

Regular Meeting of the Congregation The First Church in Oberlin, UCC January 26, 2025

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Reaffirmation Resolution to be Sanctuary Church	19-20

AGENDA

Call to Order	Anne Sprague
Opening Prayer	Rev. David T. Hill
Membership Report	Rev. David T. Hill
Report of the 2024 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: Ardith Hayes	
New member for 2-year term: Linda Gwinn	
New member for 2-year term: Carl Whitehouse	
Review of the 2024 Financial Report	Pete Richards
Presentation and Review of the 2025 Budget	Mike Schmid
Presentation of Sanctuary Resolution	John Gates
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 Nancy Garver, Linda Gates, and Mike Schmid.

MEMBERSHIP STATISTICS 2024

<i>Membership on January 1, 2024:</i>	Total	345
	Regular	315
	Associate	30
Summary of Membership Changes during 2024		
	Additions	16
	Removals	4
<i>Total Membership as of December 31, 2024</i>		357
Detail of Membership Changes during 2024		
<i>Regular Member Additions</i>	Baptism (adult)	0
	Reaffirmation of Faith	8
	Letter of Transfer	5
	Change in Status	0
<i>Regular Member Removals</i>		
	Death	4
	Request	0
	Letter of Transfer	0
<i>Associate Member:</i>		
	Additions	3
	Removals	0
Total Net Change in Membership		12

year --	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Weddings, ceremonies	0	4	0	1	0	0	0	0	1	0
Baptisms	1	1	3	0	2	2	1	0	1	0
Deaths	8	7	11	9	3	8	7	6	7	4
Megan Schief										1/29
Joy Illig										3/31
Roger Cooper										7/10
Mary Nelson										9/27
Removed by letter of transfer or request	1	3	3	2	0	5	6	1	0	0
New Members	11	3	15	1	6	11	6	2	11	16
Avg. Sunday Worship Attendance	113	110	111	113	117	145*	69*	80*	86*	87*

*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 March 24, 2024: Linda and Steven Gwinn, Bill and Frankie Long, Nancy Peck, Sherry Perkins, Lori Taylor, James Underwood

New Members - received on November 3, 2024: Barbara Blodgett, Barbara Brecht, David Grayson, Madeline Madison, Barbara and Scott Reed, Tom Riis, Marian Thomas

STEWARDSHIP REPORT 2025

Members of the Stewardship Committee for 2024-2025 include: Ralph Thompson, Chairperson, Bob Longworth, Secretary, Barbara Blodgett and Kristin Peterson. Linda Gates served as liaison from the Executive Council. Financial Secretary is Miranda Schaum and Treasurer is Mike Schmid.

We, on the Stewardship Committee, are very pleased to celebrate that 84 pledges reveal a commitment to give \$317,686.00 to spark our mission of ministry for the next year.

Our Stewardship theme for this year was, “Honoring Our Mission”, based on the new mission statement of the church. That mission statement reminds us that we are first and foremost, followers of Jesus Christ. No higher allegiance can we have as Christians than is our active commitment to follow the Son of God.

We all know that honoring Jesus through our mission will require diligence and perseverance in the months head. As the scripture says, we must never grow tired of doing good, Galatians 6:9-10.

In this regard, I am inspired by the words of a tune composed by Pete Seeger, Alex Comfort, Alice Lynd and Staughton Lynd, “One Man’s Hands”, copied here with editing for gender inclusion.

1. Just my hands can't tear a prison down.
Just our hands can't tear a prison down.
(Chorus)
But if two and two and fifty make a million
We'll see that day come 'round.
We'll see that day come 'round.
2. Just my eyes can't see the way ahead.
Just our eyes can't see the way ahead.
(Chorus)
3. Just my voice can't shout to make them hear.
Just our voices can't shout to make them hear.
(Chorus)
4. Just my faith can't bring a world a peace.
Just our faith can't bring a world a peace.
(Chorus)

My addition

5. Just my love can't bring the world to Christ.
Just our love can't bring the world to Christ.
(Chorus)
But if two and two and fifty make a million.
We'll see that day come 'round.
We'll see that day come 'round.

Blessings on your giving and your living!

Sincerely,
Ralph Thompson, Chairperson

From your Stewardship Committee,

Barbara Blodgett
 Bob Longworth
 Kristin Peterson
 Ralph Thompson
 Linda Gates Executive Council liaison

Year	Amount Pledged	# of Pledges	# of New Pledges	# of Increased Pledges	# of Same as Previous Year pledges	# of Decreased Pledges
2025	\$317,686	84	14	33	30	7
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

PHOTO: First Church celebrating the annual Big Parade.



