



But this I call to mind, and therefore I have hope:
The steadfast love of the Lord never ceases,
his mercies never come to an end;
they are new every morning; great
is your faithfulness.
Lamentations 3:21-23

2023

ANNUAL REPORT



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Senior Minister

As I write this, my final annual report, my heart is overflowing with gratitude. Thirty-two years is a long time, but in some ways the time has flown! Words fail me as I think back on it all, each year with its own challenges and joys, and so very much for which to be grateful. This year was no exception. Early in the year we shared with the congregation our plans for retirement and outlined a proposed process for this transition. Our stellar Call Committee soon began their work, which Paul and I supported as we could and as was appropriate, mainly advising on process, UCC protocol, and training facilitators for the Listening Sessions. We are so grateful to the Call Committee for doing their work with the utmost integrity, faith, and care. And we are so grateful to Amelia for saying yes!

The work of the church continued, with providing pastoral care for those in crisis, in the hospital, and in other settings. We planned and led worship, always with an aim to making it accessible, substantive, uplifting, genuine, and faithful. Throughout the year we offered several themed series, including Lent and Advent series and the summer series, “I’ve Been Meaning to Ask . . . “ Small groups continued to be an important way for people to connect, and one of the aspects of ministry that I enjoyed most. We had several series of groups that met in person, and Paul and I continued to lead the Wednesday prayer time at the labyrinth, with several participants filling in whenever we were away. We have also continued to meet with the Front Porch group via zoom, which has been a source of delightful conversation and camaraderie. Other groups have been ongoing as well, and I am so very grateful for the leadership of Pat Boswell and Jeri Rowe for their ongoing work.

We continued with the children’s class on Sunday mornings and are expanding our team of teachers. The Smith class continued online with the incredible leadership of Clif Karnes. Words cannot convey the depth of gratitude we have for his faithful work, and the faithfulness of class members.

Our work with refugees continued, with the church providing a safe and comfortable space for families arriving from refugee camps, who stayed until affordable housing could be found. Our stalwart volunteers have prepared the space repeatedly, have tutored and provided transportation, legal support, and so much more. I met with the Board of Deacons, Christian Service, and Christian Connections as often as I could, and am so thankful for all the great leadership with those boards. I continued to find ways to engage our church in current critical issues such as Christian nationalism, affordable housing, fair elections, and others.

One of the great joys this year was the return of our church retreat. Planning began last January, and though we were unable to attend, we heard outstanding reports from those who did. Sadly, the year brought a number of deaths, and we held memorial services, which ranged from simple services in the Memorial Garden to full services in the sanctuary.

Of course, one of the greatest joys is to celebrate the baptism of babies, children and adults, and this year we celebrated two infants and one child. In December, we celebrated the ordination of Kerri Miller. We joyfully received new members, some in person and some online.

2023 was in many ways like other years, and yet so very different. We moved through the transition plans and process, with so many vital conversations and focused effort. New staff came onboard, and we are enjoying working with and getting to know them. And of course, the year proved an exceedingly difficult one personally, with illnesses and injuries, with the loss of a longtime dear friend in Dale Walker, then my brother’s death, and of course the death of our beloved daughter Meghan. We are slowly mending, by the grace of God and the incredible support you have given us. The way that so many stepped in and kept things going strong in that period inspires me still and serves as an important reminder of what this church is capable of. I will forever be grateful to the clergy, lay leaders, and membership for the compassion, grace and support through that time.

Our plans for retirement are in flux, but we believe the time is right. We promise our full support to Amelia, we promise to observe healthy boundaries. Friends, serving this amazing congregation has been the greatest honor and privilege of my life. Thank you for teaching me how to be a pastor; thank you for your tears, your laughter, your trust. As we complete our time here, I encourage you to stay involved, keep your hearts and minds open and focus on what matters most. You will remain in our prayers and in our hearts always.

Respectfully submitted,
Julie

Associate Minister

Last Stewardship Drive, Final Sermon, Final Annual Report: do we sense a pattern? After over 32 years of involvement at this church, and a 18 year stretch as first Minister of Christian Education and then Associate Minister, the time has come to give up my keys and take my books and tools home. Much of the 2023 has gone to "turning over the reins" - training Chris Shields, who has ably taken over work in the building, trying to write down the bits on information that could/can be helpful (some passed along to me by Russell Powell and Lewis Duckworth many years ago), cleaning my office, and helping make sure the transition to Amelia and Caretta and Chris is successful.

In 2023 I led some major church cleaning efforts, moving a dumpster's worth of stuff, and then some, to its final rest. We re-mulched the playground, and even expanded the play area. The solar power system finally was completed, after long delays in securing the proper equipment. The system hums along daily, albeit with a couple glitches that the company notes and corrects. Our building use remains high, and building use income remains strong. We have more recovery groups than ever, Peas in the Pod Preschool has slowly grown to now four classrooms, Triad Pride Performing Arts expanded their use of our building in 2023 and will expand in 2024, as will the Stagelights summer programs. We hosted 5 refugee families in 2023 in our living space while they await more permanent housing. In addition, I participated in worship every Sunday, I participated in committee and Church Council meetings, special worship services, funerals/memorial services, baptisms, even the ordination of Kerri Miller.

My last Stewardship Campaign is just about completed - some of us are slower to return pledges than others - but God loves us all! (And yes, that is a hint - if you have not, please turn in your pledges!) Our research has noted church income can fall by 1/3 in times of Pastoral change, which was one main reason Julie, and I chose this Transitional Model of hiring Amelia and hanging on to assist. As I write this, the second week in January, we are still a little short of fully funding the 2024 budget, and we are confident we will. I've long maintained that our church, by God's grace, has and will have all the funding we need to do our ministry. That's macro-economics. On the micro-economic level, we all have to make a serious commitment to our faith and our church.

Our church gave us so much support during our daughter Meghan's illness and death - we are humbled by your care and generosity. We did what we could to work and lead from Birmingham, but so many people filled in, other staff and leaders and angels. Thank you for helping make that impossible situation bearable.

We sadly said goodbye to Judy Page, our able partner in running the church, as she retired in advance of her move to the Raleigh area. And then we happily said welcome back to Judy, as she transitioned to working for us from Raleigh, helping with the role of bookkeeper and offering her vast institutional memory for Caretta, our wonderful new Office Manager, and the rest of us, as usual. Julie and I rarely made a decision at church before we consulted Judy, and we were a fine team.

When we came to Greensboro in 1991, the church was tied up in knots over whether to enhance the sanctuary (what splendid work!). I helped out around the edges of that capital campaign. The church purchased the gray folding chairs we still use (I helped unload the truck). The church installed energy efficient windows (I helped lead the painting crews). I helped lead the A Living Bridge Capital Campaign and coordinated the construction (the improved bathrooms and flooring, rebuilt Chapel and Parlor, and the Memorial Garden. We also bought new

chairs. I've worked on the lighting, in the hope of cutting our energy costs. I led the youth group(s), taught Sunday School and led small groups. I led the Wednesday evening Supper Study meals and programs. And I led more than a few work trips and projects and BRAG retreats- I've lost count. We learned to place our trust in each other - you've rarely steered me wrong and you've been kind when I charged off in the wrong direction.

It has been my lifetime thrill to serve this church, and to work with my wife Julie. I've tried to help where I could, and I think together, all of us, did a good job. I know Amelia will build on this and take the church in new and important directions. I look forward to that. I also look forward to retirement. It is time, for you and for us, to start a new chapter in our lives. May God continue to bless all of you and this church.

