



**First Congregational United Church of Christ**  
Board of Trustees  
May 10, 2022 6:00 PM

|   |                        |
|---|------------------------|
| <b>Call to Order</b>                              | Hoekstra, Anne         |
| <b>Reflection and Announcements</b>               | Hoekstra, Anne         |
| <b>Previous Minutes—March 8, 2022</b>             | Jorgensen, Keith       |
| <b>Treasurer Report</b>                           | Allbaugh, David        |
| <b>Staff Reports</b>                              |                        |
| Music Director                                    | Overton, Luke          |
| Youth Director                                    | Chronister, Abbie      |
| Office Manager                                    | Wolfe, Michelle        |
| <b>Summaries/Highlights</b>                       |                        |
| Boards:   |                        |
| Social Causes and Justice (Mission)               | Allbaugh, Laurie       |
| Creative Ministries (Fine Arts)                   | Greene, Paul           |
| Spiritual Life & Care (Diaconate)                 | Greene, Gina           |
| Physical Resources (Building & Grounds)           | Lauterbach, Gordon     |
| Spiritual Growth & Programs (Religious Education) | Ahrens, Tim            |
| Committees:                                       |                        |
| Endowment   | Stevenson, James       |
| Grin & Grow                                       | Jensen, Karen          |
| Search and Call                                   | Highnam, Diane         |
| <b>Old Business</b>                               |                        |
| Pulpit supply payment                             | Hoekstra, Anne         |
| <b>New Business</b>                               |                        |
| <b>Adjournment</b>                                |                        |
| Next Common Meeting                               | June 14, 2022 7:00 PM  |
| Next Trustees Meeting                             | August 9, 2022 6:00 PM |

First Congregational Church UCC  
Waterloo, Iowa

Board of Trustees  
March 8, 2022

Present: Moderator Anne Hoekstra, Craig Driver, Jim Stevenson, Cliff Highnam, John Mardis, Tim Ahrens, Diane Highnam, Evie Waack, David Allbaugh, Gina Greene, Paul Greene, Karen Jensen, Bob Brock, Laurie Allbaugh, Paul Prescott, and Keith Jorgensen. Staff: Michelle Wolfe, Luke Overton, and Abbie Chronister.

Moderator Hoekstra called the meeting to order at 6:01 PM and offered a Reflection reading with a passage from a book by Henri Nouwen. She then made announcements concerning the Easter season and an addition to the agenda.

**Motion:** To approve the minutes for the January 11, 2022, meeting. **J. Stevenson / C. Driver / Carried**

**Motion:** To approve the email vote taken on February 24, 2022, concerning the Pastor Myers resignation agreement offer and to accept his resignation letter upon its receipt. **Paul Greene / Dave Allbaugh / Carried Unanimously**

**Treasurer's Report:** Treasurer David Allbaugh presented his treasurer's report opening with the statement that the church is financially stable, however, the current position is not as strong as in past reports. He stated that a note will be placed in the next Tidings urging members to bring their annual pledges to current for the year. Given a low cash position, he reported the first installment of Memorial Pledges from the Endowment Trust has been requested. He then reviewed the financial report for February commenting on the various margin notes in the report. Of special note was the lower-than-average ending cash position of approximately \$26,000 and the fact that the church functions on an average of approximately \$33,000 per month.

**Motion:** To approve the Treasurer's Report. **David Allbaugh / J. Mardis / Carried**

#### **Staff Reports:**

**Music Director:** See the attached written report.

**Youth Director:** See the attached written report. Abbie announced she would be out of town this weekend attending a Continuing Education Conference in Indianapolis, Women in Youth Ministry.

**Office Manager:** See the attached report. Michelle added how nice it is to be back in the office daily.

**Board Reports:** See the attached written reports.

**Social Causes and Justice (Mission):** Moderator Hoekstra announced the Nicaraguan Shoeboxes have been delivered to an Indian Reservation in Peoria, AZ after being in storage for two years. This is an alternative destination as the Nicaraguan border is closed. Tim Ahrens announced that Community Meals has been discontinued.