The First Church in Oberlin, U.C.C. - Oberlin OH
Balance Sheet as of December 31, 2024

Thursday, January 16, 2025

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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	11,327	11,607	142	11,750
1.00.014	UCC Cornerstone Church Builders Fund 2	71,314	73,636	1,193	74,830
1.00.080	Vanguard GNMA Asset (VFIJX)	114,574	111,683	(3,111)	108,571
1.00.112	U.C.F. Fixed Income Fund	4,732	4,964	(151)	4,812
1.00.114	Vanguard Cash Reserves Fed Money Market (VMRXX)	20,201	262,139	(13,494)	248,645
	Fixed Income	\$222,150	\$464,030	(\$15,420)	\$448,610
Cash Accounts					
1.00.008	Northwest Checking Account	97,362	31,198	41,342	72,541
	Cash Accounts	\$97,362	\$31,198	\$41,342	\$72,541
Balanced Funds					
1.00.110	U.C.F. Moderate Balanced	30,134	33,160	(899)	32,260
	Balanced Funds	\$30,134	\$33,160	(\$899)	\$32,260
Equity Funds					
1.00.035	Parnassus Core Equity Fund (PRBLX)	562,966	616,352	2,593	618,945
1.00.060	Vanguard Index Trust (VFIAX)	781,177	684,722	17,423	702,145
1.00.111	U.C.F. Equity Fund	40,208	46,368	(930)	45,438
1.00.113	U.C.F. Beyond Fossil Fuels Fund	85,102	102,636	(1,162)	101,474
	Equity Funds	\$1,469,455	\$1,450,080	\$17,923	\$1,468,003
	Total Assets	\$1,819,102	\$1,978,470	\$42,945	\$2,021,415
Liabilities					
2.00.000	Accounts Payable/Vendors	0	0	0	0
2.00.015	UCC Cornerstone Fund Mortgage Loan	18,093	108,115	0	108,115
	Total Liabilities	\$18,093	\$108,115	\$0	\$108,115
Fund Balance					
3.20.060	Restricted Endowment Fund Balance	142,720	162,879	137	163,017
	Total Restricted Endowment Fund	\$142,720	\$162,879	\$137	\$163,017
3.20.070	Unrestricted Board Designated Fund Balance	1,584,453	1,732,061	1,465	1,733,526
	Total Unrestricted Endowment Fund	\$1,584,453	\$1,732,061	\$1,465	\$1,733,526
	Total Endowment Fund	\$1,727,173	\$1,894,941	\$1,603	\$1,896,544
3.10.010	Restricted Expendable Funds Balance	58,685	46,665	3,947	50,612
3.10.050	Bright Ideas Fund Balance	1,650	0	0	0
	Total Restricted Expendable Funds	\$60,336	\$46,665	\$3,947	\$50,612
3.10.040	Unrestricted Expendable Funds Balance	16,303	36,212	510	36,722
	Total Unrestricted Expendable Funds	\$16,303	\$36,212	\$510	\$36,722
3.00.001	Church Operations Balance	(2,848)	(11,250)	4,803	(6,446)
3.00.002	Prepaid Pledges	9,200	4,500	13,100	17,600
3.00.043	Awaiting Destination Fund	1,278	1,589	19,111	20,700
3.20.100	HVAC/Boiler Replacement Balance	(10,432)	(102,302)	(129)	(102,432)
	Total Fund Balance	\$1,801,009	\$1,870,354	\$42,945	\$1,913,300
	Total Liabilities and Fund Balance	\$1,819,102	\$1,978,470	\$42,945	\$2,021,415

Market Value as of:	Cash & Equivalents /Equity		Cash & Equivalents /Equity		Cash & Equivalents /Equity		
	2023-12-31	2024-12-31	2023-12-31	2024-12-31	1 Year	3 Years	5 Years
Vanguard GNMA (VFIJX)	\$ 114,574	\$ 108,572			1.2%	-1.7%	-0.5%
Vanguard Cash Reserves (VMRXX)	\$ 20,201	\$ 248,645			5.2%	4.0%	2.5%
UCF Fixed	\$ 4,732	\$ 4,813			11.7%	-1.3%	0.3%
Cornerstone 1	\$ 11,328	\$ 11,750			2.5%	2.5%	2.5%
Cornerstone 2	\$ 71,315	\$ 74,830			3.3%	3.3%	3.3%
Northwest Checking	\$ 97,362	\$ 72,541					
Subtotal Cash/Cash Equivalents	\$ 319,511	\$ 521,150	17.6%	25.8%			
UCF Balanced	\$ 30,134	\$ 32,261	2.0%	2.2%	22.1%	3.4%	7.0%
Parnassus Index Trust (PRBLX)	\$ 562,966	\$ 618,945	37.5%	41.3%	18.5%	6.4%	13.3%
Vanguard S&P 500 Index (VFIAX)	\$ 781,177	\$ 702,145	52.1%	46.8%	25.0%	8.9%	14.5%
UCF Equity	\$ 40,208	\$ 45,439	2.7%	3.0%	29.4%	5.9%	10.9%
UCF Beyond Fossil Fuels Fund	\$ 85,102	\$ 101,474	5.7%	6.8%	35.5%	9.9%	13.7%
Subtotal Equity	\$ 1,499,587	\$ 1,500,264	82.4%	74.2%			
Total Assets	\$ 1,819,098	\$ 2,021,414					

First Church FUND FACTS

74% invested in equity/26% invested in income or cash equivalents

Income/cash equivalents are typically not rated for ESG, SRI

47% of equity funds in S&P 500 Index

41% of equity funds in ESG/SRI rated managed fund (Parnassus)

12% of equity funds in ESG/SRI rated managed fund (UCF)

48% of equity funds which exclude fossil fuel

ESG - Environmental, Social Governance (no hard standard)

SRI - Socially Responsible Investment (no hard standard)