Respectfully submitted,
Paul

Church Moderator

This past year, with the remaining effects of the pandemic mostly in the rear-view mirror, was a year of change, filled with both joy and sorrow, for us at CUCC. We all mourn the death of Meghan Davis Carmichael, Julie and Paul's older daughter, and the good news of the past year is tempered with the grief felt by Meghan's friends and family. Throughout the year, with the guidance of church leaders on boards, committees and ad hoc groups in the congregation, we have remained committed to our goals. As I have written before, the commitment of Julie, Paul, Jimmy and Robin, as well as all those persons who served throughout the year as lay readers and ushers, kept us together as a church community in worship, and for their efforts we in the congregation are extremely grateful. I wish to highlight the members of the Call Committee, and to applaud their conscientious review of applicants to our advertised position, which enabled the vote to invite the Rev. Amelia Fulbright to lead our congregation, following Paul and Julie's retirement. I very much want to thank Amelia for answering our call by moving all the way from Texas with her husband Jonathan and their children to join us at CUCC as our new minister! We are so lucky to have them with us.

The ambitious work of CUCC through our boards and committees continued throughout the year. We continued our support for ongoing projects, such as Wheels for Hope, Interactive Resource Center, Urban Ministry's Food Drives, Crop Walk and many more. The congregation also contributed to assist members of our community in need through the IRC Hospitality Workers Fund, Mustard Seed Community Health, Faith Action, A Simple Gesture and Greensboro Housing Coalition, among others. We again hosted several families in the church throughout the year on their journey to locating permanent residence in the Triad. The church building was buzzing with numerous community groups using our facilities.

Our congregation's work as a Creation Justice Church continued. In April, we had the third annual celebration of the Refugium Pollinator Garden. The solar panels on the church roof are now operational, and we thank the committee and all those individuals who contributed to this project for our future benefit! Small groups, including Pat Boswell's Evening Prayer, Julie's "Front Porch" Wednesday gatherings on Zoom, the Men's Prayer Breakfast with Paul on Fridays and the in-person Labyrinth prayer meetings, brought many opportunities to gather for reflection. Our Art Committee continued to decorate the hallways and Chapel space with artists from within and outside of the congregation, enhancing the background for Sunday services in special ways.

Finally, I want to thank Julie and Paul for all they have given us at CUCC through stirring sermons, dedicated community leadership and compassionate pastoral care for so many years. I have also been very happy to serve our congregation as moderator for the past four years. I know that Anne Barton will do a wonderful job as our new moderator to speak on behalf of the congregation to Amelia in issues pertaining to CUCC, as well as to assist Amelia and her family in getting settled in their new church home. I look forward to seeing you all in the Fellowship Hall in 2024!

Respectfully submitted,
Jamie Anderson, Moderator

Director of Music

During the year 2023, there were many changes in the music program as well as the church in general.

- I prepared songs for each Sunday and was able to perform the music during the service with the assistance of Organist, Robin Morace. This year has been a challenge due to various sicknesses, but the choir began singing full time again in August. It was amazing to have them back, and we were able to sing most Sundays.
- Both the Choir and the Handbells were able to perform live in services during the Fall of 2023 as well as the Spring of 2023.
- During the summer, various people in the choir covered and performed during worship services each Sunday.
- Organist Robin Morace was present for all these services, and I was also present for most Sundays during the summer months.
- Robin and I have worked to collaborate more on music choices and have been able to bring many great works of music to our services and to expand the types of music used.
- The handbell group is growing and has several new members. They have performed multiple times during 2023. The group also purchased small hand bells to start using in worship, as well as new gloves.
- We did not have to perform with masks during the past year.
- We had several musicians come in during the fall and Advent season. We also had several members who had been away from choir come back for the Christmas Cantata, in addition to several new members joining us.
- The choir has grown by several members since the fall of 2023.
- This year I continued to be involved in helping to create and set up an Online Streaming Service for the Sanctuary. I have worked to make sure the components are working properly, and also to keep the computer up to date. We are looking at getting a new sound board as this one is over 20 years old.
- The implementation of live streaming the service has really made a huge difference in our church. With many people still not wanting to return in person due to pandemic concerns, we have been able to provide meaningful and professional musical presentations with many being able to experience it without even stepping foot in the church. I feel this will be a great asset for our church as we progress into the future beyond the pandemic.
- This year, we added a YouTube channel live stream as well, which I also learned how to preschedule events in both YouTube and Facebook.
- I was able to create a video for Christmas Eve Service for presentation during worship.

The choir has continued supporting me through this year after losing my mom during 2022 and helped in my wedding. They are such an active part of the church and add much to the services and the different programs that happen during the church year.

All in all, 2023 has been a growing year. I have enjoyed my time as Music Director as I learn new skills with video editing, and with preparing for choir rehearsals and performances. I will strive to continue to bring new music and experiences to the choirs for the coming year. I am so thankful for the confidence that is bestowed in me, and I am growing daily as a musician and leader. I am thankful to be able to reach many people in person as well as online.

Respectfully submitted,
Jimmy Buchanan, Director of Music

Board of Christian Connections

The year 2023 finally allowed us to climb out of our COVID 19 hibernation. As a congregation many of us gradually began to make our way back to church on a regular basis. We began to reconnect, to hug each other and spend time in Coffee Hour sharing our lives again.

The Board of Christian Connections saw our role as one of helping folks reconnect. We worked hard to be creative and invite everyone into situations designed to regrow our relationships. We began the year with our Annual Easter Egg Hunt. It was attended well. We almost needed more eggs. The Easter Egg Hunt was followed by the Annual Baseball Game which had about 30 attendees.

In July, we hosted the Cold Salad Luncheon following church. Everyone brought cold salads of all sorts to share, and we asked folks to sit in random assigned seats so they would be able to get to know others better. This luncheon was well attended, and everyone seemed to have a great time. This was followed by the October Annual Church Retreat at Blowing Rock Conference Center. The attendance was the best we have had in many years. We invited everyone to look for the “Glimmers” in their lives.

In November, we hosted another Covered Dish Luncheon where we asked everyone to bring sandwiches, sides, and desserts. This was also a big hit.

We are looking forward to some exciting things on the horizon for 2024. Everyone is invited to come out and continue to build on those friendships that are the foundation of this church.

Respectfully submitted,
Teresa Earles, Board of Christian Connections Chairperson.

Board of Christian Service

The mission of the Board of Christian Service (BCS) is to assist the congregation in getting involved in CUCC’s ministry within the local community and beyond. The BCS provides a range of opportunities for personal involvement and financial support from the congregation. To support its mission, the following activities were conducted during 2023.

Change4Change

For the Change4Change program, the BCS selects worthy organizations or causes and invites the congregation to donate each month. Following are the amounts collected and the recipients in 2023. The BCS collected funds for each organization over a two-month period.

Months	Amount	Recipient
February	\$637.83	Black Child Development Institute
	637.84	Nehemiah Community Empowerment Center
May	1,033.35	Church World Service Earthquake Relief
July	667.17	Out-of-the-Garden Project
July	667.17	Neighborhood Market, Inc.
September	388.50	A Special Blend
	500.00	Compass Greensboro
	500.00	Peacehaven Community Farm
November	1,332.70	CUCC Immigrant/Refugee Fund
	\$6,364.56	TOTAL

Local Concerns

The BCS donated to a variety of organizations and individuals using Local Concerns Funds, which are included in the CUCC budget each year. At monthly meetings, BCS members discuss urgent needs in the community and organizations where the Local Concerns Funds will have significant impact.

Months	Amount	Recipient
March	\$398.01	Guilford County Schools, Services for Homeless Students
March	1,000.00	Transfer to the CUCC Immigrant/Refugee Fund
June	1,000.00	Church World Service, Triad Immigration Solidarity Fund
June	500.00	Youthsafe
	500.00	Triad Health Project
	500.00	Greensboro Housing Coalition
July	500.00	Faith Action International
	100.00	Frank Moore (Water for the IRC)
August	1,000.00	Wheels for Hope
	500.00	Caring Services, Inc.
	511.55	GCSTOP
September	111.50	A Special Blend
October	500.00	The Barnabas Network
November	500.00	New Arrivals Institute
December	800.00	Travel support for 4 Afghan refugees to attend their asylum hearings in Washington DC (\$200 each)
	608.94	Transfer to the CUCC Mustard Seed Community Health Fund
	\$9,030.00	TOTAL

Wheels4Hope

The BCS donated \$1,000 to Wheels4Hope from the Local Concerns Fund to sponsor the preparation of a car for an individual or family in need. On Sunday, September 10, Wheels4Hope provided a car to an individual. The recipient received a car blessing and gift basket when they picked the car up from the church.