**Creative Ministries (Fine Arts):** Paul Greene shared that plans are still being made to have Ayanna Gregory speak this spring and hopefully in our church.

**Spiritual Life & Care:** Gina Greene added that conversations have begun on having "social" time following worship.

**Physical Resources (Building & Grounds):** Cliff Highnam reported plans are being made to repair the past water damage, also for some brick tuckpointing this spring. The primary focus is locating a contractor to do the work. Cliff noted the church should expect an increase in heating cost for the year. Paul Prescott offered some recommendations on repairing the plaster blistering issue the church suffers. He recommended employing an engineer for the best solution.

**Spiritual Growth & Programs (Religious Education):** Tim Ahrens reported seven children were in attendance for the Hartman Reserve maple syrup event this past weekend. Abbie shared that plans are being made for Vacation Bible School this summer with several area churches involved.

**Committees:**

**Social Media:** Evie Waack, representing the Social Media committee, shared the Digital Media Policies document they have created. See the attached policy. The committee members are listed on the report. There was considerable discussion on the policy and the management of our various media platforms by the entire group. While well received, it was stated it would be a document amended as needed in the future.

**Motion:** To approve the Social Media Policy as presented. **J. Mardis / Paul Greene / Carried**

**Endowment:** See the attached written report. Jim Stevenson clarified the operating philosophy of the Endowment Committee, noting that while the corpus could be invaded, a plan for repayment should be in place. John Mardis commended the committee members, past and present, on an excellent job of maintaining the fund.

**Search and Call:** Diane Highnam reported an updated Church Profile has been submitted to the Conference office, expecting some revisions to be made. Once the approved profile is returned, it will be posted on websites of several denominations for a wider distribution.

**Memorial Committee:** See the attached written report.

Moderator Hoekstra dismissed all but board of trustee members at this point to open discussion on the current pastoral situation and discussion on appropriate reimbursement rates for pulpit fill. The conditions of Rev. Myers resignation were reviewed, and the current status reported. Once Rev. Myers resignation is official, Moderator Hoekstra will make the announcement to the congregation. Discussion followed on reimbursement rates for pulpit fill.

**Motion:** Reimbursement for pulpit fill will be \$150 per day for an ordained pastor, and \$100 per day for lay persons. **Paul Greene / John Mardis / Carried**

Meeting was adjourned.

Respectfully submitted,  
Keith Jorgensen, Clerk

## TREASURER'S REPORT

At the end of April, our Church Operating Budget performance is good. We are 33 percent of the way through the year. Our total income is at 34 percent of budget, and our total expenses are at 30 percent. Current Pledge income is at 43 percent, so members are doing a good job of keeping pledge payments up to date. Expenses are under budget because maintenance costs and all Board spending is under budget.

MidAmerican energy expense is at 54 percent of budget because natural gas cost is higher than forecast. We will monitor this closely in the coming months and update our annual cost estimate, then determine the overall impact on the budget.

Dave Allbaugh  
Treasurer

## YOUTH DIRECTOR REPORT

### Past (April)

- PROGRAMMING: Weekly Wednesday night youth group; April 15: Pizza Party; Easter programming (egg hunt/other pre-service activities, youth bulletins)
- STAFFING RESPONSIBILITIES: Office Hours Mon., Tues., Thurs., and Fri. 1pm-5pm
- WORSHIP: Providing children's messages (or delegating them out to others); Coordinating and facilitating childcare
- UCC/LOCAL CHURCH CONTACTS: Leading and planning for VBS 2022 (July 11-14, 5-7:30pm, let me know if you'd like to volunteer in any capacity!)
- PASTORAL CARE: Frequently connecting with families both in-person and through texts/phone calls
- MISC.: Alongside the Digital Media Committee, enhancing digital media spaces; Continuing Education: Orange Conference (see Tidings 05.11.22 for write-up info)