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2024 for Church Operations

Tuesday, January 14, 2025

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Account #	Account Name	Annual Budget	Period Activity	YTD Balance	% of Annual Budget
Income					
4.20.010	Pledges--Current	273,000.00	32,697.39	311,581.01	114
4.20.015	Pledges--Current (Prepaid)	9,200.00	0.00	9,200.29	100
4.20.020	Pledges - Previous Year	0.00	0.00	12,000.00	0
	Total Pledges	\$282,200.00	\$32,697.39	\$332,781.30	118
4.20.040	Donations--Members	1,500.00	6,160.88	19,500.88	1,300
4.20.050	Donations--Non-members	5,000.00	275.00	1,858.00	37
4.20.060	Loose Offering	1,000.00	155.00	1,311.47	131
	Total Donations	\$7,500.00	\$6,590.88	\$22,670.35	302
4.21.000	<i>Benevolence - Denominational</i>				
4.21.010	Christmas Fund Inc.	2,500.00	2,983.45	3,159.83	126
4.21.070	Neighbors in Need Inc.	2,500.00	125.00	2,375.85	95
4.21.090	One Great Hour of Sharing Inc.	2,500.00	125.00	3,994.57	160
4.21.110	Strengthen the Church Inc.	2,500.00	125.00	1,973.30	79
	<i>Total Benevolence - Denominational</i>	<i>10,000.00</i>	<i>\$3,358.45</i>	<i>\$11,503.55</i>	<i>115</i>
	Total Benevolence - Denominational	\$10,000.00	\$3,358.45	\$11,503.55	115
4.21.001	<i>Benevolence - Non - Denominational</i>				
4.21.115	Souper Bowl Income	0.00	0.00	678.25	0
	<i>Total Benevolence - Non - Denominational</i>	<i>0.00</i>	<i>\$0.00</i>	<i>\$678.25</i>	<i>0</i>
	Total Benevolence - Non-Denominational	\$0.00	\$0.00	\$678.25	0
	Total Special Offerings Income	\$10,000.00	\$3,358.45	\$12,181.80	122
	Total Contribution Income	\$299,700.00	\$42,646.72	\$367,633.45	123
4.25.020	UCC Fund Income	7,000.00	0.00	2,715.94	39
4.25.080	Proceeds from Sale of Investments	83,200.00	16,200.00	83,200.00	100
	Total Investment Income	\$90,200.00	\$16,200.00	\$85,915.94	95
4.30.030	Misc Room Rentals	10,000.00	261.19	10,005.07	100
4.45.010	Fellowship Committee Income		0.00	1,402.00	
4.45.015	Coffee Income	100.00	9.00	45.90	46
4.45.070	Worship-Flowers Income		0.00	590.00	
	Total Miscellaneous Income	\$10,100.00	\$270.19	\$12,042.97	100
4.00.001	Church Ops Misc Income		0.00	186.05	
4.42.590	Winter Retreat Income		0.00	350.00	
4.42.592	Summer Camp Income		0.00	293.00	
4.45.045	Witness Committee Income		0.00	57.00	
	Total Income	\$400,000.00	\$59,116.91	\$466,478.41	116
Expense					
5.41.000	<i>Minister's Salary and Benefits</i>				
5.41.010	Minister Salary	67,736.00	4,779.13	67,735.22	100
5.41.030	Minister Pension	12,843.00	1,070.25	12,728.33	99
5.41.035	Minister Benefits	18,239.00	1,621.42	18,347.14	101
5.41.040	Minister Travel Study & Entertainmnt	3,300.00	1,058.84	1,985.81	60
5.41.050	Minister Study Allowance		60.00	897.77	
5.41.060	Minister Housing Allowance	24,000.00	2,000.00	24,000.00	100
5.41.065	Minister Part B (Vicki)	2,096.00	174.70	2,096.40	100
5.41.070	Minister SS Supplement	7,018.00	707.90	7,107.74	101
	<i>Total Minister's Salary and Benefits</i>	<i>135,232.00</i>	<i>\$11,472.24</i>	<i>\$134,898.41</i>	<i>99</i>
	Minister Expense	\$135,232.00	\$11,472.24	\$134,898.41	99
	TOTAL MINISTER EXPENSE	\$135,232.00	\$11,472.24	\$134,898.41	99

