.41.065 | Minister Part B (Vicki) | 1,979 | 164 | 1,984 | 100 |
| 5.41.070 | Minister SS Supplement | 6,621 | 551 | 6,590 | 100 |
| | <i>Total Minister's Salary and Benefits</i> | <i>128,000</i> | <i>\$14,758</i> | <i>\$128,388</i> | <i>100</i> |
| | Minister Expense | \$128,000 | \$14,758 | \$128,388 | 100 |

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2023 for Church Operations

Thursday, January 4, 2024

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| Account # | Account Name | Annual Budget | Period Activity | YTD Balance | % of Annual Budget |
|-------------------------------|---------------------------------------------------|------------------|-----------------|------------------|--------------------|
| TOTAL MINISTER EXPENSE | | \$128,000 | \$14,758 | \$128,388 | 100 |
| 5.42.000 | <i>CE Director's Salary and Benefits</i> | | | | |
| 5.42.010 | CE Director Salary | 38,876 | 3,239 | 38,876 | 100 |
| 5.42.030 | CE Director Pension | 5,443 | 907 | 5,446 | 100 |
| 5.42.035 | CE Director Benefits | 30,721 | 5,196 | 30,638 | 100 |
| 5.42.040 | CE Director Travel & Ent | 525 | 0 | 476 | 91 |
| 5.42.050 | CE Director Study Allowance | 500 | 0 | 52 | 10 |
| 5.42.070 | CE Director SS Suppl | 2,974 | 247 | 2,974 | 100 |
| | <i>Total CE Director's Salary and Benefits</i> | <i>79,039</i> | <i>\$9,591</i> | <i>\$78,463</i> | <i>99</i> |
| | CE Dir Expense | \$79,039 | \$9,591 | \$78,463 | 99 |
| 5.42.500 | <i>CE Program</i> | | | | |
| 5.42.013 | Children/Youth-Designated | | 0 | 90 | |
| 5.42.520 | Resources and Supplies | 1,350 | 221 | 1,541 | 114 |
| 5.42.540 | Youth Programs | 800 | 458 | 964 | 121 |
| 5.42.545 | Friday Night Hangout | 300 | 0 | 34 | 11 |
| 5.42.570 | Special Program Expense | 1,000 | 0 | 1,490 | 149 |
| 5.42.580 | Child Care | 4,000 | 330 | 4,141 | 104 |
| 5.42.590 | Winter Retreat | | 2,479 | 3,207 | |
| 5.42.592 | Summer Camp | | 0 | 3,936 | |
| | <i>Total CE Program</i> | <i>7,450</i> | <i>\$3,489</i> | <i>\$15,406</i> | <i>110</i> |
| | CE Program Expense | \$7,450 | \$3,489 | \$15,406 | 110 |
| | TOTAL CE PROG EXPENSE | \$86,489 | \$13,080 | \$93,870 | 100 |
| 5.43.010 | Our Church's Wider Mission | | 0 | 10,000 | |
| | Total OCWM | 10,000 | \$0 | \$10,000 | 100 |
| 5.43.020 | Outreach Benevol Allocations | 14,728 | 2,300 | 12,696 | 86 |
| 5.43.025 | Bongiorno Fund | 1,583 | 0 | 0 | 0 |
| 5.43.030 | Kilmer Supplement | 3,530 | 0 | 0 | 0 |
| | Total Ben Comm Allocations | \$19,841 | \$2,300 | \$12,696 | 64 |
| 5.21.000 | <i>Benevolence - Denominational Exp</i> | | | | |
| 5.21.010 | Christmas Fund Exp. | | 0 | 620 | |
| 5.21.070 | Neighbors in Need Exp. | | 0 | 2,157 | |
| 5.21.090 | One Great Hour of Sharing Exp. | | 0 | 3,576 | |
| 5.21.110 | Strengthen the Church Exp. | | 0 | 1,011 | |
| | <i>Total Benevolence - Denominational Exp</i> | | <i>\$0</i> | <i>\$7,364</i> | |
| | Benevolence--Denominational | 9,000 | \$0 | \$7,364 | 82 |
| | Benevolence - Non-Denominational | | \$0 | \$0 | |
| | Total Special Purpose Offering | \$9,000 | \$0 | \$7,364 | 82 |
| | TOTAL BENEVOLENCES | \$38,841 | \$2,300 | \$30,060 | 77 |
| 5.44.000 | <i>Music Director's Salary and Benefits</i> | | | | |
| 5.44.010 | Music Dir Salary | 15,991 | 1,332 | 15,990 | 100 |
| 5.44.020 | Music Dir Social Security | 1,223 | 101 | 1,223 | 100 |
| 5.44.040 | Music Dir Travel & Education | 250 | 0 | 0 | 0 |
| | <i>Total Music Director's Salary and Benefits</i> | <i>17,464</i> | <i>\$1,434</i> | <i>\$17,214</i> | <i>99</i> |
| | Total Music Director Expense | \$17,464 | \$1,434 | \$17,214 | 99 |
| 5.44.100 | <i>Organist's Salary</i> | | | | |
| 5.44.110 | Organist Salary | 10,985 | 915 | 10,984 | 100 |
| 5.44.120 | Organist Social Security | 840 | 70 | 840 | 100 |
| | <i>Total Organist's Salary</i> | <i>11,825</i> | <i>\$985</i> | <i>\$11,825</i> | <i>100</i> |