### Present (May)

- PROGRAMMING: Weekly Wednesday night youth group; Intergenerational Event on the 11th (making cat and dog toys to donate... come join us!)
- STAFFING RESPONSIBILITIES: Office Hours Mon., Tues., Thurs. 1pm-5pm
- WORSHIP: Providing children's messages (or delegating them out to others); Coordinating and facilitating childcare; Youth Sunday on the 22nd
- UCC/LOCAL CHURCH CONTACTS: Leading and planning for VBS 2022
- PASTORAL CARE: Frequently connecting with families both in-person and through texts/phone calls

### Future (Summer)

- PROGRAMMING: "Big" youth event once a month (water park, bowling, etc.); "Small" youth group once a month (games, movies, crafts, science projects, etc.)
- STAFFING RESPONSIBILITIES: Office Hours Mon., Tues., 1pm-5pm (with additional day either Wednesday or Thursday, depending on needs)
- WORSHIP: Providing children's messages (or delegating them out to others); Coordinating and facilitating childcare
- UCC/LOCAL CHURCH CONTACTS: Leading and planning for VBS 2022
- PASTORAL CARE: Frequently connecting with families both in-person and through texts/phone calls

*Respectfully submitted,*  
**Abbie Chronister**

## **MUSIC DIRECTOR REPORT**

In the time since my previous board report, we have continued to worship in person and in the sanctuary, which has allowed our chancel choir and Touch of Brass Bell Choir to support the worship service with our musical contributions.

Aside from our weekly service anthem, the two major points of focus were the Holy Week and Easter Sunday services and Music Sunday. Both ensembles were a part of the Easter Service, with the handbell choir joining with Hudson on Organ, Dan Hummel on Timpani, and Kelly Meine on Trumpet for our first hymn. The chancel choir lead the congregation in a processional to start service, an Easter Anthem, and concluded our worship with “Hallelujah Chorus” from Messiah.

A few weeks later, both ensembles were also involved with Music Sunday, which was a musical worship service lead primarily by Hudson as he introduced the new sounds and capabilities of the revoiced organ through his musical ministry. Touch of Brass handbell choir provided a prelude and the chancel choir sang an offertory anthem. All musical contributors to our weekly services, whether online or in person, throughout the pandemic were recognized for the sharing of their talent and vital assistance in keeping music ministry a part of our services throughout the past three years.

Looking forward, we have one more service with the Chancel Choir on May 8th before we move to our summer schedule. All congregation members are encouraged to reach out to Michelle in the office if they would like to contribute their creative talents to our summer worship services.

Respectfully submitted,

*Luke Overton, Director of Music*

## **OFFICE MANAGER REPORT**

The 2022 Directory has been printed and distributed. It is also available online for member only access. I will send out a member only email with the link and password to access it. On this same link members are able to access the Trustee Minutes for the last year. Thank you to Abbie for her knowledge on getting this up and running. It sounds like there would be availability for other things that may be “member only” appropriate such as birthday/anniversary listings if there is interest.

Just a reminder that we do have a functioning church calendar again available on our website under the News and Events tab. Abbie and I are keeping that up to date with all activities including non church events happening in the building (Girl Scouts, NAMI, etc). This should keep from overbooking a certain room so if you know of an activity happening in the church (Search & Call Meeting, Committee/Board Meeting, etc.) please let Michelle know so she can put it on the calendar or at least check to make sure that date and room isn't already spoken for.

Going into the summer I am hoping to start scanning files to digitize some of our church records. I will be contacting the chairs of each committee if I have any questions regarding their specific information. I do not plan on throwing away anything until we know that the digitalization is a success and protocols are in place for safe long-term keeping.