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2024 for Church Operations

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Account #	Account Name	Annual Budget	Period Activity	YTD Balance	% of Annual Budget
5.42.000	CE Director's Salary and Benefits				
5.42.010	CE Director Salary	41,209.00	3,045.33	41,208.59	100
5.42.030	CE Director Pension	5,769.00	480.77	5,908.25	102
5.42.035	CE Director Benefits	31,056.00	2,816.38	31,821.90	102
5.42.040	CE Director Travel & Ent	477.00	0.00	203.30	43
5.42.050	CE Director Study Allowance	52.00	0.00	425.00	817
5.42.070	CE Director SS Suppl	3,152.00	232.97	3,151.86	100
	<i>Total CE Director's Salary and Benefits</i>	<i>81,715.00</i>	<i>\$6,575.45</i>	<i>\$82,718.90</i>	<i>101</i>
	CE Dir Expense	\$81,715.00	\$6,575.45	\$82,718.90	101
5.42.500	CE Program				
5.42.013	Children/Youth-Designated		0.00	120.00	
5.42.520	Resources and Supplies	1,350.00	101.79	934.99	69
5.42.540	Youth Programs	800.00	(49.49)	349.14	44
5.42.545	Friday Night Hangout	300.00	0.00	0.00	0
5.42.570	Special Program Expense	1,000.00	0.00	1,047.92	105
5.42.580	Child Care	4,000.00	150.00	2,598.00	65
	<i>Total CE Program</i>	<i>7,450.00</i>	<i>\$202.30</i>	<i>\$5,050.05</i>	<i>66</i>
	CE Program Expense	\$7,450.00	\$202.30	\$5,050.05	66
	TOTAL CE PROG EXPENSE	\$89,165.00	\$6,777.75	\$87,768.95	98
5.44.000	Music Director's Salary and Benefits				
5.44.010	Music Dir Salary	16,950.00	1,252.63	16,950.49	100
5.44.020	Music Dir Social Security	1,297.00	95.83	1,309.19	101
5.44.040	Music Dir Travel & Education	0.00	0.00	0.00	0
	<i>Total Music Director's Salary and Benefits</i>	<i>18,247.00</i>	<i>\$1,348.46</i>	<i>\$18,259.68</i>	<i>100</i>
	Total Music Director Expense	\$18,247.00	\$1,348.46	\$18,259.68	100
5.44.100	Organist's Salary				
5.44.110	Organist Salary	11,644.00	860.47	11,643.89	100
5.44.120	Organist Social Security	891.00	65.83	878.27	99
	<i>Total Organist's Salary</i>	<i>12,535.00</i>	<i>\$926.30</i>	<i>\$12,522.16</i>	<i>100</i>
	Total Organist Expense	\$12,535.00	\$926.30	\$12,522.16	100
5.44.199	Other Music Staff Salary				
5.44.200	Choral Scholars	10,000.00	520.00	4,620.00	46
5.44.510	Vacation/Summer Organist	250.00	0.00	0.00	0
	<i>Total Other Music Staff Salary</i>	<i>10,250.00</i>	<i>\$520.00</i>	<i>\$4,620.00</i>	<i>45</i>
	Total Other Directors Expense	\$10,250.00	\$520.00	\$4,620.00	45
5.44.600	Music Program				
5.44.610	Johnson/Drummond Music Funds	971.00	0.00	125.00	13
5.44.710	Instrumentalists	1,700.00	565.00	1,065.00	63
5.44.900	New Music & Supplies	100.00	217.79	430.78	431
5.44.920	Organ Maintenance	1,300.00	0.00	0.00	0
5.44.930	Keyboard Maintenance	300.00	0.00	180.00	60
5.44.945	Handbell Maintenance	300.00	0.00	0.00	0
	<i>Total Music Program</i>	<i>4,671.00</i>	<i>\$782.79</i>	<i>\$1,800.78</i>	<i>39</i>
	Total Other Music Expense	\$4,671.00	\$782.79	\$1,800.78	39
	TOTAL MUSIC EXPENSE	\$45,703.00	\$3,577.55	\$37,202.62	81
5.45.000	Committees				
5.45.010	Fellowship Committee	300.00	10.11	188.46	63
5.45.020	EC, Meetings & Retreats		0.00	210.00	