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2023 for Church Operations

Thursday, January 4, 2024

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| Account # | Account Name | Annual Budget | Period Activity | YTD Balance | % of Annual Budget |
|--------------------------------------|---------------------------------------------------|-----------------|-----------------|-----------------|--------------------|
| Total Organist Expense | | \$11,825 | \$985 | \$11,825 | 100 |
| 5.44.199 | <i>Other Music Staff Salary</i> | | | | |
| 5.44.200 | Choral Scholars | 9,405 | 795 | 5,843 | 62 |
| 5.44.510 | Vacation/Summer Organist | 250 | 0 | 0 | 0 |
| 5.44.560 | Music Club | | 0 | (400) | |
| | <i>Total Other Music Staff Salary</i> | <i>9,655</i> | <i>\$795</i> | <i>\$5,443</i> | <i>61</i> |
| Total Other Directors Expense | | \$9,655 | \$795 | \$5,443 | 61 |
| 5.44.600 | <i>Music Program</i> | | | | |
| 5.44.610 | Johnson/Drummond Music Funds | 760 | 0 | 0 | 0 |
| 5.44.710 | Instrumentalists | 1,700 | 315 | 1,700 | 100 |
| 5.44.900 | New Music & Supplies | | 9 | 94 | |
| 5.44.920 | Organ Maintenance | 1,300 | 0 | 0 | 0 |
| 5.44.930 | Keyboard Maintenance | 300 | 0 | 0 | 0 |
| 5.44.945 | Handbell Maintenance | 300 | 0 | 0 | 0 |
| | <i>Total Music Program</i> | <i>4,360</i> | <i>\$324</i> | <i>\$1,794</i> | <i>39</i> |
| Total Other Music Expense | | \$4,360 | \$324 | \$1,794 | 39 |
| TOTAL MUSIC EXPENSE | | \$43,304 | \$3,538 | \$36,277 | 84 |
| 5.45.000 | <i>Committees</i> | | | | |
| 5.45.010 | Fellowship Committee | 300 | 0 | 284 | 95 |
| 5.45.020 | EC, Meetings & Retreats | | 15 | 158 | |
| 5.45.040 | Stewardship Committee | 500 | 0 | 177 | 35 |
| | <i>Total Committees</i> | <i>800</i> | <i>\$15</i> | <i>\$620</i> | <i>58</i> |
| 5.45.015 | Coffee Expense | 250 | 68 | 502 | 201 |
| 5.45.044 | <i>Witness Committee</i> | | | | |
| 5.45.045 | Witness -- Membership | 125 | 0 | 346 | 277 |
| 5.45.050 | First Church United Fellowship | 125 | 0 | 0 | 0 |
| | <i>Total Witness Committee</i> | <i>250</i> | <i>\$0</i> | <i>\$346</i> | <i>139</i> |
| Total Other Committee Expense | | \$1,300 | \$83 | \$1,469 | 101 |
| 5.45.060 | <i>Worship & Literature</i> | | | | |
| 5.45.062 | Communion | | 0 | 27 | |
| 5.45.063 | Bulletins | | 0 | 110 | |
| 5.45.064 | Worship Resources - not literature | | 166 | 280 | |
| 5.45.065 | Worship Resources | | 0 | 8 | |
| 5.45.067 | A/V Technician Expense | | 0 | 222 | |
| | <i>Total Worship & Literature</i> | <i>1,750</i> | <i>\$166</i> | <i>\$650</i> | <i>37</i> |
| 5.45.069 | <i>Worship Program</i> | | | | |
| 5.45.070 | Worship -- Flowers | 100 | 0 | 375 | 375 |
| 5.45.080 | Worship -- Guest Preachers | 800 | 0 | 400 | 50 |
| | <i>Total Worship Program</i> | <i>900</i> | <i>\$0</i> | <i>\$775</i> | <i>86</i> |
| Total Worship Committee | | \$2,650 | \$166 | \$1,425 | 54 |
| TOTAL COMMITTEE EXPENSE | | \$3,950 | \$249 | \$2,895 | 69 |
| 5.46.000 | <i>Office Manager's Salary and Benefits</i> | | | | |
| 5.46.010 | Office Manager Salary | 39,025 | 2,980 | 35,132 | 90 |
| 5.46.020 | Office Manager Social Security | 2,985 | 228 | 2,687 | 90 |
| | <i>Total Office Manager's Salary and Benefits</i> | <i>42,010</i> | <i>\$3,208</i> | <i>\$37,820</i> | <i>90</i> |
| Total Office Manger Expense | | \$42,010 | \$3,208 | \$37,820 | 90 |
| Total Treasury Expense | | | \$0 | \$0 | |
| 5.46.499 | <i>Office Expense</i> | | | | |