Respectfully submitted,

*Michelle Wolfe*

## **BOARD OF CREATIVE MINISTRIES REPORT**

“Being Creative” in a world still filled with doubt is still, appropriately, the theme for the Creative Ministries Board. Our discussions have centered around many possibilities for the coming year. Having options for how those are delivered is just a part of the challenge, as it is for all boards.

The Ayanna Gregory performance has been postponed until September. This will be a very special event for our church to host for the community given our rich history in abolition and civil rights.

Julia Bullard and her trio will perform for our ongoing concert series in September or October.

Other possibilities we are exploring to get into the community:

- Sponsoring music groups for community events, such as 4<sup>th</sup> Street Cruise and Pride Weekend
- Participating in other community events, such as the Grout Museum Art Walk, by providing hands-on-activities, or music, or a permanent “play” sculpture
- Create a neighborhood gathering place at/near the existing G&G playground area with a shelter and/or “play” sculpture
- Have a community-invited contest for the design of a “play” sculpture
- Hosting music events, indoor/outdoor, of known Christian musicians
- Hosting the dedication concert with Hudson playing our “new” organ when allowable
- Organizing a progressive event with Church Row with a Stations of the Cross theme

Respectfully submitted,

*Paul Greene, chair*

## **BOARD OF PHYSICAL RESOURCES REPORT**

There are several on-going physical resources projects occurring simultaneously.

1. Koch Construction has been engaged to repair the roof over the organ and on the west side of the building. This work is in process and not yet complete. They have been detained by poor weather over the past couple of months.
2. Restoration Services has been engaged in tuck pointing our brickwork. They are approximately half finished and intend to finish up when their lift equipment can operate without damaging the lawn.
3. We have had estimates on replacing the AC unit for the library and music room. We are in process of selecting between two contractors: Young PHC and Dalton PHC.
4. We are gathering estimates for water damage for the front entrance and for around our stained glass windows. Rickels Construction is preparing a general contracting estimate for trim repair, painting and plastering. They can begin water-damage painting in the front foyer at any time after our contract is completed. Plastering needs to follow roof repair and tuck pointing (1 & 2).
5. The pulled pork luncheon last Sunday yielded over \$950 for a new riding mover/snow blower. Combined with capital monies, the church purchased a new mower/snow blower which was delivered Wednesday of last week. We sold the old mower for parts.
6. We will have our damaged sidewalks and curbs repaired by Nelson Construction this summer.

*Clifford Highnam, Chair*

## **BOARD OF SOCIAL CAUSES & JUSTICE REPORT**

*Common Meeting SC&J Minutes - April 12, 2022*

The committee met following the April Common Meeting. Those present were Laurie Allbaugh and Diane Highnam in person and Lynette Doepke by telephone.

The offering for One Great Hour of Sharing was \$1118.00.

Strengthen the Church is scheduled for the first Sunday of Pentecost. (June 5) We will promote this campaign through Tidings.

Leon Begay has been involved in Church Row activities through his University project.

We will continue to publicize Ukrainian relief.

The National Night Out will be held in August with planning beginning in June. There is also a possibility of one or two clothing drives.

Meals on Wheels continues successfully.

There was a question if Pilgrim Heights was in need of anything.

We discussed the possibility of reviving the church's food pantry for families registered through Love INC.

Grin and Grow is presently working on playground Improvement.

There is a request for thank you gifts for teachers at Irving. We are unsure if Bungler wishes to continue our partnership. We will contribute \$200.00 for the gifts.

*Lynette Doepke - secretary*

*Laurie Allbaugh, Chair*

## **BOARD OF SPIRITUAL LIFE AND CARE REPORT**

A special thank you to the church for their willingness to step forward and assist and to the committee of Nancy, Cindy and Ginni for working so well together to accomplish what needs to be done. It has been a gift.

Sunday Responsibilities were assigned for April through June with additional days for Lent and Holy Week.