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2024 for Church Operations

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Account #	Account Name	Annual Budget	Period Activity	YTD Balance	% of Annual Budget
5.45.040	Stewardship Committee	500.00	0.00	242.37	48
	<i>Total Committees</i>	<i>800.00</i>	<i>\$10.11</i>	<i>\$640.83</i>	<i>54</i>
5.45.015	Coffee Expense	250.00	99.64	563.41	225
5.45.016	Wednesday Night Supper Expense		(529.00)	(100.27)	
5.45.044	<i>Witness Committee</i>				
5.45.045	Witness -- Membership	125.00	0.00	321.50	257
	<i>Total Witness Committee</i>	<i>125.00</i>	<i>\$0.00</i>	<i>\$321.50</i>	<i>257</i>
	Total Other Committee Expense	\$1,175.00	(\$419.25)	\$1,425.47	112
5.45.060	<i>Worship & Literature</i>				
5.45.062	Communion		0.00	26.05	
5.45.063	Bulletins		101.25	136.72	
5.45.064	Worship Resources - not literature		36.18	362.61	
	<i>Total Worship & Literature</i>	<i>1,750.00</i>	<i>\$137.43</i>	<i>\$525.38</i>	<i>30</i>
5.45.069	<i>Worship Program</i>				
5.45.070	Worship -- Flowers	100.00	241.48	433.48	433
5.45.080	Worship -- Guest Preachers	800.00	0.00	1,054.00	132
	<i>Total Worship Program</i>	<i>900.00</i>	<i>\$241.48</i>	<i>\$1,487.48</i>	<i>165</i>
	Total Worship Committee	\$2,650.00	\$378.91	\$2,012.86	76
	TOTAL COMMITTEE EXPENSE	\$3,825.00	(\$40.34)	\$3,438.33	87
5.21.000	<i>Benevolence - Denominational Exp</i>				
5.21.010	Christmas Fund Exp.	2,500.00	2,806.38	2,931.38	117
5.21.070	Neighbors in Need Exp.	2,500.00	125.00	2,375.85	95
5.21.090	One Great Hour of Sharing Exp.	2,500.00	125.00	3,994.57	160
5.21.110	Strengthen the Church Exp.	2,500.00	125.00	1,973.30	79
	<i>Total Benevolence - Denominational Exp</i>	<i>10,000.00</i>	<i>\$3,181.38</i>	<i>\$11,275.10</i>	<i>113</i>
	Benevolence--Denominational	\$10,000.00	\$3,181.38	\$11,275.10	113
5.21.001	<i>Benevolence - Non-Denominational- (See Outreach)</i>				
5.21.115	Souper Bowl Expense		0.00	678.25	
	<i>Total Benevolence - Non-Denominational- (See Outreach)</i>		<i>\$0.00</i>	<i>\$678.25</i>	
	Benevolence - Non-Denominational		\$0.00	\$678.25	
	Total Special Purpose Offering	\$10,000.00	\$3,181.38	\$11,953.35	113
5.43.000	<i>Outreach Benevolence Allocations</i>				
5.43.010	OCWM (Our Church's Wider Mission)	10,000.00	0.00	10,000.00	100
5.43.025	Bongiorno Fund	1,828.00	828.00	1,828.00	100
5.43.030	Kilmer Supplement	4,078.00	78.00	4,078.00	100
5.43.045	Summer Camp		0.00	1,545.00	
5.43.050	Other Allocations	12,314.00	6,919.85	12,609.00	102
	<i>Total Outreach Benevolence Allocations</i>	<i>28,220.00</i>	<i>\$7,825.85</i>	<i>\$30,060.00</i>	<i>101</i>
	TOTAL BENEVOLENCES	\$38,220.00	\$11,007.23	\$42,013.35	104
5.46.000	<i>Office Manager's Salary and Benefits</i>				
5.46.010	Office Manager Salary	41,367.00	2,834.87	34,348.35	83
5.46.020	Office Manager Social Security	3,165.00	216.86	2,882.13	91
	<i>Total Office Manager's Salary and Benefits</i>	<i>44,532.00</i>	<i>\$3,051.73</i>	<i>\$37,230.48</i>	<i>84</i>
	Total Office Manger Expense	\$44,532.00	\$3,051.73	\$37,230.48	84
	Total Treasury Expense		\$0.00	\$0.00	
5.46.499	<i>Office Expense</i>				

The First Church in Oberlin, U.C.C. - Oberlin OH
Treasurer's Report as of December 2024 for Church Operations

Tuesday, January 14, 2025

Page 4 of 4

Account #	Account Name	Annual Budget	Period Activity	YTD Balance	% of Annual Budget
5.46.500	Office Supplies	2,750.00	164.54	1,982.11	72
5.46.510	Postage	800.00	146.00	480.27	60
5.46.530	Copy Machine	3,000.00	342.55	3,430.83	114
5.46.540	Software/Subscriptions	8,100.00	498.95	7,778.49	96
5.46.550	Internet, Website & Cable	2,200.00	109.95	4,180.07	190
5.46.560	Advertising	325.00	0.00	150.00	46
5.46.571	Bank fees	50.00	0.00	123.55	247
5.46.576	Vanco Fees	1,000.00	100.61	1,170.22	117
5.46.580	PAYCHEX Service Fees	3,500.00	277.90	3,513.28	100
	<i>Total Office Expense</i>	<i>21,725.00</i>	<i>\$1,640.50</i>	<i>\$22,808.82</i>	<i>105</i>
	Total Office Expenses	\$21,725.00	\$1,640.50	\$22,808.82	105
	TOTAL CHURCH OFFICE EXP	\$66,257.00	\$4,692.23	\$60,039.30	91
5.47.010	Cleaning Service & Setup Contractor	11,965.00	946.15	11,346.67	95
	Total Sexton Expense	\$11,965.00	\$946.15	\$11,346.67	95
5.47.500	Electricity	3,785.00	(1,237.90)	4,306.34	114
5.47.510	Water	498.00	(910.47)	358.71	72
5.47.520	Sewer	182.00	(661.23)	271.41	149
5.47.530	Gas	8,294.00	565.44	1,690.71	20
5.47.540	Steam	1,965.00	0.00	2,620.00	133
5.47.550	Telephone	4,128.00	165.40	3,872.01	94
	Total Utilities Expense	\$18,852.00	(\$2,078.76)	\$13,119.18	70
5.47.560	Property Insurance	43,000.00	11,616.25	43,297.00	101
	Total Property Insurance	\$43,000.00	\$11,616.25	\$43,297.00	101
5.47.571	Fire Alarm System	6,558.00	0.00	8,749.93	133
5.47.575	<i>Church Supplies/Services</i>				
5.47.570	Cleaning Supplies		0.00	194.64	
5.47.573	Church Supplies/Service		0.00	1,268.87	
5.47.577	AED & Safety		125.42	1,528.06	
	<i>Total Church Supplies/Services</i>	<i>5,000.00</i>	<i>\$125.42</i>	<i>\$2,991.57</i>	<i>60</i>
5.47.579	Elevator	2,000.00	0.00	2,081.25	104
5.47.580	Building Improvement & Repair	24,000.00	5,789.68	13,135.29	55
5.47.590	Grounds Maintenance	9,000.00	300.00	7,225.00	80
	Total Maintenance Expense	\$46,558.00	\$6,215.10	\$34,183.04	73
5.47.610	Worker's Compensation	402.00	29.32	340.68	85
	Total Worker's Compensation	\$402.00	\$29.32	\$340.68	85
	TOTAL CHURCH OPERATION	\$120,777.00	\$16,728.06	\$102,286.57	85
5.00.001	Church Ops Misc Expenses	250.00	0.00	0.00	0
5.47.535	Refuse	1,164.00	98.70	1,184.88	102
5.47.565	Property Assessment	1,500.00	0.00	1,269.05	85
	Total Expense	\$502,093.00	\$54,313.42	\$470,101.46	93
	Difference	(\$102,093.00)	\$4,803.49	(\$3,623.05)	