Food/Clothing Collections

The BCS conducted two collections in 2023.

Date	Collected Items	Recipients
May 14-21	Healthy Foods, Gift Cards	BRIC (healthy food program in the Cottage Grove community); food pantry at Stephen's United Church of Christ; restaurant, gas, general clothing/supplies for the Guilford County Homeless Education Program
Dec. 10-17	Winter Clothing	Dare2Share

May Collection: From May 14-21, CUCC collected 25 grocery bags of food, 20 flats/cartons of food in bulk (approximately \$1,100 value overall), \$275 in gift cards, and \$300 in checks for the St. Stephen's UCC food bank and Mustard Seed Community Health's Building Resilient Inclusive Communities (BRIC) program. In addition, we collected \$225 in gift cards for the Guilford County Schools Homeless Education Program.

December Collection: Dare2Share is a clothing closet operating out of Christ Church that serves many immigrants, refugees, and other needy families in Greensboro. They requested help with providing winter clothing for their clients. From December 10-17, CUCC collected 96 winter coats, 49 hats, 52 pairs of gloves, 33 scarves, 17 pairs of shoes, and \$200 in checks.

Crop Hunger Walk

In October, the BCS organized a CROP Hunger Walk event near the church for the Annual Greater Greensboro CROP Hunger Walk and raised \$2,905.42. Sixteen people walked from the church to the entrance of Lake Daniel Park and back.

Promoting Volunteerism

The BCS conducted several activities to encourage the congregation to volunteer in community activities.

- The group developed a volunteer directory in which 20 church members submitted a form describing their volunteer activities and their skills and talents. The directory will be available in the church office for members who are interested in volunteering for an organization to identify someone who could talk to them about their volunteer experience. Also, people planning church activities may review the directory to find people with skills and talents that are needed.
- BCS conducted a volunteer fair during Fellowship Hour on August 27.
- BCS recruited church members to volunteer with the Mustard Seed 2nd Thursday Mobile Market and with the New Arrivals Institute (NAI). One church member regularly volunteers with the Mobile Market, and three church members volunteer with NAI.
- BCS in conjunction with the Creation Justice Team helped to organize a CUCC workday with Community Housing Solutions on March 25 in which 12 members of the church participated in building a wheelchair ramp for an elderly resident of Greensboro.

Respectfully submitted,
Diana Bowman, Chair

Board of Deacons

Charged with addressing the spiritual well-being of the congregation, with leadership from pastors Julie Peeples and Paul Davis, the 2023 Board of Deacons addressed this charge in several ways. Through eight teams with specific leaders, we addressed the following regular and on-going activities.

- Communion (Laurie Shaw) – prepared and served every first Sunday (Katherine Whitmire, a volunteer from the congregation, continued to provide gluten free bread for communion services.)
 - Hospitality (Judy Groves) – coordinated groups of individuals and other groups in the church (e.g. various boards, choir, bell choir, etc.) to prepare and serve refreshments during Fellowship Hour after the Sunday worship services.
 - Lay Readers (Pat Boswell) – secured lay readers for all worship services.
 - Ministering Meals (Pam Aldridge, assisted by Ishmael Whitfield-Harmon) – provided meals for church members who needed this service due to deaths in the family, recuperation from surgeries, etc.)
 - Pulpit Supply (Brenda James, Sharon Karnes, assisted by Lynn Wright-Kernodle) – secured supply pastors for those times our senior minister and associate minister were absent.
 - Special Receptions (Ishmael Whitfield-Harmon) – prepared special receptions, as requested, for funerals & memorial services, ordinations, weddings, etc.)
 - Ushers/Greeters (Lynn Magyar) – provided ushers for every Sunday and for special occasions such as funerals, Maundy Thursday worship, Christmas Eve worship, etc. Ushers also worked with Paul Davis toward responsibilities for safety concerns during worship.
 - Visitation/Care List (George Ritchie) – coordinated deacon support for members identified by the senior pastor as needing special connection with the church, especially those members who were unable to attend church regularly as well as those who did not have the ability to join virtually.
 - In addition, the Board of Deacons offered activities for the congregation to address and process the retirement of our beloved, long-time pastors.
 - •Offered set times in the Chapel for congregants who wished to pray for the church in transition. (Pat Boswell, coordinator)
 - •Offered a session for folks who were feeling grief, loss, sadness with the retirement of our pastors. (Session led by Thelma Flowers)
-

Addressing the desire to help provide “extravagant hospitality” for church members, regular attendees, and visitors, the Board of Deacons (beginning with the Ushers/Greeters) committed to engage regularly and intentionally in welcoming folks in the worship services and in the fellowship time after services. In addition, we

sometimes wore name tags specifically created for deacons, so that visitors might identify us should they have questions.

Among other activities, the deacons participated in the following:

- Helping church-wide volunteers to clean out and organize the deacons 'closet.
 - Requesting the Board of Management to encourage folks to leave parking spaces open on the west side of the church for those who may have mobility issues and who find parking in the east parking lot difficult.
 - Providing information about voting to those members of the church who may have difficulties in getting to the polls, having photo IDs, etc. (Jennifer Harriss)
 - Providing special gifts at Christmas for the staff and residents at Hillcrest House, several of whom attend church regularly (Judy Groves, Jennifer Harriss, and her daughter Grace)
-

To help keep us centered and focused on our charge, volunteers from the board shared an opening devotional and a closing prayer for each meeting. One of our on-going reminders for our work was the current doxology used every Sunday in the worship service:

Here are our hearts. Here are our hands. Here are our lives. Use them as you can. Show us those who hurt. Show us those in need. Show us how to serve. Teach us how to see.

Thank you to the deacons who so faithfully served in 2023 – Pam Aldridge, Mary Beth Boone, Pat Boswell, Sonya Desai, Jan Donahue, Thelma Flowers, Judy Groves, Jennifer Harris, Brenda James, Sharon Karnes, Lynn Magyar, George Ritchie, Laurie Shaw, Bob Williams, and Ishmael Whitfield-Harmon. A special thank you to Mary Beth Boone who faithfully and carefully kept the minutes for each of our meetings.

Respectfully submitted,
Lynn Wright-Kernodle, Chair

Board of Management

Laura Coffee took over the leadership of the Board of Management in May of 2023 after Milton Shaw stepped down. Three vacancies occurred over the course of the year due to members moving and changing life circumstances. Two of these vacancies were filled.

Room rentals have remained strong and expanded this year. We have new and existing individuals and groups using the church for a variety of meetings and purposes. Recovery groups, theatre groups, summer camps, music lessons and the preschool continue to use the building and generate rental income.

The Board approved the budget and forwarded it to the Council for final approval. The Board also approved a policy and implemented some standard practices for staff onboarding. These included:

- Guidelines for CUCC Laptop Use
- Reimbursement and Check Request Policy
- Standard Offer Letters
- Credit cards for staff ordered, received, and issued (agreement doc signed)

The Board of Management reviewed the budget for 2024 prepared by the Finance Committee and monitored the Stewardship Campaign. The board recognized ongoing Insurance premium reductions due to safety and building improvements.

Over the summer staff position job descriptions were finalized and approved and screening committees were formed. Positions were advertised and applicants screened and interviewed. Training for these positions took place for most of the summer into September. Some “double pay” was required with Paul Davis and Judy Page still being paid while they trained the staff member taking over their duties. A childcare staff person is still needed. Outreach efforts to recruit for this position continue.