Easter lilies, Deacon's letter and special services were provided. A very successful simple supper was held on Maundy Thursday. Easter Cards were sent to members that are shut in, live away from church family and that are missing at church.

Social time after church began again at the end of March. Church members have volunteered as cookie bakers and will be contacted to provide cookies and to help with Sunday mornings as needed.

We are looking at opportunities to bring members together for fun events and to highlight our members unable to attend church.

Next Meeting Will Be Scheduled As Needed.

Thank you-

*Gina Greene, chair, Nancy Mahood, Cindy Thompson,*

*Ginni Casteel (work from home member)*

## **BOARD OF SPIRITUAL GROWTH AND PROGRAMS REPORT**

April 15th a “create your own pizza” youth event was held in our kitchen with seven kids participating. After enjoying their creations games were played, a good time had by all!

Sunday, April 17 was our scheduled Easter egg hunt.

We will be hosting the annual Church picnic this year after service June 5th on the Church grounds, more info to come. It’s been one year since we planted the shrubs and trees and most of them are now budding out and looking good.

Youth Sunday is May 22nd.

Abbie has been organizing Vacation Bible School with seven other churches; the dates are July 11-14th. Pre K-5th, 5-7:30pm.

Respectfully Submitted,

*Tim Ahrens*

## **ENDOWMENT COMMITTEE REPORT**

### **Status**

The balance in the Endowment Fund on March 31, 2022 was \$2,117,654.07 which does not include Goodrich \$143,166.66. This is \$237,309.90 less than the \$2,354,963.97 bequeathed. The Goodrich still has \$43,166.66 greater balance than the original gift.

Disbursements totaling \$54,872.79 were made from January 1 to March 31, 2022. This includes \$3,895.26 in Trustee fees and tax preparation, \$24,206 in Memorial Pledges and \$26,771.53 in loan repayment.

No gifts or bequests were received thus far in 2022. Organ Project Pledges of \$25,000 were received.

### **Guidance**

The Endowment Committee has successfully dealt with three major challenges:

1. The Endowment Fund lost \$146,091.90 in market value in the unrestricted funds and \$8,527.37 in the Goodrich Fund. Inflation fears and the Ukrainian-Russian conflict have caused investor angst which is depressing market growth.
2. To recover \$194,143.24 shortfall of the corpus to the amount of total gifts and bequests, the Endowment Committee adopted an Allocation Policy beginning January 1, 2022. In addition, 25% of the Goodrich Fund was invested in income producing equities to complement the 75% in fixed income bonds. Unrestricted funds are composed of 1.8% in Cash, 39.2% in Fixed Income, and 59.0% in Equities.
3. The Endowment Committee has a \$75,000 bank loan at 4% payable over the next two years with final payment by January 15, 2024 to finance the outstanding pledges for the Organ Project. We borrowed \$40,100, made a payment of \$26,771.53 with a balance of \$14,473.05.