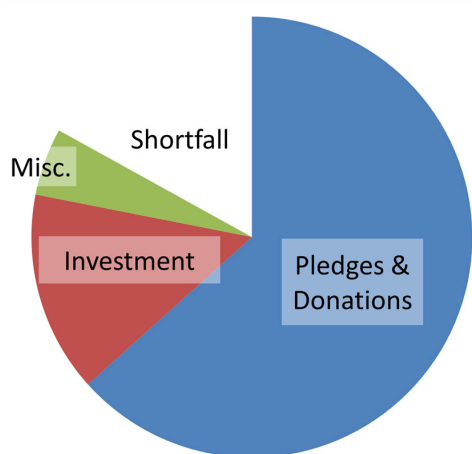
Narrative Budget 2025

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

INCOME - \$470,000, needed: \$566,000

I. Pledges, Donations & Loose Offering - \$358,584

Your generous giving provides **76%** of First Church's identified income for 2025, which makes it possible to carry out our ministry and mission at The First Church in Oberlin, UCC!



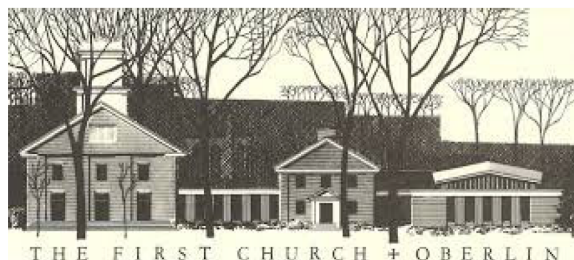
II. Church-Use and Investment Income - \$111,416

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 2025 —**\$80,700**. 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 - **\$11,000**.

III. Extra Support - \$96,000

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!



THE FIRST CHURCH + OBERLIN

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 2025

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

EXPENSE - \$566,000

I. Worship & Spiritual Life - \$195,681

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 - \$92,945

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 encourage our members of all ages to connect to the wider UCC community. Although the Heartland Conference of the UCC is in the process of selling Templated Hills, summer camp will still take place in other locations, and we hope to continue sending campers to meet other UCC youth from across the conference. We also encourage our church members to get connected to online seminars and events sponsored by the Heartland Conference's various working groups, and by the UCC's National offices.

Under the direction of Jennifer Bertoni, Director of Faith Formation, First Church is a place to grow!

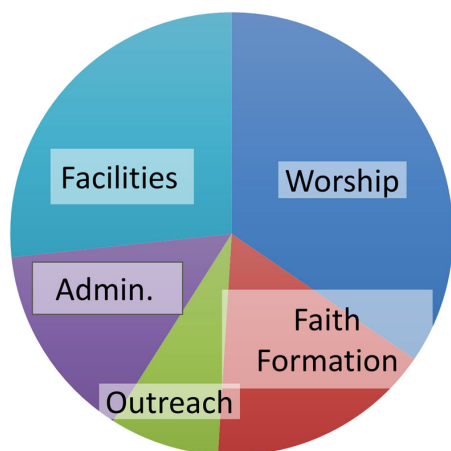
Narrative Budget 2025

THE FIRST CHURCH IN OBERLIN, UNITED CHURCH OF CHRIST

EXPENSE (Cont.) - \$566,000

III. Outreach & Service - \$45,329

For 2025, 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 more than \$40,000 in rent subsidies for sponsored groups using our facilities.



IV. Facilities - \$151,033

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, Orange Blossom, 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. Our boiler replacement project is in its final stages of completion. We have spent \$372,900 project to date and raised \$144,230 in individual contributions to offset these costs and reduce our exposure to long term debt. Thank you to Gene Matthews especially and all of our contributors!

V. Administration & Committees - \$81,013

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.