- Job descriptions written and approved for part time staff: Facilities Manager, Bookkeeper, and Administrative Assistant
- Cloud migration, new software, and hardware ordered and installed for new staff needs.

- Laptops ordered for staff needs.
- Office space configured for part-time staff needs.
- Pastor’s office painted, new lighting and flooring installed.
- AV Sound Tech started in May.
- Facility Manager started in August.
- Administrative Assistant started in August.
- Bookkeeper started in August.
- Bookkeeper resigned in October and Judy Page took over as remote Bookkeeper.

The Board of Management participated in and approved a variety of building and grounds projects this year. These projects focused on preparing for a new Pastor and cleaning out old, broken, and outdated items. As much as possible, items were repurposed and donated to reduce environmental impact. The following highlights building and grounds activities and projects from May – December of 2023:

- Rubber mulch installed in the playground.
- Youth room cleaned out and converted to a “smart AV” meeting room.
- Drainage at entrance repaired.
- Solar project refund completed.
- Attic storage evaluated and cleaned out.
- Dumpster ordered, filled, and disposed.
- Professional tree trimming in front of church completed.
- Two Workdays were held in July.
 - Day 1 - tag and declutter.
 - Day 2 - playground mulch, landscaping, clean out attic, storage, out of date documents for shredding, creeps room organized, and more.
 - Unwanted chairs, piano, furniture was listed on various recycle and freebie sites and pick up and curbside give-away coordinated.
- BOM Coffee Hour hosted – “Back to School Theme” August 20, 2023
- Bathroom Floors (all 6) stripped and cleaned.
- Benches in Labyrinth area ordered, assembled, and replaced.
- Church signage researched and ordered to update Pastor name and old/ missing directional signs.
- Area where snake was seen in sanctuary was sealed.
- Solar panel box protection installed.
- College student care package project was turned over to Deacons.
- Ice maker in kitchen purchased and replaced.
- Ring security system approved and purchased will be installed in 2024.
- Outside lights updated and installed
- Rainbow banner replaced.
- Bookkeeper and office job description updated to accommodate remote bookkeeper role.

Respectfully submitted,
 Laura Coffee, Chair Board of Management

Members-At-Large Committee

During 2023, the three Members-At-Large, Anne Barton, Clif Karnes, and Winnie Leiendecker, attended and participated in meetings of the Church Council, bringing the concerns and suggestions of the congregation to the council. In addition to this important function, it was the central task of the members of the At-Large Committee to seek out and nominate new church officers, board chairs, and board members. We thank our pastors for helping us with this task and we thank all of you who considered our offers. We are especially grateful for those who will be able to serve in the coming year as we move forward under Amelia’s leadership. The At-Large Committee presents the following members to be elected as 2024 officers and as new board members (in bold type):

Church Council *Officers*

Moderator Anne Barton
 Clerk Bill Guill
 Treasurer..... Robin Long
 Financial Secretary Sankey-Moore Painter

Board Chairs

Christian Connections Mary Mig McEntire
 Christian Service Diana Bowman
 Deacons Lynn Wright-Kernodle
 Management Laura Coffee
 Women’s Fellowship..... *Inactive*
 Member-at-Large 2024..... Clif Karnes
 Member-at-Large 2025..... Winnie Leiendecker
 Member-at-Large 2026..... *(To be nominated from the floor)*

Class of 2024

Class of 2025

Class of 2026

Board of Christian Connections

Gayle Currie
 Leona LaPerriere
 Mary Mig McEntire

Ann Buffington
 Charlotte Otts
 Kate Larson

Sue Joe
 Melinda Matthews

Board of Christian Service

Pat Goeldner
 Bill Jarrett
 Karol Neufeld

Patricia Klaers
 Kris Myles
 Bruce Thede

Steve Tate
 Laura Yountz
 Opal Andrews

Board of Deacons

Sonya Desai
 Ish Whitfield-Harmon
 Sharon Karnes
 George Ritchie
 Bob Williams

***Linda Fields**
 Mary Beth Boone
 Jan Donahue
 Jennifer Harriss
 Laurie Shaw

Thelma Flowers
 Jamie Anderson
 Hap Holt-Reid
 Terry Moore-Painter
 Brenda James

Board of Management

Becky Fleischer*

Glenn McDaniel
 Katherine Rowe

Sarah Brokaw
 Michele Cybulski
 Ron Norris

John Porter
 Sarah Harrison
 Tom Leiendecker

Respectfully submitted,
 Anne Barton, Clif Karnes, Winnie Leiendecker

Church Records

New Members

Carol and Todd Snyder
Hunter Thompson
Pam Thompson

Deaths

Carolyn Aldridge
Meghan Davis Carmichael
Uldine Duckworth
Clyde Humphrey
Lawrence Lambert
Keith Reid
Evelyn Sell
Barbara Whitener

Gifts Were Given in Honor of:

The Smith Class

Gifts Were Given in Memory of:

Carolyn Aldrige
Lesley Barker
Jennings Berry
Uldine Duckworth
Teresa McNeil

We compile the lists in this report carefully. Any errors or omissions are inadvertent. If you find that a name has been omitted, please accept our apology. We would be grateful if you would notify us of any corrections.

Building Use Report for 2023

Renters

Karen Collins, Violin Teacher
Kathy Dollyhigh Photography
Stephanie Ezerman, Violin Teacher
Graebert Suzuki Studio
Peas in a Pod Preschool
Stagelights Theatre
Tai Chi Classes
Triad Pride Acting

Groups Using Our Space for Special Dates

American Assn. of University Women
Matthew Carlson Violin Studio
Gate City Quilt Guild
Inner Ground, Inc.
North Carolina Pet Partners
Page High School Band Boosters
Space for Conscious Living
Sunset Hills Garden Club
Triad Pride Performing Arts
Unity in Greensboro
Washington and Lee University Students

Support Programs

Al-Anon
Alcoholics Anonymous
Narcotics Anonymous
S-Anon

In addition to providing much needed space for support programs (all of whom make contributions to the church), we also received \$33,196.28 for Use of Church through charges for rent and donations for special dates.

Investments Committee

Background

Since 1997, Congregational United Church of Christ (CUCC) has invested its endowment funds in the Common Investment Funds of the United Church Foundation (UCF), an UCC-affiliated organization. In doing so, CUCC can benefit from the increased expertise and reduced risks offered by a large and diversified investment fund. All seven of the Church endowment funds are invested in the Moderate Balanced Fund, one that includes both fixed rate securities (bonds) and common stocks. Those who manage these funds follow a “social concerns” investment strategy that avoids investments in corporations that profit from the sale of alcohol, tobacco, gambling, fossil fuels, or military products.

Earnings generated by the various endowment funds support specific Church programs and expenses based on the donor’s wishes. For example, the Trexler Fund supports our Church’s music program while the Pleasants Fund assists children needing help going to summer camp. Both the Smith and Washburn Funds support our church’s community outreach programs. The Bray endowment underwrites several Church programs, including our Youth Group and the Women’s Fellowship. Our largest fund, the Endowment Fund, is directed to “apply the funds for some special purpose of need and not for the ordinary operational expenses of the Church”.¹ All of these funds support vital Church programs. Yet, their restrictions prohibit their support of many important Church expenses, including staff salaries, heating and cooling costs, and the like.

As a rule, the church can only spend the earnings generated by the endowment funds. In this way, these funds offer an enduring source of support. As part of its annual budgeting process, the church selects the fund balances from the prior year to determine how much should be withdrawn during the current year. In recent years, the congregation has chosen to draw 5.5 percent of their value. Since these funds have grown *on average* nearly 6 percent per year over the past ten years, this withdrawal rate allows a modest growth in the value of these funds even as they support current expenses. Of course, generous gifts by past and present CUCC members represent the most important source of growth in these funds.