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2023 for Church Operations

Thursday, January 4, 2024

Page 4 of 4

| Account # | Account Name | Annual Budget | Period Activity | YTD Balance | % of Annual Budget |
|-----------|---------------------------------------|-------------------|-------------------|------------------|--------------------|
| 5.46.500 | Office Supplies | 3,100 | 160 | 2,332 | 75 |
| 5.46.510 | Postage | 500 | 169 | 694 | 139 |
| 5.46.530 | Copy Machine | 4,000 | 74 | 2,924 | 73 |
| 5.46.540 | Software/Subscriptions | 7,500 | 443 | 4,145 | 55 |
| 5.46.545 | Computer Upgrade | 3,000 | 0 | 0 | 0 |
| 5.46.550 | Internet, Website & Cable | 2,000 | 707 | 5,372 | 269 |
| 5.46.560 | Advertising | 325 | 0 | 350 | 108 |
| 5.46.571 | Bank fees | 50 | 25 | 33 | 66 |
| 5.46.576 | Vanco Fees | 1,000 | 59 | 767 | 77 |
| 5.46.580 | PAYCHEX Service Fees | 2,400 | 248 | 3,330 | 139 |
| | <i>Total Office Expense</i> | <i>23,875</i> | <i>\$1,888</i> | <i>\$19,950</i> | <i>84</i> |
| | Total Office Expenses | \$23,875 | \$1,888 | \$19,950 | 84 |
| | TOTAL CHURCH OFFICE EXP | \$65,885 | \$5,097 | \$57,770 | 88 |
| 5.47.000 | <i>Sexton's Salary</i> | | | | |
| 5.47.010 | Cleaning Service & Setup Contractor | 11,500 | 737 | 11,964 | 104 |
| | <i>Total Sexton's Salary</i> | <i>11,500</i> | <i>\$737</i> | <i>\$11,964</i> | <i>104</i> |
| | Total Sexton Expense | \$11,500 | \$737 | \$11,964 | 104 |
| 5.47.500 | Electricity | 5,000 | (800) | 3,785 | 76 |
| 5.47.510 | Water | 600 | (987) | 497 | 83 |
| 5.47.520 | Sewer | 500 | (939) | 182 | 36 |
| 5.47.530 | Gas | 1,500 | 111 | 1,162 | 77 |
| 5.47.540 | Steam | 7,860 | 655 | 7,860 | 100 |
| 5.47.550 | Telephone | 3,600 | 357 | 4,127 | 115 |
| | Total Utilities Expense | \$19,060 | (\$1,602) | \$17,614 | 92 |