		2024	2024	2025
		Budget	Actual	Draft Budget
INCOME				
4.20.010	Pledges--Current	273,000	311,581	317,686
4.20.015	Pledges--Prepaid	9,200	9,200	17,600
4.20.020	Pledges--Previous years		12,000	
	Total Pledges	282,200	332,781	335,286
4.20.040	Donations--Members	1,500	19,501	8,148
4.20.050	Donations--Non Members	5,000	1,858	2,350
4.20.060	Loose Offering	1,000	1,311	1,000
	Total Donations	7,500	22,670	11,498
4.21.000	Benevolence - Denominational	10,000	11,504	11,500
4.21.010	Christmas Fund	2,500	3,160	3,000
4.21.070	Neighbors in Need Fund	2,500	2,376	2,500
4.21.090	One Great Hour of Sharing Fund	2,500	3,995	4,000
4.21.110	Strengthen the Church Fund	2,500	1,973	2,000
4.21.001	Benevolence - Non-Denominational	0	678	300
4.21.115	Souper Bowl Income	0	678	300
	Total Special Offerings Income	10,000	12,182	11,800
	Total Contribution Income	299,700	367,634	358,584
Investment Income:				
4.24.020	UCC Fund Income	7,000	2,716	2,716
4.25.080	Proceeds from Sale of Investments	83,200	83,200	80,700
	Total Investment Income	90,200	85,916	83,416
Miscellaneous Income:				
4.00.001	Church Ops Miscellaneous Income	0	186	14,200
4.30.030	Misc Room Rental	10,000	10,005	11,000
4.42.590	Winter Retreat Income	0	350	300
4.42.592	Summer Camp Income	0	293	300
4.45.010	Fellowship Committee Income	0	1,402	1,500
4.45.015	Coffee Income	100	46	50
4.45.045	Witness Committee Income	0	57	50
4.45.070	Worship - Flowers	0	590	600
	Total Miscellaneous Income	10,100	12,929	28,000
TOTAL NET INCOME		400,000	466,479	470,000

		2024	2024	2025
		Budget	Actual	Draft Budget
EXPENSE				
MORTGAGE				
5.20.100	Boiler/HVAC Mortgage	31,200	2,557	18,360
TOTAL MORTGAGE		31,200	2,557	18,360
5.41.000 <i>Minister Salary and Benefits</i>				
5.41.010	Cash Salary	67,736	67,736	70,488
5.41.030	Pension	12,843	12,728	13,228
5.41.035	Benefits (Health, Dental)	15,948	18,347	17,040
5.41.040	Travel & Expenses	1,800	1,986	1,800
5.41.050	Study Allowance	1,500	898	1,500
5.41.060	Housing Allowance	24,000	24,000	24,000
5.41.065	Minister Part B (Vicki)	2,096	2,096	2,220
5.41.070	Minister SS Supplement	7,018	7,108	7,228
5.41.071	Sabbatical Expenses	0	0	13,890
TOTAL MINISTER EXPENSE		132,941	134,899	151,395
5.42.000 <i>Faith Formation Staff</i>				
5.42.010	Salary	41,209	41,209	42,445
5.42.020	Pension	5,769	5,908	5,942
5.42.035	Benefits (Health, Dental,)	31,056	31,822	33,060
5.42.040	Travel & Expenses	477	203	500
5.42.050	Study Allowance	52	425	500
5.42.070	SS Supplement	3,152	3,152	3,247
Total Faith Formation Salary & Benefits		81,715	82,719	85,695
5.42.500 <i>Faith Formation Program</i>				
5.42.013	Children/Youth Designated	0	120	0
5.42.520	Resources & Supplies	1,350	935	1,350
5.42.540	Youth Programs	800	349	800
5.42.545	Friday Night Hangout	300	0	300
5.42.570	Special Program Expense	1,000	1,048	1,300
5.42.580	Child Care	4,000	2,598	3,500
Total Faith Formation Program		7,450	5,050	7,250
TOTAL FAITH FORMATION EXPENSE		89,165	87,769	92,945

		2024	2024	2025
		Budget	Actual	Draft Budget
<i>Music</i>				
5.44.010	Director Salary	16,950	16,950	17,459
5.44.020	Director SSI	1,297	1,309	1,336
5.44.040	Travel/Education	0	0	0
5.44.110	Organist Salary	11,644	11,644	11,993
5.44.120	Organist SSI	891	878	917
5.44.200	Choral Scholars	10,000	4,620	7,500
5.44.510	Vacation/Summer Organist	250	0	250
	Total Music Salary & Benefits	41,032	35,401	39,455
5.44.610	*Johnson/Drummond-Instr.	971	125	981
5.44.710	Instrumentalists	1,700	1,065	1,700
5.44.900	New Music & Supplies	100	431	250
5.44.920	Organ Maintenance	1,300	0	1,300
5.44.930	Keyboard Maintenance	300	180	300
5.44.945	Handbell Maintenance	300	0	300
	Total Music Program	4,671	1,801	4,831
TOTAL MUSIC		45,703	37,202	44,286
5.21.000	<i>Benevolence - Denominational</i>	10,000	11,275	11,500
5.21.010	Christmas Fund	2,500	2,931	3,000
5.21.070	Neighbors in Need Fund	2,500	2,376	2,500
5.21.090	One Great Hour of Sharing Fund	2,500	3,995	4,000
5.21.110	Strengthen the Church Fund	2,500	1,973	2,000
5.21.001	<i>Benevolence - Non-Denominational</i>	0	678	300
5.21.115	Souper Bowl Exp	0	678	300
	Total Special Offerings Exp	10,000	11,953	11,800
5.43.000	<i>Outreach Benevolence Allocation</i>			
5.43.010	OCWM (Our Church's Wider Mission)	10,000	10,000	10,000
5.43.025	*Bongiorno Fund	1,828	1,828	1,847
5.43.030	*Kilmer Fund	4,078	4,078	4,120
5.43.045	Summer Camp	0	1,545	2,140
5.43.050	Other Allocations	12,314	12,609	15,422
	<i>Total Outreach Benevolence Allocation</i>	28,220	30,060	33,529
TOTAL BENEVOLENCES		38,220	42,013	45,329