For the Endowment Committee,

*Jim Stevenson, Chair*



| First Congregational Church<br>Waterloo, Iowa | April<br>General Budget | Year to Date<br>2022 | Annual<br>Budget | Percent of<br>Budget |
|---|-------------------------|----------------------|------------------|----------------------|
|   |                         |                      |                  | 33.3%                |
| <b>INCOME</b>                                 |                         |                      |                  |                      |
| Offering Income:                              |                         |                      |                  |                      |
| Current Pledges                               | 18,667.10               | 91,099.99            | 210,344          | 43.3%                |
| Past Pledges                                  | -                       | 1,200.00             | 1,000            | 120.0%               |
| Memorial Pledges                              | -                       | 24,206.00            | 72,618           | 33.3%                |
| Non-Pledges                                   | 835.40                  | 3,904.10             | 15,000           | 26.0%                |
| Loose Offering                                | 204.00                  | 328.00               | 1,500            | 21.9%                |
| Total Offering Income                         | 19,706.50               | 120,738.09           | 300,462          | 40.2%                |
| Other Income:                                 |                         |                      |                  |                      |
| Rent  | 1,170.00                | 4,680.00             | 14,040           | 33.3%                |
| Parking Lot & Garbage                         | -                       | 1,724.10             | 3,338            | 51.7%                |
| Miscellaneous Income                          | -                       | -                    | 0                | -                    |
| Income From Previous Years                    | -                       | 13,000.00            | 13,000           | 100.0%               |
| One Time Support from Endowment               | -                       | -                    | 35,000           | -                    |
| Facilities Maintenance Subsidy                | -                       | -                    | 25,000           | 0.0%                 |
| Capital Fund Subsidy                          | -                       | -                    | 3,000            | 0.0%                 |
| Section Leader Subsidy                        | -                       | -                    | 15,000           | 0.0%                 |
| Total Other Income                            | 1,170.00                | 19,404.10            | 108,378          | 17.9%                |
| Total Income                                  | 20,876.50               | 140,142.19           | 408,840          | 34.3%                |
| <b>EXPENSE</b>                                |                         |                      |                  |                      |
| Board of Trustees                             |                         |                      |                  |                      |
| Pastor  |                         |                      |                  |                      |
| Salary  | 4,726.76                | 18,907.04            | 56,721           | 33.3%                |
| Housing Allowance                             | 1,403.16                | 5,612.64             | 16,838           | 33.3%                |
| Annuity                                       | 858.25                  | 3,433.00             | 10,299           | 33.3%                |
| Health Insurance                              | 1,163.50                | 4,354.00             | 12,862           | 33.9%                |
| SS & Medicare Offset                          | 469.00                  | 1,876.00             | 5,628            | 33.3%                |
| Disability Insurance                          | -                       | 183.90               | 1,104            | 16.7%                |
| Continuing Education                          | -                       | -                    | 1,000            | 0.0%                 |
| Total Senior Minister                         | 8,620.67                | 34,366.58            | 104,452          | 32.9%                |
| Director of Youth                             |                         |                      |                  |                      |
| Salary  | 1,716.68                | 6,866.71             | 20,600           | 33.3%                |
| Continuing Education                          | -                       | 315.09               | 450              | 70.0%                |
| Total Director of Youth                       | 1,716.68                | 7,181.80             | 21,050           | 34.1%                |
| Professional Expense                          |                         |                      |                  |                      |
| Senior Pastor Expense Allowance               | -                       | -                    | 500              | 0.0%                 |
| Youth Director Expense Allowance              | 20.78                   | 75.45                | 300              | 25.2%                |
| Organist Expense Allowance                    | -                       | -                    | 500              | 0.0%                 |
| Delegate Expense Allowance                    | -                       | -                    | 500              | 0.0%                 |
| Staff Continuing Education                    | -                       | -                    | 500              | 0.0%                 |
| Pulpit Supply                                 | 1,050.00                | 1,600.00             | 800              | 200.0%               |
| Total Professional Expense                    | 1,070.78                | 1,675.45             | 3,100            | 54.0%                |
| Staff Salaries                                |                         |                      |                  |                      |
| Custodian Salary                              | 2,705.42                | 10,821.68            | 32,465           | 33.3%                |
| Organist                                      | 1,231.76                | 4,927.04             | 14,781           | 33.3%                |