| 5.47.560 | Property Insurance | 40,000 | 10,560 | 39,894 | 100 |
| | Total Property Insurance | \$40,000 | \$10,560 | \$39,894 | 100 |
| 5.47.571 | Fire Alarm System | 6,500 | 0 | 6,227 | 96 |
| 5.47.575 | <i>Church Supplies/Services</i> | | | | |
| 5.47.570 | Cleaning Supplies | | 0 | 61 | |
| 5.47.573 | Church Supplies/Service | | 434 | 2,270 | |
| 5.47.577 | AED & Safety | | 89 | 3,012 | |
| | <i>Total Church Supplies/Services</i> | <i>4,000</i> | <i>\$524</i> | <i>\$5,344</i> | <i>134</i> |
| 5.47.579 | Elevator | 2,000 | 0 | 1,962 | 98 |
| 5.47.580 | Building Improvement & Repair | 20,000 | 0 | 23,386 | 117 |
| 5.47.590 | Grounds Maintenance | 9,000 | 515 | 7,947 | 88 |
| | Total Maintenance Expense | \$41,500 | \$1,039 | \$44,868 | 108 |
| 5.47.610 | Worker's Compensation | 400 | 0 | 402 | 101 |
| | Total Worker's Compensation | \$400 | \$0 | \$402 | 101 |
| 5.30.035 | External Expressions of Our Faith | | 0 | 241 | |
| | TOTAL CHURCH OPERATION | \$112,460 | \$10,735 | \$114,985 | 102 |
| 5.00.001 | Church Ops Misc Expenses | 1,000 | 0 | 250 | 25 |
| 5.30.030 | Misc Room Rental Expenses | | 0 | 230 | |
| 5.47.535 | Refuse | 1,000 | 97 | 1,163 | 116 |
| 5.47.565 | Property Assessment | 1,500 | 0 | 1,332 | 89 |
| | Total Expense | \$482,429 | \$49,857 | \$467,225 | 95 |
| | Difference | (\$74,751) | (\$19,838) | (\$4,896) | |

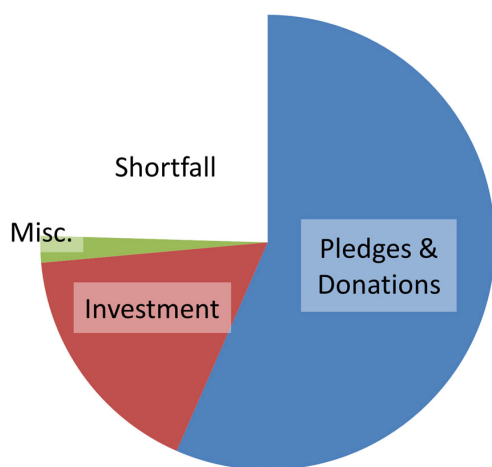
Narrative Budget 2024

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

INCOME - \$400,000, needed: \$530,000

I. Pledges, Donations & Loose Offering - \$299,700

Your generous giving provides **75%** of First Church's identified income for 2024, which makes it possible to carry out our ministry and mission at The First Church in Oberlin, UCC!