	2024	2024	2025
	Budget	Actual	Draft Budget
COMMITTEES			
5.45.010 Fellowship	300	189	300
5.45.015 Coffee	250	563	500
5.45.016 Wednesday Night Supper	0	(100)	750
5.45.020 EC Meetings & Retreats	0	210	250
5.45.040 Stewardship	500	242	500
5.45.045 Witness: Membership	125	322	125
5.45.060 Worship & Literature	1,750	525	1,750
5.45.070 Worship: Flowers	100	433	100
5.45.080 Worship: Guest Preachers	800	1,054	1,200
TOTAL COMMITTEES	3,825	3,438	5,475
CHURCH OFFICE			
5.46.010 Office Manager Salary	41,367	34,348	42,608
5.46.020 Office Manager SSI	3,165	2,882	3,260
Office Manager Health Benefits	0		5,035
Total Office Salary & Benefits	44,532	37,230	50,903
5.46.500 Supplies	2,750	1,982	2,500
5.46.510 Postage	800	480	800
5.46.530 Copy Machine	3,000	3,431	3,500
5.46.540 Software/subscriptions	8,100	7,778	8,100
5.46.550 Internet, Website, and Cable	2,200	4,180	4,500
5.46.560 Advertising	325	150	300
5.46.565 External Audit/Financial Audit	0	0	0
5.46.570 Stock Transfer/ Bank Fees	50	124	125
5.46.576 Vanco Fees	1,000	1,170	1,200
5.46.580 Paychex Service Fees	3,500	3,513	3,610
Total Office Expense	21,725	22,808	24,635
TOTAL OFFICE	66,257	60,038	75,538

	2024	2024	2025	
	Budget	Actual	Draft Budget	
OPERATION & MAINTENANCE				
5.47.010	Cleaning Service & Setup Contractor	11,347	11,347	12,000
5.47.500	Electricity	3,785	4,306	4,500
5.47.510	Water	498	359	700
5.47.520	Sewer	182	271	529
5.47.530	Gas	8,294	1,691	12,000
5.47.535	Refuse	1,164	1,185	1,200
5.47.540	Steam	1,965	2,620	0
5.47.550	Telephone	4,128	3,872	1,320
5.47.560	Property Insurance	43,000	43,297	47,627
5.47.565	Property Tax/Assessments	1,500	1,269	1,500
5.45.575	Church Operation Supplies/ Services	5,000	2,992	4,000
5.47.579	Elevator	2,000	2,081	2,100
5.47.571	Fire Alarm System	6,558	8,750	6,500
5.47.580	Building Improvement and Repair	24,000	13,135	20,000
5.47.581	HVAC/Boiler System Maintenance	0	0	10,000
5.47.590	Grounds Maintenance	9,000	7,225	8,000
5.47.610	Worker's Compensation	402	341	400
5.00.001	Misc. Church Operations	250	0	298
TOTAL OPER. & MAINT		123,073	104,741	132,673
TOTAL OPERATING EXP		530,383	472,657	566,000
SURPLUS (DEFICIT)		(130,383)	(6,179)	(96,000)

Reaffirmation of 4/22/18 FIRST CHURCH Resolution to be “Sanctuary Church”

WHEREAS, on April 22, 2018, following a process of discernment led by the First Church Outreach and Service Committee, the congregation of First Church unanimously passed a resolution that First Church become a Sanctuary Church, and

WHEREAS, since October 31, 2021, First Church has so served, guided by Old and New Testament imperatives on hospitality that drove this decision, and

WHEREAS, the President-elect of the United States conducted an electoral campaign unprecedented in its vilification and dehumanization of immigrants; and

WHEREAS, the President-elect has nominated and/or appointed officials to be in charge of immigration and border policies who have vowed to launch the “biggest deportation operation this country’s ever seen,” including one official who oversaw the family separation policy during the President-elect’s first term in office; and

WHEREAS, the President-elect stated that, on his first day in office, he will rescind a long-standing policy that prevented Immigration and Customs Enforcement (ICE) agents from arresting immigrants without proper authorization in or near churches and other houses of worship; and

WHEREAS, the Fourth Amendment to the U.S. Constitution guarantees all individuals regardless of citizenship status the right “to be secure ... against unreasonable searches and seizures” in their homes; and

WHEREAS, Immigration and Customs Enforcement (ICE) agents may not enter buildings, or any area in any building, to which public access is not permitted without explicit authorization or without a legally binding warrant which they must produce; and

WHEREAS, the Oberlin City Council affirmed in a resolution on March 6, 2017, “its strong support for fundamental Constitutional rights as well as its ‘opposition to federal measures that infringe on civil liberties; and reaffirms its strong support for the rights of non-citizen and citizen immigrants... and opposes measures that single out individuals for legal scrutiny or enforcement activity based on their country of origin’”; and

WHEREAS, on December 17, 2024, the First Church Executive Council has reaffirmed the spirit of the April 22, 2018 resolution declaring the First Church in Oberlin a “Sanctuary Church”;

NOW THEREFORE, be it resolved that the First Church in Oberlin (UCC) reaffirms its commitment to be a “Sanctuary Church” and, working with local agencies (e.g., Oberlin Community Supporting Immigrants, Oberlin City Council, Oberlin Police Department) to ensure the safety and wellbeing of the immigrant community seeking refuge, will continue to be a “Sanctuary Church.”