Only our Unrestricted Gifts Fund (UG Fund) – known previously as the Fran Johnson Fund – is without restrictions on its use. It can serve as a safety net during times of financial challenges. In the past, it has functioned as our source of “pennies from Heaven”. However, continual reliance will eventually deplete it as a source of help.

2023 Performance

The value of the endowment funds rise and fall along with the swings in the stock (and less frequently the bond) markets. This year, one stock index, the S&P 500 gained over 20% in value. These gains were offset partially by rising interest rates and their impact on our bond investments. At the close of 2023, our seven endowment funds now total over \$1,031,000.

To serve as a reference, I have listed the fund balances over recent years in the table below. As you can see, our endowment funds have increased substantially since 2003. This increase is mostly due to the thoughtfulness of past donors, several of which gave generously to the church early in the period. However, the growth in the endowment funds has not continued over the past decade. While their value has remained rather stable, we must remember that they are subject to sudden, unpredictable, and sometimes substantial reversals in market value. We should continue to budget with these realities in mind.

When Julie first came to CUCC, the endowment funds totaled around \$200,000. Their impressive growth since offers further testimony to her remarkable tenure as our Senior Pastor.

Fund	12/31/2003	12/31/2010	12/31/2015	12/31/2022	12/31/2023
Endowment	\$ 358,500.27	\$407,228.66	436,803.90	\$322,248.22	\$315,122.18
Trexler	99,656.31	135,129.71	138,343.50	133,120.41	\$141,211.51
Smith	23,066.22	18,902.44	7,713.67	16,927.54	\$17,944.93
Washburn	18,279.68	30,434.63	31,139.39	29,963.68	\$31,657.34
Pleasants	19,173.19	21,574.11	22,086.42	17,627.99	\$18,701.10
Bray	-----	228,294.73	233,733.98	224,911.50	\$238,578.98
UG Fund	-----	<u>162,793.68</u>	<u>69,798.01</u>	<u>221,456.81</u>	<u>\$268,049.97</u>
Total	518,675.67	1,004,357.96	949,618.77	966,256.16	\$1,031,266.01

Church Program Support

Over the past year, our endowment funds provided over \$49,000 in regular, budgeted support of our Church needs and programming. This level of funding is nearly four times what it was seventeen years ago. Further, we've withdrawn additional funds in recent years to pay for the new roof and repaint the sanctuary; funding these capital expenditures is precisely the role of the Endowment Fund. This year we withdrew \$26,000 to help pay for expenses tied to our successful call and search.

In 2014 the congregation voted to raise the annual draw on these funds from 4 to 5.5 percent of their value. This decision along with our careful management of the operating budget has meant we have largely balanced our budget in recent years. These changes have limited the rapid depletion of UG Fund (as illustrated in the table above) as we use our endowment more effectively by relying more fully on our restricted funds.

Fund	2004 Annual Support	2010 Annual Support	2015 Annual Support	2022 Annual Support	2023 Annual Support
Endowment	\$ 8,243	14,799	27,055	\$21,124	\$17,989
Trexler	2,291	3,981	8,806	8,952	7,628
Smith	1,859	1,058	1,129	1,140	986
Washburn	420	729	1,983	2,016	1,880
Pleasants	-----	764	1,406	1,184	1,008
Bray	1,146	8,299	14,868	15,124	12,891
UG Fund	-----	<u>5,918</u>	<u>7,440</u>	<u>5,920</u>	<u>7,046</u>
Total	\$ 13,958	\$ 35,549	\$ 62,687	\$ 55,460	\$49,428

Capital Gifts

Our endowment funds make an important contribution in underwriting our essential church programs and maintaining our building and property. While we have acted as good stewards, each of these funds reflects the remarkable generosity of past and present members. All were seeded by private gifts, both large and small. Their generosity as well as more recent gifts continue to bless us today.

To ensure this legacy remains undiminished in the future, we can each make a difference. If you want to guarantee our church's mission and role in the community continues uninterrupted in the future, consider making a capital gift. Perhaps you can make a designated gift as you review your will. As we can witness, these gifts make a vital difference in the life of this congregation as well as the health of our broader community.

Currently, CUCC has a variety of giving opportunities. Members can make gifts to any of the existing funds, including the UG Fund. Anyone interested in learning more about such opportunities should speak with Robin Long, our Church Treasurer.

Respectfully submitted,
Bob Williams -Endowment Committee

Treasurer

Following the retirement announcement of our pastors and the subsequent process of preparing for their departure, we incurred expenses which were not budgeted in 2023. In addition to the search and call process expenses, we made an all-out effort to ready our building and grounds, our offices, and our records to welcome our new pastor.

We rented a dumpster to clear out closets and attics and storage spaces of unused and outdated equipment and other items, some older than the total service years of our pastors. We replenished the mulch on the playground. We freshened up the pastor's office. We upgraded office systems to allow staff to work remotely and ensure the safety of our data.

We hired new staff to begin learning the work of our retiring pastors and our retiring office manager. We were fortunate to have the time to overlap these positions, so the new staff members had training time with the outgoing staff. There was a cost to this which is reflected in the expenses of the Board of Management financials.

Overall, annual expenses came in 5% over budget. Annual income came in flat to budget. The year ended with a shortfall of \$23,020.35.

Regarding income, pledged income came in 1% under budget, while unpledged income came in 12% under budget. As a great benefit, the Use of Church income ran 33% over budget, the third year in a row. The space for rent is full. There is little availability for 2024 so the budget remains flat.

Board of Management expenses ran above budget by 7% for the reasons explained above. In addition to expenses related to new staff payroll, building expenses have been up year over year. Fuel and water cost more. Capital expenses and yard care reflect the work done inside and outside the building. We received a notable reduction in insurance costs due to some upgrades we made, which helped the bottom line.

As noted in the Investment Committee report, the search and call expenses were supported by a withdrawal from the Endowment Fund and did not have an impact on the budgeted expenditures.

Of particular interest, with the installation of the solar panels, which went live in May, in a year over year comparison, we realized a savings on electricity of \$2300 in 2023. As soon as we received the rebate from Duke Energy, we paid off the loan we carried for that project.

Board of Christian Connections and Deacons managed expenses well this year and ran under budget.

Board of Christian Service continued this year to facilitate our church's tithing through Our Church's Wider Mission (OCWM) and local concerns, as well as distributing funds for many community needs.

We continue to maintain a strong balance sheet, with \$1,031,000 held at the United Church Foundation (the investment arm of the United Church of Christ) and \$113,887 held in our Bank of America checking account.

Respectfully submitted,
Robin Long, Treasurer

Monthly Summary of Income & Expenses for the General Operating Fund

	<u>Budget Income (\$)</u>		<u>Budget Expense (\$)</u>		<u>Over /Under Budget (\$)</u>		
	<u>Month</u>	<u>2023 YTD</u>	<u>Month</u>	<u>2023 YTD</u>	<u>Month</u>	<u>2023 YTD</u>	<u>2022 YTD</u>
Jan.	57,916	57,916	30,937	30,937	26,979	26,979	4,451
Feb.	33,001	90,916	32,846	63,783	155	27,134	4,216
Mar.	25,810	116,727	31,816	95,599	-6,006	21,128	15,182
Apr.	38,327	155,054	39,174	134,773	-847	20,280	28,823
May	27,943	182,997	30,007	164,780	-2,064	18,217	19,675
Jun.	40,381	223,378	31,858	196,638	8,524	26,740	19,062
Jul.	32,079	255,457	41,516	238,153	-9,437	17,303	36,853
Aug.	24,482	279,939	34,241	272,394	-9,759	7,545	21,307
Sep.	18,257	298,195	37,471	309,865	-19,215	-11,670	9,995
Oct.	34,197	332,392	39,364	349,229	-5,167	-16,837	20,332
Nov.	24,728	357,120	32,417	381,646	-7,689	-24,525	13,397
Dec.	54,798	411,918	53,293	434,939	1,505	-23,020	28,934