II. Church-Use and Investment Income - \$100,300

Our endowment is carefully managed to benefit the church both now and in the future. The payout rate of our endowment is **4.5%** for 2024 —**\$82,200**. Since **1992** our endowed funds have provided over **\$1.7 million dollars** of support to our operating fund while increasing nearly five-fold in value.

The size and location of our facility makes it an attractive rental space for many groups and organizations. Rental fees - **\$10,000**.

III. Extra Support - \$130,000

This amount is needed to match our income to the expenses involved in operating the programs we wish to provide, for church members, the community, and the larger world. Our program drives our need for income!



Hopefully this need will be met by additional donations and other sources of income not yet discerned, and by continued efficient use of income in hand. If necessary, the shortfall will require an additional draw on available unrestricted funds.

Narrative Budget 2024

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

EXPENSE - \$530,000

I. Worship & Spiritual Life - \$178,643

Worship is our common time together as a people of God. Planning for Worship involves a great deal of **Rev. David Hill's** time and energy as well as that of our **Director of Music and Organist, Thomas Bandy**. Worship supplies, choral scholars and musicians are included in this portion of the budget. Every portion of worship and pastoral care is included here as well.



II. Faith Formation - \$89,165

First Church strives to give all our church members a strong foundation in faith. We do this by creating Childcare, Children's Church, and Youth programs where children can learn, grow, and know they are loved by God and this community; by providing opportunities for children and adults to learn and grow together, such as our intergenerational worship experiences; and by encouraging adults to continue to learn and develop their connection to God's still-speaking voice with Adult Ed. informational events,

book and Bible studies, and other spiritual explorations.

We also encourage our members of all ages to connect to the wider church - particularly our UCC camp ministries. First Church subsidizes the cost of both summer camps and the Family Camp winter retreat. Last year First Church's subsidy enabled 5 youth to attend MMADD Camp at Temple Hills. We were also able to provide a weekend of rest, recreation, and beloved community to our 24 Family Camp attendees at reduced cost. Attending camp not only benefits Heartland Conference Outdoor Ministries but also allows our church members to connect to the broader UCC faith community, and to the world of faith beyond the church's door. Under the direction of Jennifer Bertoni, Director of Faith Formation, First Church is a place to grow!

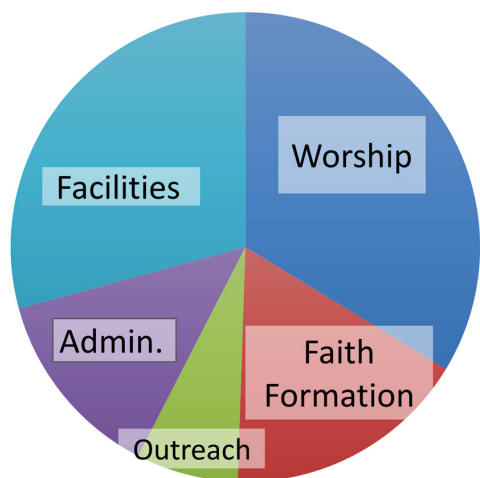
Narrative Budget 2024

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

EXPENSE (Cont.) - \$530,000

III. Outreach & Service - \$37,220

For 2024, 10% of total pledges is budgeted for benevolence. This includes the five UCC denomination-wide offerings: Our Church's Wider Mission, One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund. It also includes discretionary support of worthy charitable organizations, special holiday assistance, and support for summer and winter camp attendance. We have provided the market equivalent of \$38,000 in rent subsidies for sponsored groups using our facilities.



IV. Facilities - \$154,890

Our facilities (including the historic Meeting House) are a large part of our ministry in Oberlin, allowing us to be a home to many groups, to host events, provide recital space, and worship and share fellowship together. Custom Cleaning Services, GoGreen Landscaping, and volunteers diligently maintain our building and grounds, keeping them clean and welcoming.

The ongoing and essential work of preserving our buildings is included in annual budgets, but major projects are funded by grants and special financial campaigns. Due to the upcoming loss of our steam line connection with Oberlin College, we will have new boilers in place by May 1. A Capital Campaign to raise funding for this \$400,000 investment will soon be announced. This budget assumes \$31,200 in interest and principal payments.