| First Congregational Church<br>Waterloo, Iowa                         | April<br>General Budget | Year to Date<br>2022 | Annual<br>Budget | Percent of<br>Budget                  |
|---|-------------------------|----------------------|------------------|---------------------------------------|
| Director of Music   | 1,082.26                | 4,329.04             | 12,987           | 33.3%                                 |
| Total Staff Salaries  | 5,019.44                | 20,077.76            | 60,233           | 33.3%                                 |
| <b>Office &amp; Administration</b>                                    |                         |                      |                  |                                       |
| Office Manager  | 3,288.26                | 13,153.04            | 39,459           | 33.3%                                 |
| Office Supplies/Expenses  | 51.76                   | 728.06               | 4,000            | 18.2%                                 |
| Office Equipment/Maint.   | 162.64                  | 968.59               | 3,500            | 27.7%                                 |
| Postage   | 350.00                  | 798.00               | 2,200            | 36.3%                                 |
| Advertising   | 16.04                   | 64.16                | 240              | 26.7%                                 |
| Social Security (7.65%)   | 842.09                  | 3,212.33             | 9,202            | 34.9%                                 |
| Van Expense   | 38.00                   | 38.00                | 200              | 19.0%                                 |
| Capital Account   | -                       | -                    | 4,000            | 0.0%                                  |
| Stewardship   | -                       | -                    | 200              | 0.0%                                  |
| SIMPLE IRA Employer Match   | 236.96                  | 947.84               | 1,833            | 51.7%                                 |
| Transitions / Search Exp.   | -                       | 755.00               | 2,000            | 37.8%                                 |
| Total Office & Administration   | 4,985.75                | 20,665.02            | 66,834           | 30.9%                                 |
| Total Board of Trustees   | 21,413.32               | 83,966.61            | 255,669          | 32.8%                                 |
| <b>Board of Spiritual Life &amp; Care (Deacons)</b>                   |                         |                      |                  |                                       |
| Altar Care  | -                       | -                    | 150              | 0.0%                                  |
| Flowers   | 96.02                   | 96.02                | 150              | 64.0%                                 |
| Dinners and Receptions  | -                       | -                    | 400              | 0.0%                                  |
| Christmas Decorations   | -                       | -                    | 200              | 0.0%                                  |
| C.U.E. Seminary Support   | -                       | -                    | 3,500            | 0.0%                                  |
| Evangelism  | -                       | -                    | 50               | 0.0%                                  |
| Total Diaconate   | 96.02                   | 96.02                | 4,450            | 2.2%                                  |
| <b>Board Of Physical Resources (Building &amp; Grounds)</b>           |                         |                      |                  |                                       |
| Utilities:  |                         |                      |                  |                                       |
| MidAmerican   | 5,103.00                | 9,536.00             | 17,500           | 54.5%                                 |
| Phones / Internet   | 176.19                  | 780.18               | 2,500            | 31.2%                                 |
| Waste Disposal  | 97.07                   | 388.28               | 1,180            | 32.9%                                 |
| Water Works   | -                       | 470.39               | 7,000            | 6.7%                                  |
| Total Utilities   | 5,376.26                | 11,174.85            | 28,180           | 39.7%                                 |
| Maintenance   | 2,204.02                | 5,207.15             | 40,000           | 13.0%                                 |
| Maintenance Grin & Grow   | 467.34                  | 1,117.34             | 1,000            | 111.7% * Classroom Floor & Door Locks |
| Insurance   | -                       | 4,362.50             | 18,500           | 23.6%                                 |
| Custodial Supplies  | 196.92                  | 441.99               | 2,000            | 22.1%                                 |
| Total Building & Grounds  | 8,244.54                | 22,303.83            | 89,680           | 24.9%                                 |
| <b>Board of Spiritual Growth &amp; Programs (Religious Education)</b> |                         |                      |                  |                                       |
| Curriculum  | -                       | -                    | 400              | 0.0%                                  |
| Supplemental Materials  | -                       | -                    | 100              | 0.0%                                  |
| Equipment Maintenance   | -                       | -                    | 150              | 0.0%                                  |
| Children's Fellowship   | 38.20                   | 103.20               | 500              | 20.6%                                 |
| Youth Fellowship  | 118.16                  | 135.16               | 900              | 15.0%                                 |
| Young Adults  | -                       | -                    | 200              | 0.0%                                  |
| Childcare Salary  | 60.00                   | 140.00               | 1,500            | 9.3%                                  |