Our Financial Status – Balance Sheet as of 12/31/23

<u>Acct. #</u>	<u>Account Name</u>	<u>Balance (\$)</u>	<u>Sub-total (\$)</u>	<u>Total Assets (\$)</u>
Assets				
1.00.01	BOA CUCC Inc. General Checking	116,206.77		
1.00.02	UC Foundation Fund Value	1,031,266.01		
	Total Assets			\$1,147,472.78
Liabilities and Fund Balances				
<i>Liabilities: Funds Held in Checking For Outside Agencies/Recipients</i>				
2.00.00	Accounts Payable/Vendors		\$5,474.28	
2.03.00	Board of Christian Service Sub-Accts			
2.03.02	Mustard Seed Comm Health	(24.39)		
2.03.03	BChServ Collection Drives	500.00		
2.03.14	CROP Walk	50.00		
	Total Board of Christian Service Sub-Accts		\$525.61	
2.05.00	Board of Deacons Sub-Accts			
2.05.02	Poinsettias	1,010.00		
2.05.03	Deacons' Christmas Gift Bags	162.27		
	Total Board of Deacons Service Sub-Accts		\$1,172.27	
2.06.00	Administrative Sub-Accts			
2.06.02	State Payroll Tax Liability	(17.45)		
2.06.04	Credit Card Payable	(192.60)		
2.06.05	Building Use Refundable Deposits	2,521.00		
2.06.09	Accountant Payable (Audit Expense)	2,000.00		
2.06.10	The Pension Boards (Benefits Billing)	4,000.00		
	Total Administrative Sub-Accts		\$8,310.95	
2.07.00	Greater UCC Sub-Accts			
2.07.02	Neighbors in Need	100.00		
2.07.03	Christmas Fund	1,355.00		
	Total Greater UCC Sub-Accts		\$1,455.00	
2.08.00	Fiscal Sponsorship Sub-Accts			
2.08.01	Welcome Conversations Fund/Guilford Greene Grant	2,244.16		
2.08.03	Catawba Thriving Clergy Grant (Women Ministers Retreat)	2,789.99		
2.08.04	AVAEDU	9,230.00		
	Total Fiscal Sponsorship Sub-Accts		\$14,264.15	
	Total Liabilities			\$31,202.26
<i>Fund Balances: Funds Held in Checking Account for Specially Designated CUCC Uses</i>				
3.31.00	General Operating Fund	(23,020.35)		
3.32.10	Sales Tax Fund	(997.04)		
3.33.00	Memorial Fund (Available Balance)	4,057.91		

Our Financial Status – Balance Sheet as of 12/31/23 (continued)

<u>Acct. No.</u>	<u>Account Name</u>	<u>Balance (\$)</u>	<u>Sub-total (\$)</u>	<u>Total Assets (\$)</u>
3.34.00	Estate Bequest Fund (Available Balance)	2,630.32		
3.35.00	Children & Youth Ministry Fund (Available Balance)	6,626.98		
3.36.00	Kernodle Forum Fund (Available Balance)	700.00		
3.37.00	Women’s Fellowship Fund (Available Balance)	1,355.66		
3.38.00	Memorial Garden Fund (Available Balance)	10,318.82		
3.39.00	Refugium Fund (Available Balance)	758.00		
3.40.00	Refugee Resettlement Fund orig (Available Balance)	0.00		
3.41.00	Bd Ch Service Outreach Fund (Available Balance)	7,312.99		
3.42.00	Organ Maintenance Fund (Available Balance)	10,267.81		
3.43.00	Music Fund (Available Balance)	2,475.41		
3.44.00	Pastors’ Sabbatical Fund (Available Balance)	1,406.07		
3.45.00	General Synod Fund (Available Balance)	1,900.00		
3.46.00	Pass Through Fund (Available Balance)	461.50		
3.47.00	Prepaid Pledge Fund (Available Balance)	6,519.98		
3.48.00	Audit Fund (Available Balance)	0.00		
3.49.00	Solar Project Fund (Available Balance)	8,618.47		
3.50.00	Cornerstone Loan Funds - Solar Project (Avail Bal)	0.00		
3.51.00	Search and Call Fund (Available Balance)	778.80		
3.52.00	Refugee Fund - General & Legal (Avail. Bal.)	8,972.39		
3.52.01	Refugee Fund - General	5,894.01		
3.52.02	Refugee Fund - Legal	3,078.38		
3.81.00	Internal Endowment Fund Qtrly Wdl (Avail Bal)	317.18		
3.82.00	Internal Trexler Fund Qtrly Wdl (Avail Bal)	10,707.34		
3.83.00	Internal Smith/Pastor’s Discretionary (Avail Bal)	15,689.15		
3.84.00	Internal Washburn Fund Qtrly Wdl (Avail Bal)	300.94		
3.85.00	Internal Pleasants Fund Qtrly Wdl (Avail Bal)	4,619.66		
3.86.00	Internal Bray Fund Qtrly Wdl (Avail Bal)	383.88		
3.87.00	Internal UG Fund Qtrly Wdl (Avail Bal)	1,442.64		
	Total CUCC Designated Funds Value		\$85,004.51	
<i>Fund Balances: Funds Invested with the United Church Foundation</i>				
3.91.00	Endowment Invested Fund Value	315,122.18		
3.92.00	Trexler Invested Fund Value	141,211.51		
3.93.00	Smith Invested Fund Value	17,944.93		
3.94.00	Washburn Invested Fund Value	31,657.34		
3.95.00	Pleasants Invested Fund Value	18,701.10		
3.96.00	Bray Invested Fund Value	238,578.98		
3.97.00	UG Invested Fund Value	268,049.97		
	Total UC Foundation Invested Funds Value		\$1,031,266.01	
	Total Fund Balance			\$1,116,270.52
	Total Liabilities and Fund Balances			\$1,147,472.78