V. Administration & Committees - \$70,081

Each time you receive a bulletin to guide you through worship, catch up with the latest issue of *First Things First*, or interact with our Office Manager, a portion of your giving is contributing to the administrative work of the church. This portion of the budget also provides up-to-date computer technology and internet connectivity, including live streaming of our Sunday services and large screen monitors/TVs in the JFO room. All this in addition to essential things like note pads, paper clips, and pencils.

| | 2023 | 2023 | 2024 |
|-------------------------------------------------|----------------|--------------------|--------------------|
| | Budget | Actual Year-end | Proposed Budget |
| INCOME | | | |
| 4.20.010 Contributions: | | | |
| Pledges--Current | 276,314 | 272,773 | 273,000 |
| 4.20.015 Pledges--Prepaid | 22,100 | 22,100 | 9,200 |
| 4.20.020 Pledges--Previous years | | (194) | |
| 4.20.025 Special Pledges | | 20,107 | 0 |
| Total Pledges, Normal | 298,414 | 314,786 | 282,200 |
| 4.20.040 Donations--Members | 1,500 | 3,330 | 1,500 |
| 4.20.050 Donations--Non Members | 2,000 | 34,944 | 5,000 |
| 4.20.060 Loose Offering | 750 | 881 | 1,000 |
| 4.24.000 Special Offerings | 9,000 | 10,183 | 10,000 |
| 4.21.115 Souper Bowl Income | | 296 | |
| Total Donations | 13,250 | 49,634 | 17,500 |
| TOTAL CONTRIBUTIONS | 311,664 | 364,420 | 299,700 |
| Investment Income: | | | |
| 4.24.050 UCC Fund Income | 7,000 | 6,445 | 7,000 |
| 4.25.080 From Endowment,(4.5% Draw) | 82,764 | 80,000 | 83,200 |
| NET INVESTMENT INCOME | 89,764 | 86,445 | 90,200 |
| 4.5.097 Supplemental Draw from Endowment | | 0 | 0 |
| Miscellaneous Income: | | | |
| 4.45.010 Fellowship | | 131 | |
| 4.30.030 Church Rental | 6,000 | 8,735 | 10,000 |
| 4.45.016 Wednesday Night Supper | 0 | 0 | 0 |
| 4.45.015 Coffee | 250 | 99 | 100 |
| 4.42.590 Winter Retreat Income | | 2,125 | 0 |
| 4.45.070 Worship - Flowers | | 50 | 0 |
| 4.35.010 Office | | 10 | |
| 4.00.001 Miscellaneous | 0 | 310 | 0 |
| TOTAL MISC.INCOME | 6,250 | 11,460 | 10,100 |
| TOTAL NET INCOME | 407,678 | 462,325 | 400,000 |
| EXPENSE | | | |
| MORTGAGE | | | |
| 5.20.100 Boiler/HVAC Mortgage | | | 31,200 |
| TOTAL MORTGAGE | 0 | 0 | 31,200 |