| First Congregational Church<br>Waterloo, Iowa          | April<br>General Budget | Year to Date<br>2022 | Annual<br>Budget | Percent of<br>Budget         |
|--|-------------------------|----------------------|------------------|------------------------------|
| Adult Education  | -                       | -                    | 200              | 0.0%                         |
| Special Events   | -                       | -                    | 1,500            | 0.0%                         |
| Summer Programming                                     | -                       | -                    | 500              | 0.0%                         |
| Library - Books/Periodicals                            | 51.83                   | 65.48                | 360              | 18.2%                        |
| <b>Total Religious Education</b>                       | <b>268.19</b>           | <b>443.84</b>        | <b>6,310</b>     | <b>7.0%</b>                  |
| <b>Board of Creative Ministries (Fine Arts)</b>        |                         |                      |                  |                              |
| Section Leaders  | 1,160.00                | 2,700.00             | 15,000           | 18.0%                        |
| Guest Musicians  | 175.00                  | 325.00               | 1,000            | 32.5%                        |
| Instrument Maintenance                                 | 315.00                  | 1,409.19             | 2,500            | 56.4% * Organ & Pianos Tuned |
| Program Materials                                      | 93.00                   | 191.45               | 750              | 25.5%                        |
| Choir Robe Cleaning                                    | -                       | -                    | 150              | 0.0%                         |
| Copyright License                                      | -                       | -                    | 700              | 0.0%                         |
| Memberships & Assc                                     | -                       | -                    | 250              | 0.0%                         |
| Reception Supplies                                     | -                       | -                    | 300              | 0.0%                         |
| <b>Total Fine Arts</b>                                 | <b>1,743.00</b>         | <b>4,625.64</b>      | <b>20,650</b>    | <b>22.4%</b>                 |
| <b>Board of Social Causes &amp; Justice (Missions)</b> |                         |                      |                  |                              |
| <b>World Mission</b>                                   |                         |                      |                  |                              |
| OCWM Basic Support                                     | 2,250.00                | 9,000.00             | 27,000           | 33.3%                        |
| Sunday School Mission Project                          | -                       | -                    | 200              | 0.0%                         |
| <b>Regional Mission</b>                                |                         |                      |                  |                              |
| Association Dues                                       | -                       | -                    | 700              | 0.0%                         |
| Delegate Expense                                       | -                       | -                    | 200              | 0.0%                         |
| Adopt-a-Cabin  | -                       | -                    | 100              | 0.0%                         |
| <b>Local Mission</b>                                   |                         |                      |                  |                              |
| Community Mission                                      | 100.00                  | 100.00               | 2,000            | 5.0%                         |
| Community Meals  | -                       | -                    | 1,000            | 0.0%                         |
| Partners-in-Education                                  | 50.00                   | 50.00                | 500              | 10.0%                        |
| Church Row Partnership                                 | 50.00                   | 50.00                | 50               | 100.0%                       |
| <b>Total Missions</b>                                  | <b>2,450.00</b>         | <b>9,200.00</b>      | <b>31,750</b>    | <b>29.0%</b>                 |
| <b>Total Expenses</b>                                  | <b>34,215.07</b>        | <b>120,635.94</b>    | <b>408,509</b>   | <b>29.5%</b>                 |
| <b>Net Income</b>                                      | <b>(13,338.57)</b>      | <b>19,506.25</b>     | <b>331</b>       |                              |

| Cash Balance - General Acct | Month            | YTD              |
|-----------------------------|------------------|------------------|
| Beginning Cash Balance      | 70,430.55        | 63,041.96        |
| Net Income                  | (13,338.57)      | 19,506.25        |
| Taxes Withheld (Inc)        | -                | -                |
| Income from Previous years  | -                | (13,000.00)      |
| Advance Pledge 2022         | -                | (12,456.23)      |
| <b>Ending Cash Balance</b>  | <b>57,091.98</b> | <b>57,091.98</b> |