2023 Activity Detail for Liabilities & Designated Funds

<u>Acct. No.</u>	<u>Account Name</u>	<u>Balance as of 01/01/23</u>	<u>2023 Receipts</u>	<u>2023 Disburse- ments</u>	<u>Balance as of 12/31/23</u>
Liabilities: Funds Held in Checking For Outside Agencies/Recipients					
2.00.00	- Accounts Payable/Vendors	1,167.35	238,943.60	234,636.67	5,474.28
2.03.00	- Bd of Christian Service Sub-Accts				
2.03.01	Cone Elementary School	101.99	0.00	101.99	0.00
2.03.02	Mustard Seed Comm Health	2,321.67	723.94	3,070.00	(24.39)
2.03.03	BChServ Collection Drives	0.00	500.00	0.00	500.00
2.03.05	Triad Health Project	120.00	147.42	267.42	0.00
2.03.06	UCC/SOC Institutions Payable	480.00	0.00	480.00	0.00
2.03.07	Greensboro Urban Ministry Payable	575.00	500.00	1,075.00	0.00
2.03.08	C4C/Black Child Dev Inst & Nehemiah Comm Emp Ctr	1,275.67	0.00	1,275.67	0.00
2.03.09	C4C/GSO Housing Coalition & Barnabas Network	683.82	0.00	683.82	0.00
2.03.11	C4C/CWS	0.00	1,033.35	1,033.35	0.00
2.03.12	C4C/Out of the Garden/Green for Greens	0.00	1,334.34	1,334.34	0.00
2.03.13	C4C/PeaceHaven-Compass-ASpecBlend	0.00	1,483.50	1,483.50	0.00
2.03.14	CROP Walk	0.00	2,955.42	2,905.42	50.00
2.04.00	- Bd of Christian Connections Sub-Accts				
2.04.01	All-Church Retreat Payments	0.00	7,260.27	7,260.27	0.00
2.04.02	Event Tickets	0.00	277.54	277.54	0.00
2.05.00	- Bd of Deacons Sub-Accts				
2.05.01	Easter Flowers	0.00	1,126.37	1,126.37	0.00
2.05.02	Poinsettias	0.00	1,010.00	0.00	1,010.00
2.05.03	Deacons' Christmas Gift Bags	358.87	0.00	196.60	162.27
2.06.00	- Administrative Sub-Accts				
2.06.02	State Payroll Tax Liability	(47.45)	3,147.00	3,117.00	(17.45)
2.06.03	Employee Reimbursement Due	0.00	74.93	74.93	0.00
2.06.04	Credit Card Payable	0.00	3,577.48	3,770.08	(192.60)
2.06.05	Building Use Refundable Deposits	2,250.00	271.00	0.00	2,521.00
2.06.06	Love Offering	386.96	8,063.63	8,450.59	0.00
2.06.07	"Love Knows No Borders" Trip	407.26	0.00	407.26	0.00
2.06.08	UG Invested Fund Payable (Prev Yr's Surplus)	25,934.08	0.00	25,934.08	0.00
2.06.09	Accountant Payable (Audit Expense)	0.00	2,000.00	0.00	2,000.00
2.06.10	The Pension Boards (Benefits Billing)	0.00	4,000.00	0.00	4,000.00
2.07.00	- Greater UCC Sub-Accts				
2.07.02	Neighbors In Need	0.00	2,133.06	2,133.06	0.00
2.07.03	Christmas Fund	1,213.00	1,500.00	1,358.00	1,355.00
2.07.04	Property Insurance (Set-Aside for Qtrly Paymt)	5,388.25	6,817.50	12,205.75	0.00
2.07.05	OCWM National	1,625.00	0.00	1,625.00	0.00
2.07.06	UCC Disaster Relief	1,394.81	0.00	1,394.81	0.00
2.08.00	- Fiscal Sponsorship Sub-Accts				
2.08.01	Welcome Conversations Fund/Guilford Greene Grant	2,244.16	0.00	0.00	2,244.16
2.08.02	Dinner Church	321.57	0.00	321.57	0.00
2.08.03	Catawba Thriving ClergyGrant (WomenMinistersRetreat)	789.99	2,000.00	0.00	2,789.99
2.08.04	AVAEDU	0.00	9,230.00	0.00	9,230.00
2.09.00	- Creation Justice Sub-Accts				
2.09.01	UCC Cornerstone Fund Loan - Solar Project	44,240.03	670.29	44,910.32	0.00
2.09.02	Creation Justice Team - Earth Day	0.00	636.00	636.00	0.00
Total Liabilities		93,232.03	301,416.64	363,546.41	31,102.26

2023 Activity for Liabilities and Designated Funds (continued)

<u>Acct. No.</u>	<u>Account Name</u>	<u>Balance as of 01/01/23</u>	<u>2023 Receipts</u>	<u>2023 Disburse- ments</u>	<u>Balance as of 12/31/23</u>
<i>Designated Funds: Funds Held in Checking for Specific CUCC Purposes</i>					
3.31.00	General Operating Fund	0.00	411,918.22	434,938.57	(23,020.35)
3.32.10	Sales Tax Fund	(1,865.42)	1,913.46	1,045.08	(997.04)
3.33.00	Memorial Fund (Available Balance)	11,352.56	511.21	7,805.86	4,057.91
3.34.00	Estate Bequest Fund (Available Balance)	0.00	2,630.32	0.00	2,630.32
3.35.00	Children & Youth Ministry Fund (Available Balance)	1,126.98	5,500.00	0.00	6,626.98
3.36.00	Kernodle Forum Fund (Available Balance)	700.00	0.00	0.00	700.00
3.37.00	Women's Fellowship Fund (Available Balance)	1,255.66	100.00	0.00	1,355.66
3.38.00	Memorial Garden Fund (Available Balance)	9,688.01	2,000.00	1,369.19	10,318.82
3.39.00	Refugium Fund (Available Balance)	758.00	0.00	0.00	758.00
3.41.00	Bd Ch Service Outreach Fund (Available Balance)	8,931.28	1,342.45	2,960.74	7,312.99
3.42.00	Organ Maintenance Fund (Available Balance)	10,267.81	0.00	0.00	10,267.81
3.43.00	Music Fund (Available Balance)	2,275.41	200.00	0.00	2,475.41
3.44.00	Pastors' Sabbatical Fund (Available Balance)	2,406.07	0.00	1,000.00	1,406.07
3.45.00	General Synod Fund (Available Balance)	1,900.00	0.00	0.00	1,900.00
3.46.00	Pass Through Fund (Available Balance)	310.66	17,398.31	17,247.47	461.50
3.47.00	Prepaid Pledge Fund (Available Balance)	2,000.00	6,519.98	2,000.00	6,519.98
3.48.00	Audit Fund (Available Balance)	6,000.00	0.00	6,000.00	0.00
3.49.00	Solar Project Fund (Available Balance)	15,673.76	4,950.00	12,005.29	8,618.47
3.50.00	Cornerstone Loan Funds - Solar Project (Avail Bal)	(45,000.00)	45,000.00	0.00	0.00
3.51.00	Search and Call Fund (Available Balance)	0.00	25,875.00	25,096.20	778.80
3.52.01	Refugee Fund - General (Available Balance)	4,827.63	5,347.54	4,281.16	5,894.01
3.52.02	Refugee Fund - Legal (Available Balance)	10,000.00	3,200.00	10,121.62	3,078.38
3.81.00	Internal Endowment Fund Qtrly Wdl (Avail Bal)	317.18	18,844.00	18,844.00	317.18
3.82.00	Internal Trexler Fund Qtrly Wdl (Avail Bal)	11,607.34	7,989.00	8,889.00	10,707.34
3.83.00	Internal Smith/Pastor's Discretionary (Avail Bal)	14,988.74	2,073.45	1,373.04	15,689.15
3.84.00	Internal Washburn Fund Qtrly Wdl (Avail Bal)	300.94	1,917.00	1,917.00	300.94
3.85.00	Internal Pleasants Fund Qtrly Wdl (Avail Bal)	3,563.66	1,056.00	0.00	4,619.66
3.86.00	Internal Bray Fund Qtrly Wdl (Avail Bal)	383.88	13,500.00	13,500.00	383.88
3.87.00	Internal UG Fund Qtrly Wdl (Avail Bal)	1,442.64	6,739.00	6,739.00	1,442.64
		75,212.79	586,524.94	577,133.22	84,604.51
<i>Invested Funds</i>					
3.91.00	Endowment Invested Fund Value	322,348.22	35,066.77	42,292.81	315,122.18
3.92.00	Trexler Invested Fund Value	133,120.41	14,866.63	6,775.53	141,211.51
3.93.00	Smith Invested Fund Value	16,927.54	1,884.09	866.70	17,944.93
3.94.00	Washburn Invested Fund Value	29,963.68	3,260.56	1,566.90	31,657.34
3.95.00	Pleasants Invested Fund Value	17,627.99	1,969.82	896.71	18,701.10
3.96.00	Bray Invested Fund Value	224,911.50	25,115.64	11,448.16	238,578.98
3.97.00	UG Invested Fund Value	221,456.81	55,915.77	9,322.61	268,049.97
		966,356.15	138,079.28	73,169.42	1,031,266.01