| | 2023 | 2023 | 2024 | |
|------------------------------------|---------------------------------|--------------------|--------------------|----------------|
| | Budget | Actual Year-end | Proposed Budget | |
| MINISTER | | | | |
| 5.41.010 | Cash Salary | 86,543 | 86,567 | 91,736 |
| 5.41.030 | Pension | 12,116 | 12,124 | 12,843 |
| 5.41.035 | Benefits (Health, Dental) | 17,441 | 17,346 | 15,948 |
| 5.41.070 | SSI Supplement + Part B payment | 8,600 | 8,575 | 9,114 |
| 5.41.040 | Travel & Expenses | 1,800 | 2,511 | 1,800 |
| 5.41.050 | Study Allowance | 1,500 | 1,265 | 1,500 |
| 5.41.071 | Sabbatical Expenses | 0 | 0 | 0 |
| TOTAL MINISTER | | 128,000 | 128,388 | 132,941 |
| FAITH FORMATION STAFF | | | | |
| 5.42.010 | Salary | 38,876 | 38,876 | 41,209 |
| 5.42.020 | Pension | 5,443 | 5,446 | 5,769 |
| 5.42.035 | Benefits (Health, Dental,) | 30,721 | 30,639 | 31,056 |
| 5.42.070 | SSI | 2,974 | 2,974 | 3,152 |
| 5.42.040 | Travel & Expenses | 525 | 477 | 477 |
| 5.42.050 | Study Allowance | 500 | 52 | 52 |
| TOTAL FAITH FORMATION STAFF | | 79,039 | 78,464 | 81,715 |
| FAITH FORMATION PROGRAM | | | | |
| 5.42.013 | Children/Youth Designated | 0 | 90 | 0 |
| 5.42.520 | Resources & Supplies | 1,350 | 1,542 | 1,350 |
| 5.42.540 | Youth Programs | 800 | 965 | 800 |
| 5.42.545 | Friday Night Hangout | 300 | 34 | 300 |
| 5.42.570 | Special Program Expense | 1,000 | 1,490 | 1,000 |
| 5.42.580 | Child Care | 4,000 | 4,142 | 4,000 |
| TOTAL PROGRAM | | 7,450 | 8,262 | 7,450 |
| TOTAL FAITH FORMATION | | 86,489 | 86,726 | 89,165 |
| BENEVOLENCES | | | | |
| 5.43.020 | Allocated by Committee | 24,729 | 24,728 | 22,314 |
| DISCRETIONARY BENEVOLENCES | | 24,729 | 24,728 | 22,314 |
| 5.43.030 | *Kilmer Fund | 3,530 | 3,530 | 4,078 |
| 5.43.025 | *Bongiorno Fund | 1,583 | 1,583 | 1,828 |
| TOTAL BENEVOLENCES | | 29,841 | 29,841 | 28,220 |
| 5.21.000 | Special Purpose Offerings | 9,000 | 7,364 | 9,000 |

| | 2023 | 2023 | 2024 |
|-------------------------------------------|---------------|--------------------|--------------------|
| | Budget | Actual Year-end | Proposed Budget |
| MUSIC | | | |
| 5.44.010 Director Salary | 15,991 | 15,991 | 16,950 |
| 5.44.020 Director SSI | 1,223 | 1,224 | 1,297 |
| 5.44.040 Travel/Education | 250 | 0 | 0 |
| 5.44.110 Organist Salary | 10,985 | 10,985 | 11,644 |
| 5.44.120 Organist SSI | 840 | 840 | 891 |
| 5.44.200 Choral Scholars | 9,405 | 5,844 | 10,000 |
| 5.44.510 Summer Organist | 250 | 0 | 250 |
| TOTAL SALARY & BENEFITS | 38,944 | 34,484 | 41,032 |
| 5.44.610 *Johnson/Drummond-Instr. | 760 | 0 | 971 |
| 5.44.710 Instrumentalists | 1,700 | 1,700 | 1,700 |
| 5.44.900 New Music & Supplies | 0 | 95 | 100 |
| 5.44.920 Organ Maintenance Reserve | 1,300 | 0 | 1,300 |
| 5.44.930 Piano Maintenance | 300 | 0 | 300 |
| 5.44.945 Handbell Maintenance Reserve | 300 | 0 | 300 |
| TOTAL PROGRAM | 4,360 | 1,795 | 4,671 |
| TOTAL MUSIC | 43,304 | 36,279 | 45,703 |
| COMMITTEES | | | |
| 5.45.010 Fellowship | 300 | 285 | 300 |
| 5.45.016 Wednesday Night Supper | | | 0 |
| 5.45.015 Coffee | 250 | 503 | 250 |
| 5.45.020 EC, Meetings and Retreats | | 159 | 0 |
| 5.45.040 Stewardship | 500 | 177 | 500 |
| 5.45.045 Witness: Membership | 125 | 347 | 125 |
| 5.45.046 Witness: Kendal Fellowship | 125 | 0 | 0 |
| 5.45.060 Worship & Literature | 1,750 | 650 | 1,750 |
| 5.45.080 Worship: Guest Preachers | 800 | 400 | 800 |
| 5.45.070 Worship: Flowers | 100 | 375 | 100 |
| TOTAL COMMITTEES | 3,950 | 2,895 | 3,825 |
| CHURCH OFFICE | | | |
| 5.46.010 Secretary/ Office Manager Salary | 39,025 | 35,132 | 41,367 |
| 5.46.020 Secretary/ Office Manager SSI | 2,985 | 2,688 | 3,165 |
| TOTAL SALARY & BENEFIT | 42,010 | 37,820 | 44,531 |