2023 Income and Expenses for the General Operating Fund

INCOME

<u>Acct. No.</u>	<u>Account Name</u>	<u>2023 Budget (\$)</u>	<u>2023 Actual (\$)</u>	<u>% Budget Received</u>	<u>Over/Under YTD +(0.00)</u>
4.31.03	Regular Offering from Pledgers	304,000.00	301,162.13	99	(2,837.87)
4.31.04	Regular Offering from Non-Pledgers	33,000.00	29,170.81	88	(3,829.19)
4.31.05	Use of Church	25,000.00	33,196.28	133	8,196.28
4.31.06	Bray Fund Inc/Childcare	2,151.00	2,151.00	100	0.00
4.31.07	Bray Fund Inc/Bd of Deacons	6,250.00	6,250.00	100	0.00
4.31.08	Bray Fund Inc/Bd of Christian Conn.	4,500.00	4,499.00	100	(1.00)
4.31.10	Washburn Fund Inc/GUM	1,917.00	1,917.00	100	0.00
4.31.11	Endowment Fund Inc/OCWM	6,000.00	6,000.00	100	0.00
4.31.12	Endowment Fund Inc/Property Ins	12,844.00	12,844.00	100	0.00
4.31.13	Trexler Fund Inc/Accompanist Salary	7,989.00	7,989.00	100	0.00
4.31.14	UG Fund Income	6,739.00	6,739.00	100	0.00
Total Operating Budget Income		\$410,390.00	\$411,918.22	100	\$1,528.22

EXPENSES

<u>Acct. No.</u>	<u>Account Name</u>	<u>2023 Budget (\$)</u>	<u>2023 Actual (\$)</u>	<u>% Budget Received</u>	<u>Over/Under YTD +(0.00)</u>
5.01.01	Pastor's Salary	47,303.00	51,053.04	108	3,750.04
5.01.02	Pastor's Housing	37,202.00	40,168.71	108	2,966.71
5.01.03	Pastor's Pension	18,169.00	18,142.74	100	(26.26)
5.01.04	Pastor's Medical/Dental Ins.	9,050.00	10,416.12	115	1,366.12
5.01.05	Pastor's Life & Disability Ins.	1,268.00	1,265.87	100	(2.13)
5.01.06	Pastor's Automobile Expense	1,500.00	1,327.69	89	(172.31)
5.01.07	Pastor's Continuing Ed.	1,000.00	58.00	6	(942.00)
5.01.09	Associate Pastor's Salary	67,603.00	67,602.96	100	(0.04)
5.01.10	Associate Pastor's Pension	14,535.00	13,358.77	92	(1,176.23)
5.01.11	Assoc. Pastor's Health Insurance	1,979.00	1,978.80	100	(0.20)
5.01.12	Assoc. Pastor's Life & Disability Ins.	1,014.00	932.07	92	(81.93)
5.01.13	Associate Pastor's Automobile Expense	1,000.00	374.01	37	(625.99)
5.01.14	Assoc. Pastor's Continuing Ed.	700.00	0.00	0	(700.00)
5.01.15	Music Director Salary	20,351.00	20,351.04	100	0.04
5.01.16	Accompanist Salary	15,000.00	15,000.00	100	0.00
5.01.17	Office Manager Salary	37,075.00	35,401.26	95	(1,673.74)
5.01.18	Custodian Salary	17,679.00	17,678.88	100	(0.12)
5.01.20	Childcare Coordinator	2,210.00	1,053.49	48	(1,156.51)
5.01.23	Media Assistant Salary		961.60		
5.01.24	Facilities Manager Salary		3,432.00		
5.01.25	Bookkeeper Salary		5,717.15		
5.01.26	Church Administrator Salary		10,685.62		
5.01.80	Staff Continuing Ed.	375.00	0.00	0	(375.00)
5.01.90	Social Security/Medicare	7,062.00	8,555.19	121	1,493.19
Ministry & Staff Expense		\$302,075.00	\$325,515.01	101	\$2,643.64
5.02.01	Fuel	7,500.00	9,059.24	121	1,559.24
5.02.02	Electricity	5,000.00	5,068.90	101	68.90
5.02.03	Telephone	800.00	839.76	105	39.76
5.02.04	Water	2,800.00	3,154.16	113	354.16
5.02.05	Office Supplies	2,000.00	2,396.99	120	396.99
5.02.06	Postage	500.00	157.74	32	(342.26)

(continued)

2023 Income and Expenses for the General Operating Fund (continued)

EXPENSES

<u>Acct. No.</u>	<u>Account Name</u>	<u>2023 Budget (\$)</u>	<u>2023 Actual (\$)</u>	<u>% Budget Received</u>	<u>Over/Under YTD +(0.00)</u>
5.02.07	Internet Access/Website	1,500.00	1,550.01	103	50.01
5.02.08	Photocopier Lease, Maint., Copies	2,750.00	2,234.03	81	(515.97)
5.02.09	Janitorial/Consumable Supplies	2,000.00	3,121.18	156	1,121.18
5.02.10	Maintenance & Capital Expend.	5,000.00	10,024.63	200	5,024.63
5.02.11	Yard Care	5,500.00	10,059.62	183	4,559.62
5.02.12	Snow Removal	1,000.00	0.00	0	(1,000.00)
5.02.13	Property Insurance	27,270.00	18,636.75	68	(8,633.25)
5.02.14	Workers Comp. Insurance	1,950.00	1,671.00	86	(279.00)
5.02.15	Stewardship	1,200.00	1,185.70	99	(14.30)
5.02.16	Auditing	2,000.00	2,000.00	100	0.00
5.02.17	Miscellaneous Bd. of Mgmt.	2,500.00	3,205.75	128	705.75
	Other Bd. Manag. Expense	\$71,270.00	\$74,365.46	104	\$3,095.46
	Total Board of Manag. Exp.	\$373,345.00	\$399,880.47	102	\$5,739.10
5.03.01	Our Church's Wider Mission	13,000.00	13,000.00	100	0.00
5.03.02	Western NC Association Dues	720.00	718.00	100	(2.00)
5.03.03	Local Concerns	9,030.00	9,030.00	100	0.00
5.03.04	Higher Ground	500.00	109.15	22	(390.85)
5.03.05	Greensboro Urban Ministry	1,500.00	1,500.00	100	0.00
5.03.06	Mustard Seed Community Health BCS	1,000.00	1,000.00	100	0.00
5.03.07	UCC/SOC Institutions	1,500.00	1,500.00	100	0.00
	Total Board of Ch. Service Exp.	\$27,250.00	\$26,857.15	99	(\$392.85)
5.04.01	Christian Education	1,600.00	477.00	30	(1,123.00)
5.04.02	Family Enrichment/Special Events	1,500.00	(23.43)	-2	(1,523.43)
5.04.03	Youth Ministry	400.00	412.58	103	12.58
5.04.04	Miscellaneous Bd of Ch Conn	1,000.00	77.11	8	(922.89)
	Total Board of Ch. Conn. Exp.	\$4,500.00	\$943.26	21	(\$3,556.74)
5.05.01	Worship	725.00	1,148.22	158	423.22
5.05.02	Pulpit Supply	800.00	600.00	75	(200.00)
5.05.03	Special Events/Fellowship	650.00	475.61	73	(174.39)
5.05.04	Church Growth & Evangelism	1,000.00	619.51	62	(380.49)
5.05.05	Music Licenses	1,000.00	901.88	90	(98.12)
5.05.06	Music Program	1,600.00	837.72	52	(762.28)
5.05.07	Guest Musicians	1,700.00	675.00	40	(1,025.00)
5.05.08	Substitute Accompanist	750.00	900.00	120	150.00
5.05.09	Miscellaneous Bd of Deacons	300.00	252.85	84	(47.15)
	Total Board of Deacons Exp.	\$8,525.00	\$6,410.79	75	(\$2,114.21)
5.09.01	Earth Day Celebration		846.90		
	Total Creation Justice Team Exp.		\$846.90		
+	Total Operating Budget Expenses	\$413,620.00	\$434,938.57	100	(\$324.70)
	Difference	(\$3,230.00)	(\$23,020.35)		

ⁱ Original congregational resolution in 1981.