| | 2023 | 2023 | 2024 |
|----------------------------------------------|-----------------|--------------------|--------------------|
| | Budget | Actual Year-end | Proposed Budget |
| 5.46.500 Supplies | 3,100 | 2,333 | 2,750 |
| 5.46.510 Postage | 500 | 694 | 800 |
| 5.46.530 Copy Machine | 4,000 | 2,925 | 3,000 |
| 5.46.540 Software/subscriptions | 7,500 | 4,146 | 8,100 |
| 5.46.545 Technology support and supplies | 3,000 | 0 | 0 |
| 5.46.550 Internet, Website, and Cable | 2,000 | 5,372 | 2,200 |
| 5.46.560 Advertising | 325 | 350 | 325 |
| 5.46.580 Paychex Service Fees | 2,400 | 3,331 | 3,500 |
| 5.46.576 Vanco Fees | 1,000 | 766 | 1,000 |
| 5.46.565 External Audit/Financial Audit | 0 | 0 | 0 |
| 5.46.570 Stock Transfer/ Bank Fees | 50 | 33 | 50 |
| TOTAL EXPENSES | 23,875 | 19,949 | 21,725 |
| TOTAL OFFICE | 65,885 | 57,769 | 66,256 |
| OPERATION & MAINTENANCE | | | |
| 5.47.010 Cleaning Service & Setup Contractor | 11,500 | 11,965 | 11,965 |
| 5.47.500 Electricity | 5,000 | 3,785 | 3,785 |
| 5.47.510 Water | 600 | 498 | 498 |
| 5.47.520 Sewer | 500 | 182 | 182 |
| 5.47.530 Gas | 1,500 | 1,163 | 8,294 |
| 5.47.535 Refuse | 1,000 | 1,164 | 1,164 |
| 5.47.540 Steam | 7,860 | 7,860 | 1,965 |
| 5.47.550 Telephone | 3,600 | 4,128 | 4,128 |
| 5.47.560 Property Insurance | 40,000 | 39,894 | 43,000 |
| 5.47.565 Property Tax/Assessments | 1,500 | 1,332 | 1,500 |
| 5.45.575 Church Operation Supplies/ Services | 4,000 | 5,345 | 5,000 |
| 5.47.579 Elevator | 2,000 | 1,962 | 2,000 |
| 5.47.571 Fire Alarm System | 6,500 | 6,227 | 6,558 |
| 5.47.590 Grounds Maintenance | 9,000 | 7,947 | 9,000 |
| 5.47.580 Building Improvement and Repair | 20,000 | 23,386 | 24,000 |
| 5.30.035 External Expressions of Our Faith | 0 | 241 | 0 |
| 5.47.610 Worker's Compensation | 400 | 402 | 402 |
| 5.00.001 Misc. Church Operations | 1,000 | 250 | 250 |
| 5.30.030 Misc Room Rental Expenses | | 230 | |
| TOTAL OPER. & MAINT | 115,960 | 117,961 | 123,690 |
| TOTAL OPERATING EXP | 482,430 | 467,223 | 530,000 |
| SURPLUS (DEFICIT) | (74,752) | (4,898) | (130,000) |